DOGRA EDUCATIONAL TRUST CHARAK BHAWAN, SHASTRI NAGAR JAMMU (J&K).

LEAVE RULES

1. Short Title and Commencement

These Rules be called "Dogra Educational Trust, Leave Rules 2015". These shall come into force from the 1st of April 2015 and shall apply to the employees working in the DET Group of Colleges.

2. Extent of Application

Save as otherwise provided, these Rules shall apply to all employees working in the DET and its different wings / departments as defined in the DET Service Rules 2015.

3. General

- a). The Year for the purpose of calculation of leaves shall be from 1st April to 31st March.
- b). Leave cannot be claimed as a matter of right. When the exigencies of the institute so require, leave of any kind may be refused or revoked by the competent authority.
- c). Leave shall be sanctioned on the criterion of urgency and justification, depending upon the merits of each case. Leave got sanctioned in advance shall have priority over others who submit their applications late. Normally, leave of any kind is to be got sanctioned in advance from the competent authority.
- d). The Management reserves the right to cancel the sanctioned leave of an employee in the interest of the institution.
- e). Any violation of leave rules will subject an employee to disciplinary action i.e. warning penalty, suspension and even termination of services. The decision of the management shall be final and binding in such cases.
- f). Ignorance of leave rules shall not be regarded as an excuse under any circumstances. Every employee is expected to have read the leave rules before or after joining service in the institute. Further, employees are required to be fully aware of the Leave rules in force at all times.
- g). An employee proceeding on any kind of leave is required to cooperate with the Management in ensuring that alternate arrangements have been made for the leave period so that the work entrusted to the employee does not suffer. Further, he/she will ensure that adequate arrangements are made in consultation with HOD true and are made known to the concerned colleagues/teachers/officers.

- h). Prior submission i.e. atleast a formight earlier, is required for availing of long leaves, e.g., privilege leave (half pay)/sabbatical leave/maternity leave/ study leave etc. No long leave cases at a short notice shall be entertained. To avail any other kind of leave for a period exceeding 6 days shall require the applicants need to submit their leave applications at least 10 days in advance.
- i) An employee availing of privilege leave (half pay leave), sabbatical leave/maternity leave/study leave, compensatory leave, and leave without pay shall be required to submit a joining report in the office of the Director prior to resuming his/her duties.
- j). An employee desiring to proceed on leave or seeking extension of his/her leave must submit leave application on the prescribed proforma duly signed by him/ her to the competent authority of the institute. Request for leave on telephone to Principal/Registrar/ Competent Authority is allowed only in emergencies and must be followed by an application signed by the concerned employee for formal grant of leave which should be submitted /e-mailed within 24 hours after expiry of the leave. In the application/e-mail, the employee shall explain the circumstances due to which he / she could not submit leave application before or at the time of proceeding on leave. The competent authority/HOD is required to record the leave requested on telephone, in the leave register maintained.
- k). Unless the Competent Authority approves of extension in leave, an employee who remains absent after the end of the sanctioned leave will be freated as on leave without pay for the extended period (non-sanctioned) calculated under Rule 4.8 of the Leave rules. The Director/Joint director may, however, grant casual leave for the said period on the merits of each case provided the casual leaves are due to him/her under rules.
- 1). No employee in the service of the Institution will be allowed to appear in any interview/examination in any capacity during service which involves grant of leave for preparation, practice, contact programme or appearance in the examination, without prior permission in writing from the Management. Any contravention of this rule shall invite strict disciplinary action. Application for pursuing studies through regular, part time, open learning modes, weekend and sandwich courses leading to enhancement of professional competency etc. for contribution towards the better functioning of the institution, will, however, be considered on merits of each case provided the management receives such application atleast lifteen days before applying for a course and the applicant has followed the procedure laid down for grant of permission (Refer to item 2(7) of the Service Rules).
- m). An employee who is transferred from teaching to non-teaching category or vice-versa shall be governed by the leave rules of that category from the date of transfer.
- n). The total period of leave without pay granted to an employee in one or more spells of time during the year shall extend the date of his/her annual increment as defined below
 - Leave without pay granted to the extent of fifteen days in a year shall not defer the date of annual increment.
 - ii). Leave without pay granted for more than fifteen days up to thirty days in aggregate, shall defer the date of increment by one month, posta Education

- iii). Leave without pay granted for more than thirty days up to sixty days in aggregate shall defer the date of increment by two months for the leaves taken in excess of two months or more.
- Leave without pay granted for more than sixty days to any category of employee shall defer the date of increment proportionately.

4. Types of Leave

- (i) Casual Leave
- (ii) Privilege Leave (Half Pay Leave)
- (iii) Study Leave
- (iv) Maternity Leave/ Child Adoption Leave
- (v) Sabbatical Leave
- (vi) Compensatory Leave
- (vii) Vacation
- (viii) Leave without Pay

4.1. Casual Leave

- a) Ordinarily, casual leave will not be sanctioned unless the urgency/reason is specified and the leave is got sanctioned before proceeding on leave. However, in unforeseen circumstances justifying the absence of the employee from duty, casual leave may be availed without prior notice if the telephonic message/e-mail/SMS etc. is conveyed to competent authority/Principal/HOD well in time. This should be followed by a written leave after resuming duties. Verbal message conveyed through any other employee of the institute shall not be valid. Inability to do so would be dealt under Rule 4.1(c) of the Leave rules.
- b) Casual leave may be granted to teaching and non-teaching employees of level-1 and level-II for a period not exceeding 15days in a year in aggregate. In the first twelve months of service, an employee can avail of casual leave @ 1 day after completion of each month of service.
- e) All casual leave applications will be either 'sanctioned' or 'not sanctioned'. Leaves not sanctioned and availed unauthorizedly shall lead to deduction of two days' pay for each day of unauthorized absence.
- d). The number of casual leaves taken at a time after the completion of Tyear of service shall not exceed 06 working days in case of teaching and non-teaching employees of level-1 and level-II provided the leave is due to them.
- e) Casual leave accumulated under rule 4.1(b) to the credit of an employee till date in any year of service may be availed in subsequent months of the same year/session. Unutilized casual leave at the end of the year may be encashed to the extent of 50% provided it is not less than 06 days in case of teaching and non-teaching employees of level-I and level-II on production of a certificate from the Principal/ HOD to this effect.
- f) Half day casual leave is permissible and shall not exceed 03 hours and 04 hours duration in case of teaching and non-teaching staff respectively.
- An employee will be permitted either to prefix or suffix four days easy to with Summer or Winter vacation in exceptional circumstances only variety down traffic, illness etc. However, if an employee proceeds on an overseas of visit, it will be open for the management to allow him/her leave without pay for a longer period

depending upon the exigencies of the case. However, such an extension cannot be clubbed with any other kind of leave nor can it be availed more than once in three years.

