



सत्यमेव जयते

JAMMU AND KASHMIR PUBLIC SERVICE COMMISSION

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Subject: Provisional Select List for the post of Assistant Professor, Dentistry, in GMC-Anantnag, Doda, Kathua and Rajouri in Health & Medical Education Department – **Disposal of Representation.**

Notice

Dated: 07.08.2024

Whereas, the Health & Medical Education Department, vide letter MEGztd/246/2022-02 (CC: 7037074) dated 26.07.2023, & letter NO. MEGztd/246/2022 e-office dated 05.12.2022, referred 04 posts of Assistant Professor, Dentistry, under OM category, one each, in GMC Anantnag, Doda, Kathua and Rajouri, to the J&K Public Service Commission for selection. The posts were advertised vide Notification No. 35-PSC (DR-P) of 2023 dated 03.08.2023; and,

Whereas, the written test was conducted on 29.10.2023 and the result thereof was declared vide Notification No. PSC/Exam/S/2024/15 dated 25.04.2024. The viva-voce of the candidates was conducted on 09.07.2024, with the assistance of Experts; and,

Whereas, the Commission, vide Notification No. 08-PSC (DR-S) of 2024 dated 10.07.2024, notified the Provisional Select List, with a stipulation that, Select List is provisional, subject to objections, if any, which were to be received within 05 days; and,

Whereas, in response to the said Notification, one representation has been received from Dr. Ashanka Bhardwaj R/o Jammu; and,

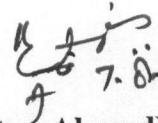
Whereas, the Objections raised in the representation were examined in the Commission and the consideration and disposal is detailed here-in-below:-

SNO	Objections	Remarks/Disposal
i.	The post of Dentistry, in the above colleges are four different Gazetted services having their own set of separate recruitment rules, yet have been advertised through a single advertisement notice.	The GMC Anantnag, Doda, Kathua and Rajouri have their own separate set of recruitment rules, so the vacancies cannot be clubbed. Having different set of recruitment rules does not mean a common written test, cannot be conducted when the qualification prescribed for the post in each college was same. However, candidates were shortlisted in their respective colleges in which they had applied. The candidate has failed to qualify the written test.
ii.	The applicant being eligible applied against all the four posts and her written examination was also conducted along with other candidates.	
iii.	Since the post of AP Dentistry in the above colleges are encarded under their own set of recruitment rules, as such,	

	separate written test was required to be conducted for these four posts.										
iv.	In the advertisement Notification, it was mentioned that selection will be conducted in terms of Rule 44 of J&K PSC (Business & Procedure) Rules, 2021, which provides for shortlisting of candidates for the purpose of interview in the ratio of 1: 3, but when the result of the written examination was declared, the candidates were called for interview vide Notification No. PSC/Exam/S/2024/15 dated: 25.04.2024 in the ratio of 1:5, thereby disturbing the ratio of 1:3.	<p>In the advertisement notice, it was made clear at the outset that applications are invited from the persons possessing the prescribed academic/professional qualification, in terms of Government Medical Colleges (Gazetted) Service Recruitment Rules of GMC Anantnag, Doda, Kahtua and Rajouri, and the J&K PSC (Business & Procedure) Rules, 2021. Further, Rule 31 of J&K PSC (Business & Procedure) Rules, 2021 provides that on the basis of merit obtained by the candidates in the written examination, an oral / viva test will be conducted and the number of candidates called for interview may be restricted as under</p> <table border="1"> <tr> <td>i.</td><td>1-5 Posts</td><td>Five times the number of posts</td></tr> <tr> <td>ii.</td><td>6-10 posts</td><td>Four times the number of posts subject to a minimum of 25</td></tr> <tr> <td>iii.</td><td>Exceeding 10 posts</td><td>Three times subject to a minimum of 40</td></tr> </table> <p>The Rules provide the ratio to be adopted for shortlisting the candidates for interview depending upon the number of available posts. It is clear that if the number of posts is 05 or less, the candidates to be called for interview have to be in the ratio of 1:5. Since the number of posts in Notification 35-PSC (DR-P) of 2023 dated: 03.08.2023 in each of the above college was only one, as such five candidates had to be called for interview</p>	i.	1-5 Posts	Five times the number of posts	ii.	6-10 posts	Four times the number of posts subject to a minimum of 25	iii.	Exceeding 10 posts	Three times subject to a minimum of 40
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v.	Majority of the candidates came to be shortlisted for interview against all the four posts and many candidates were shortlisted for more than one post and in all only seven (07) candidates were called for interview against these 04 posts.										
vi.	By carrying out the aforesaid exercise of calling only 07 candidates for interview against the 04 posts, the zone of consideration and selection was reduced by huge margin and the same was made limited only to a few candidates (07). In this manner, many deserving candidates including the applicant were not afforded a chance to appear in the interview process.	Shortlisting has been done as per rule in the ratio of 1:5 against each post. The candidates, who had applied for multiple colleges and qualified the written test, had to be called for interview in all the colleges where the candidate had applied. Since 05 candidates were common in the above Medical Colleges as such, only 07 candidates were called for interview.									
vii.	That had preferences been invited/sought from the participating candidates and one candidate would have been										

<p>called for interview only against one of the four posts of Assistant Professor (Dentistry), in that event, a minimum of 20 candidates would have received the chance to appear in the interview process against the four advertised posts, after applying the ratio of 1:5 which has been applied by the J&K PSC for shortlisting the candidates for the interview/ viva-voce and the undersigned as well would have had a fair chance of selection as Assistant Professor (Dentistry) after participating in the interview process</p>	
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Now therefore, the representation is hereby rejected, being devoid of any merit.


7.8.2024

(Mushtaq Ahmad) JKAS
Additional Secretary
J&K Public Service Commission

No.PSC/DR/AP/H&ME/2024

Dated: 07.08.2024

Copy to:-

1. Secretary to Government, Health & Medical Education Department, Civil Secretariat, J&K
2. P.S. to Secretary, J&K Public Service Commission for information of the Secretary, J&K PSC.
3. In charge website, J&K Public Service Commission for uploading of the Notification on the website.
4. Notice Board, J&K Public Service Commission, Srinagar/Jammu.
5. Stock file/Main file.