

**GOVERNMENT OF JAMMU AND KASHMIR  
GENERAL ADMINISTRATION DEPARTMENT  
CIVIL SECRETARIAT, SRINAGAR**

**Subject: Instruction for employees bypassing proper channel for redressal of grievances - reg.**

**Circular No.38-JK(GAD) of 2021  
Dated:20-09-2021**

It has been observed that some officers/officials working in various Government Departments of the Union territory of Jammu and Kashmir are bypassing proper channels and approaching higher offices viz. that of Hon'ble President's Secretariat, Hon'ble Prime Minister's Office, Hon'ble Lieutenant Governor's Secretariat and the Office of the Chief Secretary, for redressal of grievances pertaining to service matters. These acts being in violation of the Jammu and Kashmir Civil Services Conduct Rules, 1956 have been viewed seriously by the authorities.

Accordingly, it is enjoined upon all employees working in various Departments/Organizations to desist from approaching such offices henceforth, follow the prescribed procedures and approach the appropriate authorities for redressal of their genuine grievances. Any violation of these instructions by any employee shall invite strict disciplinary action under Rules.

**Sd/-**

(Manoj Kumar Dwivedi) IAS

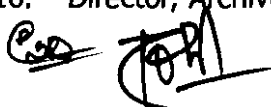
**Commissioner/Secretary to the Government**

No. GAD-ADMOII/20/2021-09-GAD

Dated:20.09.2021

Copy to the:-

1. Financial Commissioner(Additional Chief Secretary), Finance Department.
2. Financial Commissioner(Additional Chief Secretary), Health & Medical Education Department
3. All Financial Commissioners.
4. Director General of Police, J&K.
5. All Principal Secretaries to the Government.
6. Principal Secretary to the Lieutenant Governor.
7. Principal Resident Commissioner, J&K Government, New Delhi.
8. All Commissioner/Secretaries to the Government.
9. Chief Electoral Officer, J&K.
10. Director General, J&K Institute of Management, Public Administration & Rural Development.
11. Divisional Commissioner, Jammu/Kashmir.
12. Chairperson, J&K Special Tribunal.
13. Director Information, J&K.
14. All Deputy Commissioners.
15. All Heads of Departments/Managing Directors/Secretary, Advisory Boards.
16. Director, Archives, Archaeology and Museums.



17. Private Secretary to the Chief Secretary.
18. Private Secretary to Commissioner/Secretary to Government, General Administration Department.
19. Private Secretary to Advisor (F)/(B) & (BK) to the Lieutenant Governor.
20. Circular/Stock file/Website, GAD.

  
20.9.2021  
(Rohit Sharma)JKAS  
**Additional Secretary to the Government**

*P.S.*  
20/09