4.2. Privilege Leave (Half Pay Leave)

A confirmed employee shall be entitled to a privilege leave (half pay leave) up to fifteen days once in a year on medical and other genuine grounds (to be specified). However, an employee who leaves the place of duty without prior approval shall not be entitled to this benefit. Employees working on ad hoc, temporary and contractual basis are not entitled to any privilege (half pay) leave. Further, this leave will not be allowed to be combined with any other kind of leave except maternity leave/child adoption leave.

4.3. Study Leave

9)

- a) Study leave for higher studies or training will be admissible to a confirmed employee who is deputed for the purpose by the Management with the objective that successful completion of higher study or training would enhance the capacity and outlook of the employee in giving better performance in the institution. However, the study leave cases shall be governed by the sponsorship policy, if any, notified separately for each department and the employee would have to execute a formal agreement on a stamp paper duly notarized to satisfy/fulfill conditions mentioned under 3(g) & (h) with the management before proceeding on the study leave.
- b) Study leave is admissible to confirmed employees and to those who are not likely to retire within 3 years after their return from study leave.
- e) Study leave will be admissible for not more than three times during the tenure of entire service and the gap between two such leaves will not be less than three years.
- d) Mere eligibility for study leave will not automatically entitle an employee for availing study leave. The decision to depute an employee for study leave will solely rest with the Management and the employee will have to abide by the decision whether favorable or otherwise.
- e) Failure of an employee to proceed on study leave after the leave is granted or discontinuing studies in between due to any reason or non appearance in final examination and/or failure therein will lead to disciplinary action.
- An employee on study leave will be allowed to draw his/her salary ranging from 25% to 100% depending upon the type of course and place of study at the discretion of the Management. Any scholarship/ remuneration/ allowance received by the employee from any other source during study leave shall be deducted from his/her study leave salary/benefits.

If an employee (a) does not show satisfactory performance during the study leave period or (b) tails to successfully complete the course/programme for which study leave was sanctioned, or (c) fails to rejoin his/her duty after successful completion of the course/study leave, or (d) fails to serve the institute for a period of three years after his/her return from study leave, he/she shall be liable to refund the whole amount incurred by the institute. The leave salary, increment and other benefits paid to him/her by the institute during study leave period shall also be recovered in full from him/her ach employee desirous of availing the study leave shall have to execute a formal

bond/undertaking stating the above conditions on a stamp paper of appropriate value duly notarized before proceeding on study leave.

- h) The period for which salary is paid during study leave shall not exceed six months on sanctioned pay. Period in excess of the above duration, if any, will be treated as study leave without pay. The period of study leave may be extended upto twenty four months if, the management so deems fit depending upon merits of each case. Further, extension, if any, may be permitted in case of employees completing Ph.D programme only, but it shall not exceed thirty six months in any case.
- Salary and dues during study period shall be released to the employee after resuming duties on completion of study leave and shall be released in instalments with the monthly salary.
- During study leave period, the seniority and the date of increment of an employee shall remain unchanged.

4.4. Maternity Leave/ Child Adoption Leave

- A confirmed female employee may be granted maternity/child adoption leave by the Competent Authority which may extend upto sixty days from the date of its commencement/date of legal adoption. During maternity leave/child adoption leave she shall be paid leave salary equal to the salary drawn immediately before proceeding on leave. A temporary female employee may be granted maternity leave/child adoption leave with 25% pay by the Competent Authority which may extend upto sixty days from the date of its commencement/ date of legal adoption. However, adhoc/contractual employees are not entitled to maternity leave/child adoption leave.
- Maternity Leave / child adoption leave may be combined with vacation/ privilege leave (half pay leave) upto a period of thirty days so that the total period of combined leave does not exceed ninety days subject to the production of Medical certificate to the effect that the health condition of the mother or the new born baby is such that further medical treatment and complete rest/care is absolutely necessary. In case of adopting mother, the leave shall also be extended up to thirty days if there is an absolute need for the same and justification is given thereof.
- e) Notwithstanding any rule which states otherwise, Institution's liability for payment of salary during the maternity/adoption leave is limited to a maximum of ninety days irrespective of the length of the period of leave under the above category.
- d) Maternity leave/ child adoption leave shall be sanctioned in favour of an applicant only if the application is supported by a Medical certificate from a qualified and authorized Medical Practitioner/ certificate of legal adoption as the case may be.
- e) The benefit of the maternity leave ceases if the female employee has already availed of this leave on two such occasions during her service tenure. Child adoption leave is granted once during the service tenure.

o maternity leave and benefits there under are admissible in case of miscarriage.

4.5. Sabbatical Leave

Sabbatical leave up to one year duration (including summer and winter breaks) can be granted to a confirmed employee (in the grade of Professor/Associate Professor or equivalent) only to enable him/her to travel or study in India or abroad, who has put in five years of uninterrupted service in the institution. Subhatical leave will be granted by the competent authority when no other leave is due to him/her and when granting such leave is in the interest of the institution. Proceeding on such a leave unilaterally, without proper prior sanction would however, lead to discontinuation of services. The total duration of sabbatical leave during the entire tenure of service will not exceed four years while the upper limit for sabbatical leave at one time will not exceed one year at a stretch (to be computed at the rate of one year sabbatical leave for 5 years service). During sabbatical period, the seniority and date of increment shall remain unchanged. In case, the sabbatical leave is utilized for furthering institutional objectives, some honorarium may be sanctioned in favour of the employee at the discretion of the management. Employees wishing to avail of sabbatical leave shall have to submit an application along with undertaking on a stamp paper duly notarized at least one month earlier along with the necessary/supporting documents justifying the case.

4.6. Compensatory Leave

- 1. All employees are entitled to compensatory leave when recalled/detailed for official/examination duty during holidays and vacation. The period of retention on duty shall be regulated in accordance with the guidelines in force. The compensatory leave granted to employees shall be availed during the same year and shall not be carried forward. This leave will be permissible in case of employees whose names are recommended by their respective HODs Principals and approved by the competent authority prior to being recalled on duty. However, the period of retention on duty shall be regulated as under:-
 - For duty more than six hours a day One day compensatory leave.
 - For duty up to six hours a day. bis.
- Half day compensatory leave for each day of duty.
- For duty on remunerative assignments:
- One day compensatory leave in lieu of three days duty.

Vacation 4.7

- (i) For the teaching staff who have completed one year of service in the institute, upto 45 days vacation on full pay (including both summer and winter) in a year shall be granted
- (ii) All non-teaching employees of level- I who have completed one year of service will be entitled to a vacation of thirty days in a year on full pay.
- (iii)All non-teaching employees of level- II who have completed one year of service will be entitled to a vacation of fifteen days in a year on full pay.

(iv)Proportionate salary for the vacation will be admissible to both teaching and nonteaching staff members of level- I at the rate of 2.5 days' pay for each completed month of service before summer vacation. However, in case of non-teaching employees of evel- II, proportionate salary for vacation will be admissible at the rate of 1.25 days' pay for each completed month of service before summer vacation. The rest of the period shall be reated as vacation without pay.

- (v) In any year, if an employee whether teaching or non-teaching avails no or a portion of the vacation admissible to him/her under the orders of the competent authority, he/she shall be entitled to avail of the remaining period of vacation within the same academic year.
- (vi) For administrative and academic convenience, the vacation may be granted to some selected employees in two parts at the discretion of the management depending upon the requirements of the institution.
- (vii) An employee associated for a specific period of time or on specific assignment shall not be entitled for any vacation and will be paid honorarium for working days only including Sundays and institutionally approved holidays.

4.8. Leave without Pay

Leave without pay can be granted to an employee by the competent authority when no other leave is due to him/her. The duration and terms of such a leave shall be decided by the competent/sanctioning authority depending upon the merits of each case. Un-authorized leave shall be treated as defined under Rule 4.1 (c) of DET Leave Rules 2013.

5. Maintenance of Leave Record

- A proper leave record shall be maintained in the office of the Principal/HOD in which the employee is working. At the end of every month, a computerized leave record of every employee duly authenticated by the Principal/HOD (in case there is no Principal) shall be sent to the Director's office so as to reach the office by the last working day.
- b) Non teaching employees of Level-1 and II and the employees appointed on contractual basis, Principals, HODs, Registrar and other officers of similar rank in the Institution shall have their leave of all kinds sanctioned from the Director or an officer nominated by the Director with the approval of the Secretary DET. Record of such leave shall be maintained by the Central Office of DET (Sr. S.O) who will forward a consolidated attendance statement to the Director indicating kind of leave of the above employees at the end of the month.
- c) For all leaves other than casual leaves, the sanctioning authority will be Director. However, such leaves shall be routed through the Registrar/ Principal/ HOD of different departments. Moreover, title of leave and its admissibility under leave rules shall be verified before the leave cases are processed and submitted to the leave sanctioning authority. Unprocessed leave applications will not be entertained.
- d) The leave cases wherein production of Medical Certificate is required under Leave Rules, must be accompanied by a Medical Certificate duly signed by a qualified and authorized Medical practitioner. Officer.

oncluding Rules

these rules are in supersession of the previous leave rules. The management reserves the left to amend, after, relax or modify these rules any time, if it is considered necessary

- b). In case of any dispute, the right of final interpretation of these leave rules shall rest with the Management of the Institute and its decision shall be considered final and binding on the employees.
- c) If a particular case does not fall under the ambit of the above rules, the matter shall be decided on the merits of the case by the Director or Secretary / Chairman DET.

7. Repeals

Dogra Educational Trust Leave Rules and other instructions and orders issued from time to time, which are inconsistent with these rules, stand repealed.

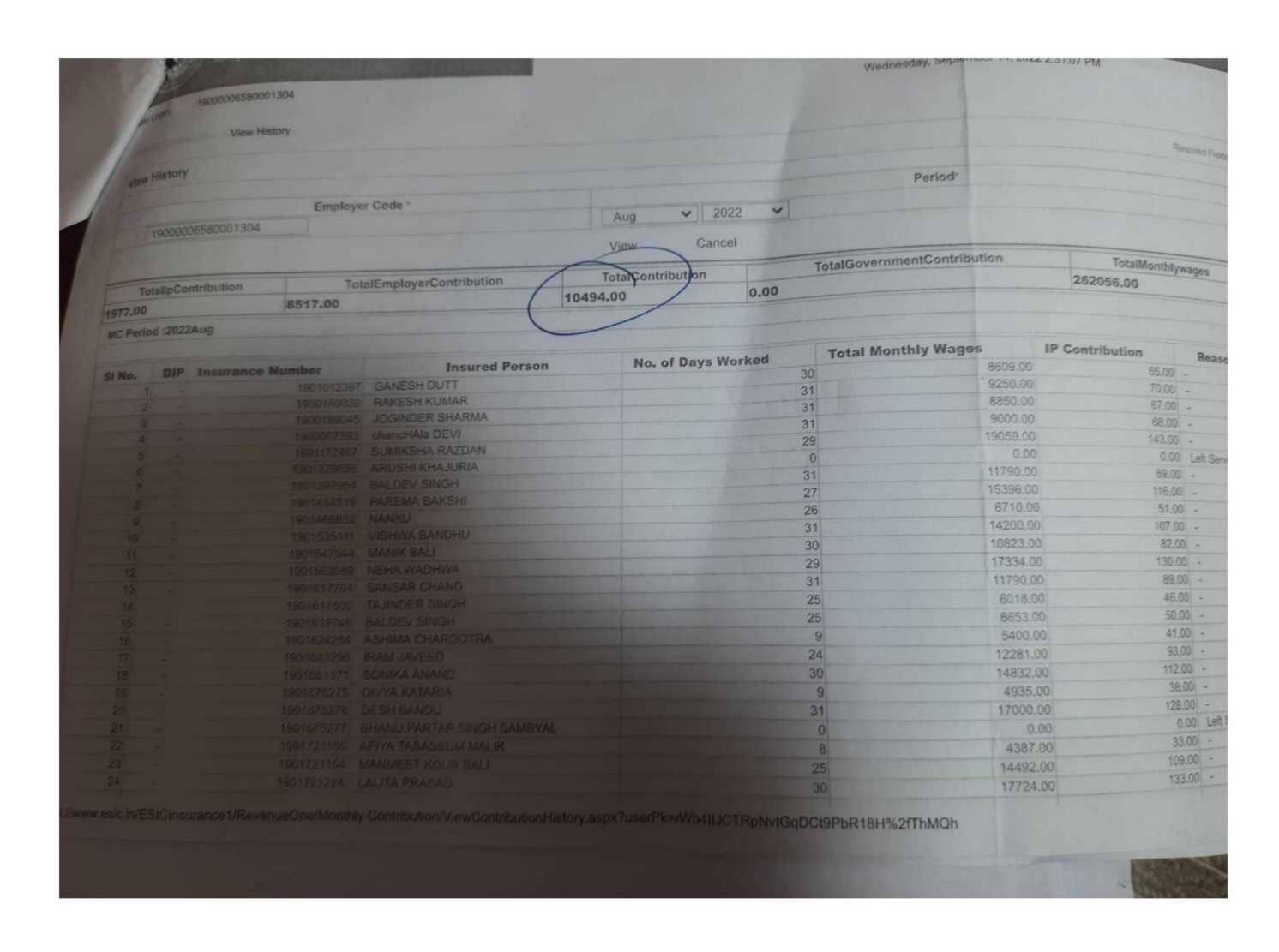
8. Savings

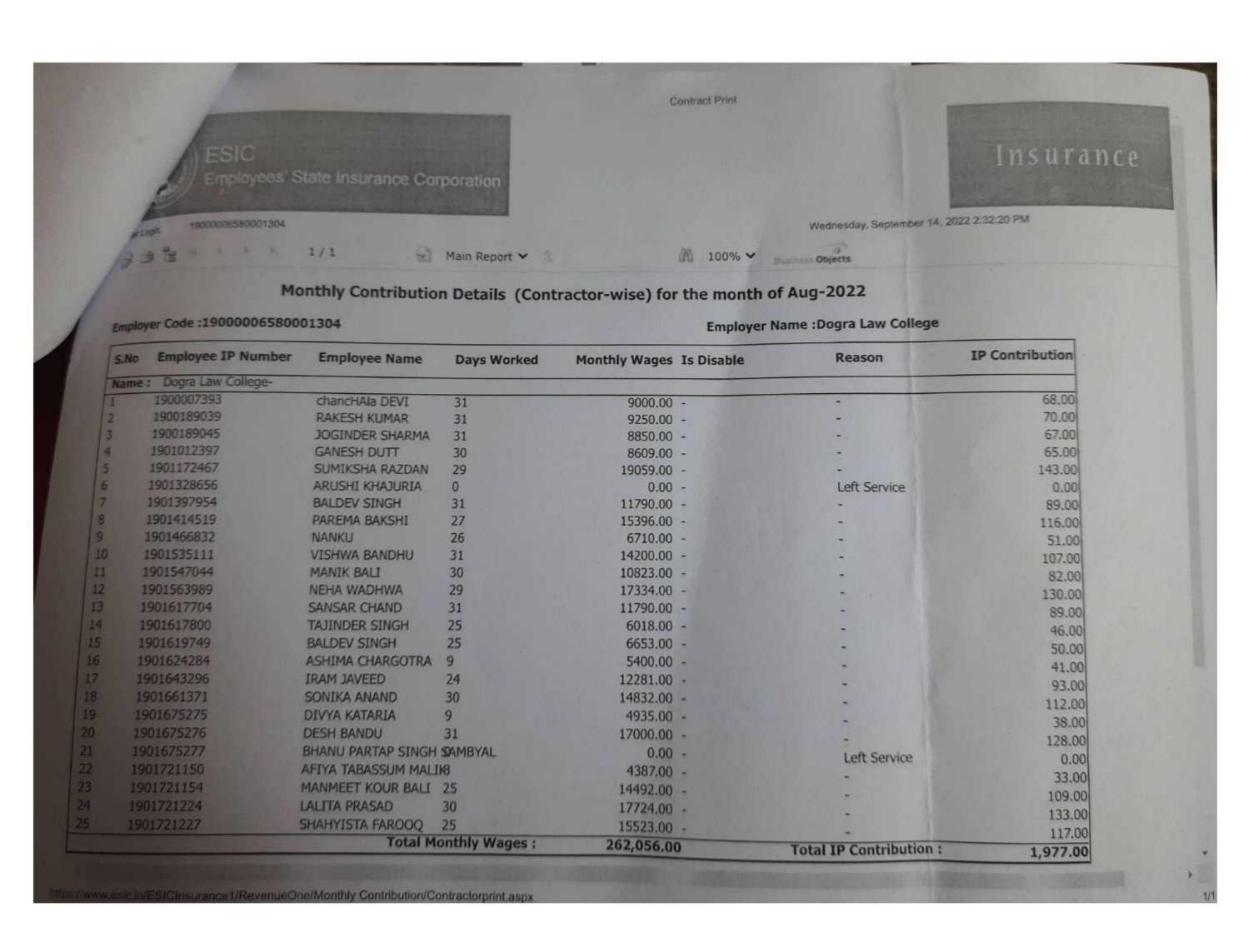
All the actions taken and orders passed under the repealed rules shall be deemed to have been taken / passed under these rules.



Dogra Educational Trust
Barl Brahmana, Samba - 181133

PAYMENT VOUCHER/ PAYMENT APPROVAL	V. No -2394/DLC
to Pay Mr./Mrs./M/s ESIC for Bill No Dt Deptt. DIC A/C. No. 19462 through Cash/ Cheque No Remarks if any	
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कर्मधारी अविषय जिस्स संगठन Employees' Provident Fund Organization

भविषय विधि भवल, १५. भीकाजी कामा ग्लेस, लई दिल्ली - ११००८६

Ebayishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Dalhi - 110066

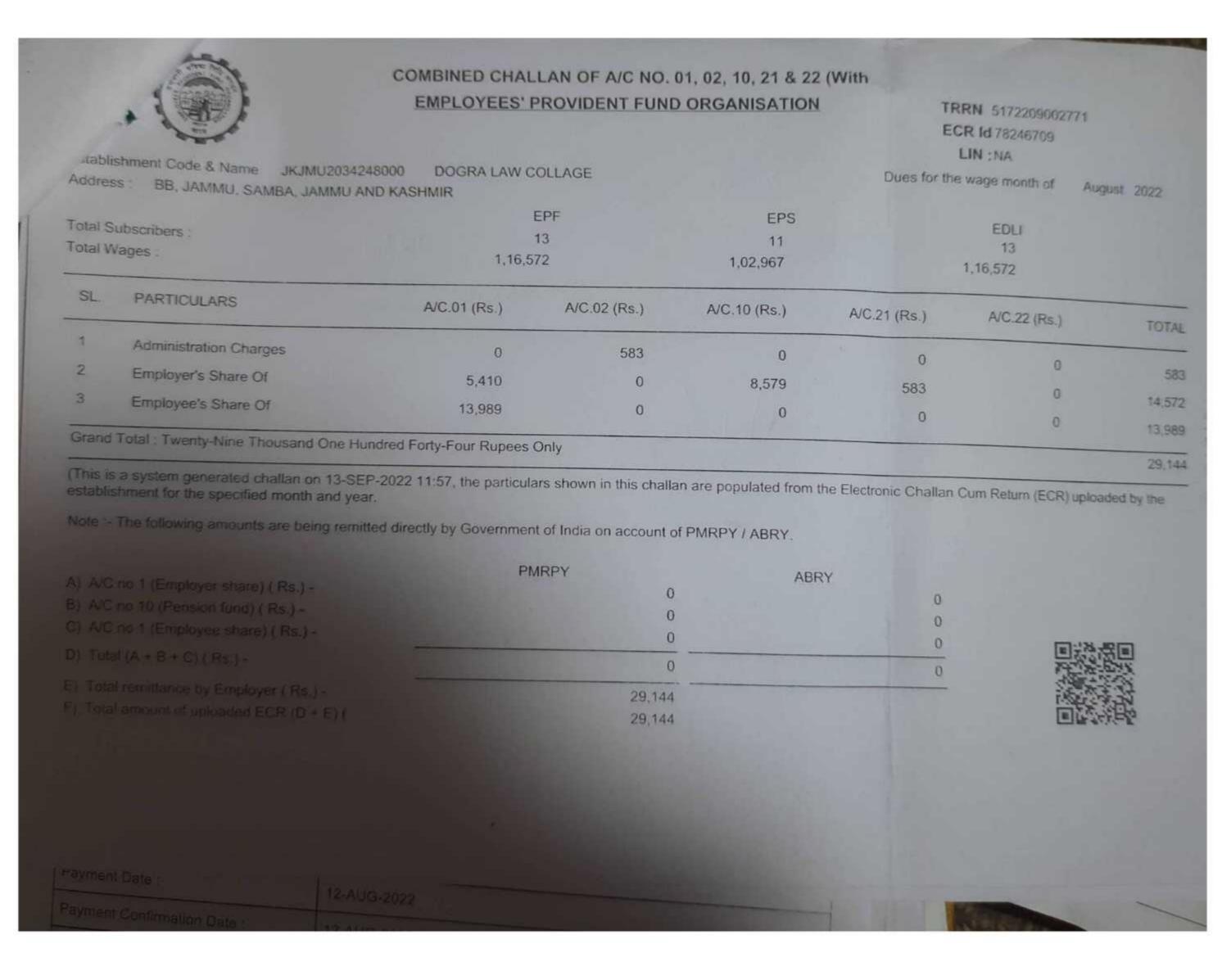
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Payment Confirmation Receipt

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TRRN No :	5172209002771	
Challan Status :	Payment Confirmed	
Challan Generated On:	13-SEP-2022 11 57 42	
Establishment ID :	JKJMU2034248000	
Establishment Name :	DOGRA LAW COLLAGE	
Challan Type	Monthly Contribution Challan	
Total Members :	13	1
Wage Month:	AUG-2022	1
Total Amount (Rs) :	29,144	4
Account-1 Amount (Rs) :	19,399	_
Account-2 Amount (Rs) :	583	
Account-10 Amount (Rs) :	8,579	
Account-21 Amount (Rs)	583	
Account-22 Amount (Rs) :	0	
Payment Confirmation Bank :	HDFC Bank	
CRN	240140922007542	
Payment Date:	14-SEP-2022	
Payment Confirmation Date :	14-SEP-2022	
Total PMRPY Benefit :	0	
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of Establishment	PARTY I AND COLUMN		
stablishment Id	DOGRA LAW COLLAGE		
Wage Month	JKJMU2034248000	LIN	Not Available
Contribution Rate (%)	AUG-2022	Return Month	SEP-2022
Salary Disbursement Date	12	ECR Type	ECR
Exemption Status	12-SEP-2022	Uploaded Date Time	13-SEP-2022 11:55
Remarks	Unexempted	TRRN Number	
Total Members	Contribution of EPF for the Month of Aug	ECR Id	78246709
	13		
Contribution and Remittance Details Total EPF Contribution Remitted	(In Rupees):		
Total EPF-FPS Contribution Remitted	13,989	Total EPS Contribution Remitted	8,57
	5.410	Total Refund Advance	
PMRPY Upfront Benefit Details (In Ru	pees):		
Total PMRPY Upfront EPF Amount	0	Total PMRPY Upfront EPS Amount	
PMRPY benefit remarks	NA	1000000	
ABRY Upfront Benefit Details (In Rupe	es):		
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	0		Employer EPF Share
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4	101535713590	CHANCHAL DEVI	CHANCHALA DEVI	9.000	9,000	9.000	9,000	1,080	750	330	0		
5	101534826931	GANESH DUTT	GANESH DUTT	8,750	8,609	8,609	8,609	1,033	717	316	0		
6	101535713561	JOGINDER KUMAR	JOGINDER KUMAR	8.850	8,850	8,850	8,850	1,062	737	325	0	0	
7.	101539959222	MANIK BALI	MANIK BALI	8,500	8,363	8,363	8,363	1,004	697	307	1	.0	
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			ANDHU	9.000	9,000	9,000	9,000	1.080	750	330	0.	0	-

E-mail : directoradm.det@gmail.com

Ph No : 1923-22060, 220129, 22063

Ref No:

Date: 01/8/2018

ORDER

 It is notified that the under mentioned Faculty Member of Dogra Law College (A Unit of Dogra Educational Trust) shall draw the enhanced salary as stated below with effect from 01st of August 2018:-

Name of Faculty	Designation	Rate of Salary	Nature of
Member		per Month	Appointment
Ms Shuchi Sharma	Lecturer in Law	Rs 17,500/-	Temporary through Selection Committee

The above is issued with the approval of Chairman, Dogra Educational Trust.

Secretary

Dogra Educational Trust

Copy to:-

1. Accounts Section

- for implementation

Personal File

Hound 18

BASSI KALAN, BARI BRAHMANA, JAMMU

E-mail:directoradm.det@gmail.com PhNo: 1923-22060, 220129, 22063

Ref No: DET/12/2020/02/

February 2020

<u>ORDER</u>

It is notified that the under mentioned Faculty Member of Dogra Law College (A Unit of Dogra Educational Trust) shall draw the enhanced salary as stated below with effect from 06th of February 2020;-

Name of Faculty	Designation	Rate of Salary	Nature of
Member		per Month	Appointment
MsShuchi Sharma	Lecturer in Law	Rs 18,500/-	Temporary through Selection Committee

Secretary

Dogra Educational Trust

Accounts Section

- for implementation

Personal File

BASSI KALAN, BARI BRAHMANA, JAMMU

E-mail: directoradm.det@gmail.com PhNo: 1923-22060, 220129, 22063

Ref No: DET/15/2021/12/

December 2021

<u>ORDER</u>

 It is notified that the under mentioned Faculty Member of Dogra Law College (A Unit of Dogra Educational Trust) shall draw the enhanced salary as stated below with effect from 01st of December, 2021;-

Name of Faculty Member	Designation	Rate of Salary per Month	Nature of Appointment	College Timing
Shuchi Sharma	Lecturer in Law	Rs 21999/-	Temporary through Selection Committee	09:00 am to 05:00pm

The above is issued with the approval of Chairman, Dogra Educational Trust.

Secretary

Dogra Educational Trust

Individual concerned

Accounts Section

- for implementation

Personal File

BASSI KALAN, BARI BRAHMANA, JAMMU

E-mail:directoradm.det@gmail.com PhNo: 1923-22060, 220129, 22063

Ref No: DET/08/2022/09/ <

M K

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3/ August 2022

ORDER

It is notified that the under mentioned Faculty Member of Dogra Law College (A Unit of Dogra Educational Trust) shall draw the enhanced salary as stated below with effect from 01stof August, 2022:-

Name of Faculty Member	Designation	Rate of Salary per Month	Nature of Appointment	College Timing
Shuchi Sharma	Assistant Professor in Law	Rs 24,059/-	Through Selection Committee	09:00 am to 05:00pm

Secretary

Dogra Educational Trust

Individual concerned

Accounts Section

Personal File

- for implementation

BASSI KALAN, BARI BRAHMANA, JAMMU

E-mail: directoradm.det@gmail.com Ph No: 1923-22060, 220129, 22063

Ref No:

Date: 0/8/2018

ORDER

 It is notified that the under mentioned Faculty Member of Dogra Law College (A Unit of Dogra Educational Trust) shall draw the enhanced salary as stated below with effect from 01st of August 2018:-

Name of Faculty Member	Designation	Rate of Salary per Month	Nature of	
Mg Arushi	Lecturer in Law	D. 48-22	Appointment	
Khajuria		Rs 15,000/-	Temporary	

The above is issued with the approval of Chairman, Dogra Educational Trust.

Secretary

Dogra Educational Trust

Copy to:-

Accounts Section

- for implementation

Personal File

12/08/18/19

BASSI KALAN, BARI BRAHMANA, JAMMU

E-mail:directoradm.det@gmail.com Ph No: 1923-22060, 220129, 22063

Ref No DET/12/2020/02/ X

≥ 7 February 2020

ORDER

It is notified that the under mentioned Faculty Member of Dogra Law College A Unit of Dogra Educational Trust) shall draw the enhanced salary as stated below with effect from 01st of October 2019:-

Name of Faculty Member	Designation	Rate of Salary per Month	Nature of
Mr Arushi Khajuria	Lecturer in Law	Pa 40 anni	Appointment Temporary

Secretary Dogra

Dogra Educational Trust

Accounts Section

Personal File

- for implementation

BASSI KALAN, BARI BRAHMANA, JAMMU

E-mail:directoradm.det@gmail.com PhNo: 1923-22060, 220129, 22063

Ref No: DET/15/2021/12/

December 2021

Dogra Educational Trust

ORDER

 It is notified that the under mentioned Faculty Member of Dogra Law College (A Unit of Dogra Educational Trust) shall draw the enhanced salary as stated below with effect from 01st of December 2021:-

Name of Faculty Member	Designation	y		College
Λ		per Month	Appointment	Timing
Arushi Khajuria	Lecturer in Law	Rs 19280/-	Temporary	09:00 am
le above is issued				05:00pm

The above is issued with the approval of Chairman, Dogra Educational Trust.

Individual concerned

Accounts Section

Personal File

- for implementation

50/290

BASSI KALAN, BARI BRAHMANA, JAMMU

E-mail:directoradm.det@gmail.com PhNo: 1923-22060, 220129, 22063

Ref No: DET/08/2022/09/X

September 2022

ORDER

It is notified that the under mentioned Faculty Member of Dogra Law College (A Unit of Dogra Educational Trust) shall draw the enhanced salary as stated below with effect from 01st of August, 2022:-

Name of Faculty	Designation	Rate of Salary	Nature of	College
Member		per Month	Appointment	Timing
Arushi Khajuria	Law	Rs22,199/- (including Rs 1000/- each for Academic & NAAC Coordinator	Temporary	09:00 am to 05:00pm

Individual

Accounts Section

Personal File

- for implementation

Secretary

Dogra Educational Trust

OFFICE OF THE CHAIRMAN DOGRA LAW COLLEGE

BASSI KALAN, BARI BRAHMANA JAMMU

Mr Joginder Sharma S/o Sh. Chaman Lal Sharma R/o Chak Murar, PO- Palli, Tehsil- Bishnah

APPOINTMENT AS PEON

Sir.

- 1. The Chairman, Dogra Law College has approved your appointment as Peon in Dogra Law College BassiKalan, Bari Brahmana, Jammu purely on temporary basis with effect from 05th of August 2019 for a period of one year on the following terms and conditions:-
 - That your service will terminate automatically on the expiry of one year from the date of appointment.
 - During the period of your appointment you will be paid monthly salary at the rate of Rs 6,850/- per month plus ESIC & CPF as per the prevalent rates.
 - (b) Your working hours will be from 8:30 AM to 5:30 PM or as fixed by the Management from time to time.
 - You are required to attend to your duties regularly during the prescribed timings on all the working days and shall abide by all the rules and regulation of the College.
 - (d) You shall not give any room for complaints whatsoever in any respect during your tenure of service.
 - (e) You shall discharge your allotted duties by honesty and diligently to the entire satisfaction of the Management.
 - You are eligible for leave as per the prevailing rules as laid down by the Management from time to time. However, you should not claim the leave as a matter of right during the Temporary/Contractual period.
 - Your present appointment will be on performance based, the management shall reserves the right to terminate your appointment/ service at any time without prior notice if your performance is found unsatisfactory. In case you wish to relinquish your service, you can do so after submitting one month's notice to the concerned authority or shall forgo one month's salary in lieu of the notice period.
 - Your present appointment will not confer any right or claim for your permanent appointment in this college against any post in future.
 - The management reserves the right of modifying, changing, adding and altering any of the above conditions prescribed under this appointment order in the best interest of the institution, if found necessary.

2. Please sign the duplicate copy of this order in token of your acceptance and acknowledgement.

-Dogra Educational Trust

For Chairman

Secretary

I shall abide by all the terms and conditions of this appointment order.

Signature (

Personal file of the candidate



BASSI KALAN, BARI BRAHMANA, JAMMU

E-mail:directoradm.det@gmail.com PhNo: 1923-22060, 220129, 22063

Ref No: DET/12/2020/02/

February 2020

ORDER

It is notified that the under mentioned staff of Dogra Law College (A Unit of Dogra Educational Trust) shall draw the enhanced salary as stated below with effect from 01st of October 2019:-

Name of Faculty	Designation	Rate of Salary	Nature of
Member		per Month	Appointment
Joginder Sharma	Peon	Rs 7850/-	Temporary

Secretary Dogra Educational Trust

Accounts Section

- for implementation

Personal File



BASSI KALAN, BARI BRAHMANA, JAMMU

E-mail: directoradm.det@gmail.com PhNo: 1923-22060, 220129, 22063

Ref No: DET/15/2021/12/

December 2021

ORDER

 It is notified that the under mentioned employee of Dogra Law College (A Unit of Dogra Educational Trust) shall draw the enhanced salary as stated below with effect from 01st of December 2021:-

Name of Faculty Member	Designation	Rate of Salary per Month	Nature of Appointment	Remarks
Joginder Sharma	Peon	Rs 8,850/-	Temporary	

2. The above is issued with the approval of Chairman, Dogra Educational Trust.

Secretary

Dogra Educational Trust

Individual concerned

Accounts Section

- for implementation

Personal File

APPLICATION FOR EMPLOYEE ADVANCE

Dated: 29/6/2021

The Secretary Dogra Educational Trust. Bari-Brahmana, Jammu.

Respected sir.

Rakesh Ruman (named), designed Rean (designation) in the (department) DL-C request of for advance Rs 12000/ deducted @ Rs_1000/ per month from my salary, we of July 2021

For the purpose of Joy Pary ment of walke Purp Bone Thanking you,

Yours faithfully

Polish Kumar (Signature) Rocketh Kumane - Andividual has not takeny any outstanding any advance as an Date.

- cose is recommended for approval please.

Secy. DET My Please

APPLICATION FOR EMPLOYEE ADVANCE

The Secretary

gari-Brahmana,

Respected sir,

Thanking you,

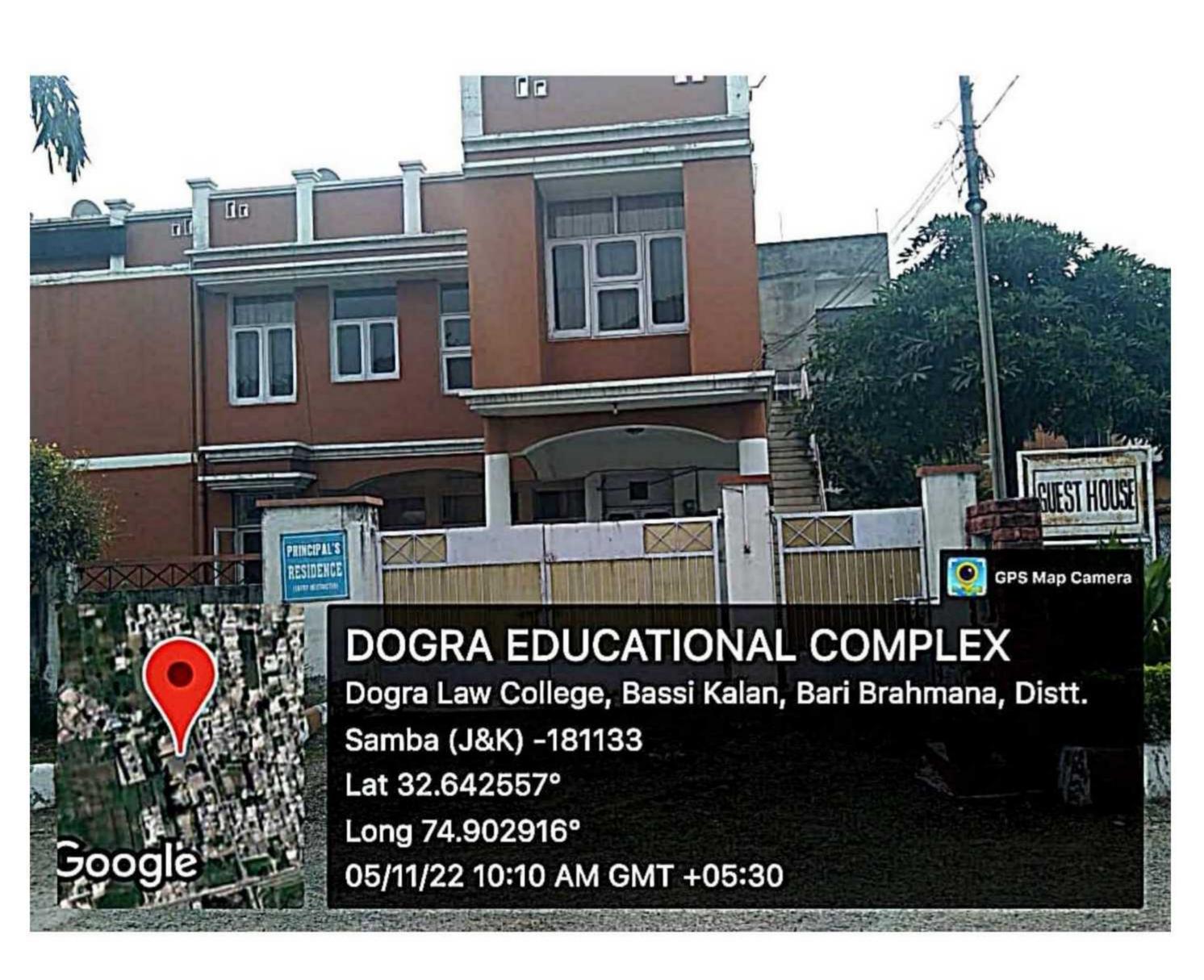
Yours faithfully

Jammu.

Dated: 22-07-2021 pogra Educational Trust. in the (department) Law requested for advance Rs. In DOD deducted @ Rs. 2000 per month from my salary. For the purpose of some Personal geasons. Dir, R'for approved pl.

APPLICATION FOR EMPLOYEE ADVANCE

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Principal Dogra Law College
Bari Brahmana, Samba



Principal

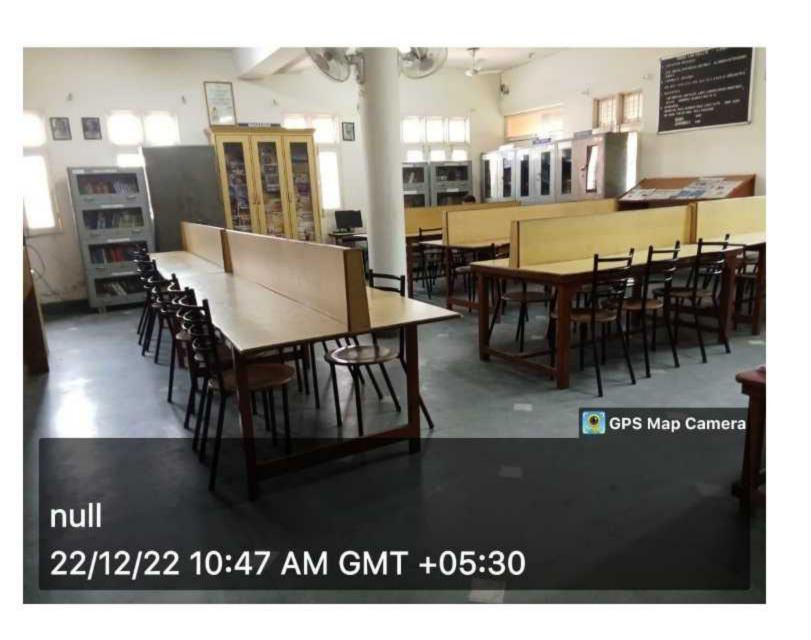
Dogra Law College

Bari Brahmana, Samba

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Principal

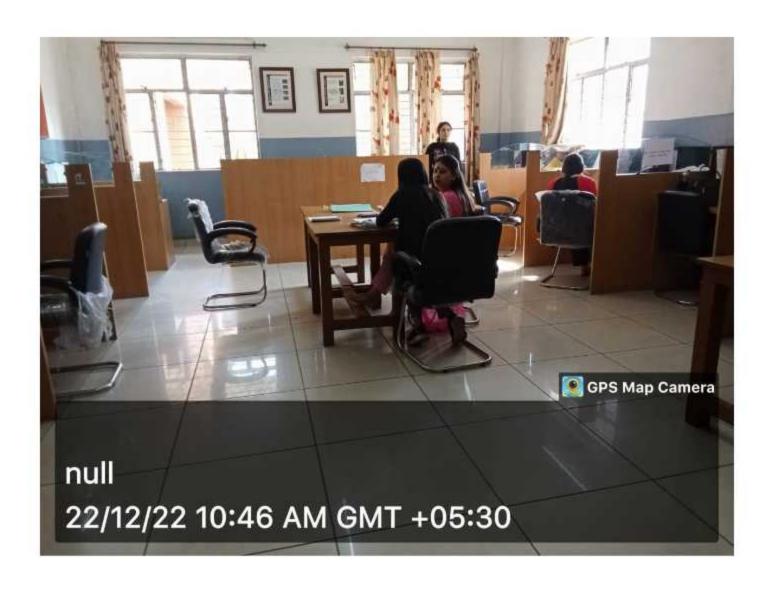
Dogra Law College

Bari Brahmana, Samba





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Principal Dogra Law College
Bari Brahmana, Samba