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* **IN THE HIGH COURT OF DELHI AT NEW DELHI**

+ **W.P.(C) 8425/2022**

NEERAJ KUMAR

.....Petitioner

Through: Petitioner in Person.

versus

DR ARCHANA SINGH & ORS.

.....Respondents

Through: Mrs. Avnish Ahlawat, SC with Mr.
N.K. Singh, Ms. Aliza Alam & Mr.
Amitoj Chadha, Advocates.

CORAM:

HON'BLE MR. JUSTICE PRATEEK JALAN

ORDER

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18.07.2025

CM APPL. 35633/2025 (Condonation of delay in filing reply to CM APPL. 1945/2025) & CM APPL. 42302/2025 (Condonation of delay in filing reply to CM APPL. 18024/2025)

These applications have been filed by the respondents for condonation of delay in filing replies to the applications [CM APPL. 1945/2025 & CM APPL. 18024/2025] filed by the petitioner.

For the reasons stated, the applications are allowed.

CM APPL. 1945/2025 (for directions), CM APPL. 18024/2025 (for directions) & CM APPL. 18039/2025 (for directions)

1. These applications concern the issuance of an Experience Certificate and a No Objection Certificate ["NOC"] by the respondent, to enable the petitioner to seek alternative employment.
2. By an order dated 14.01.2025, it was directed that the respondent would issue an Experience Certificate and an NOC at this stage, in



respect of the admitted period for which the petitioner worked, i.e. 27.08.2021 till 13.05.2022, without prejudice to the rights and contentions of the parties in the writ petition.

3. The parties have thereafter joined issue as to the contents of the Experience Certificate and NOC issued by the respondent.

4. One of the principal grievances of the petitioner is that the experience certificates dated 15.01.2025, and 20.01.2025 issued by the respondent characterised his service as “*ad hoc*”, whereas the letter of appointment dated 27.08.2021 specifically refers to his appointment on “*regular basis*”. The order also mentions that the appointment is temporary and initially for a period of one year, but may be extended up to a maximum period of three years, subject to the satisfactory work and conduct. The Experience Certificate-cum-NOC issued by the respondents on 20.01.2025, reads as follows:-

“EXPERIENCE CUM NO OBJECTION CERTIFICATE

This is to certify that Dr. Neeraj Kumar, D.O.B. : 16.08.1983, has worked as Senior Resident on rotational duty basis in the Department of Skin w.e.f. 03.09.2021(Date of Joining) to 12.05.2022 on regular basis. The term 'Regular' here means that Dr. Neeraj Kumar was appointed for the post of Senior Resident (Skin) for a maximum period of 03 years as it is a tenure post.

Dr. Neeraj Kumar was selected for the post of Senior Resident (Skin) on ad hoc basis, an offer of appointment was issued on 27.08.2021 and he joined this hospital w.e.f. 03.09.2021. He was terminated from the post of Senior Resident w.e.f. 13.05.2022 as his Work and Conduct was unsatisfactory.

This hospital has no objection if Dr. Neeraj Kumar takes up alternative employment.

This certificate is issued in compliance to the directions of the Hon'ble High Court of Delhi, dated 13.01.2025 in W.P.(C) 8425/2022.

This issues with prior approval of the Competent Authority.”



5. Having regard to terms of appointment letter dated 27.08.2021, Ms. Aliza Alam, learned counsel, states that the reference to “*ad hoc basis*” in the second paragraph of the abovementioned communication will be deleted.

6. It is agreed by the petitioner in person, and Ms. Alam that an Experience Letter-cum-NOC will be issued to the petitioner in the following terms:

“EXPERIENCE CUM NO OBJECTION CERTIFICATE

This is to certify that Dr. Neeraj Kumar, D.O.B. : 16.08.1983, has worked as Senior Resident on rotational duty basis in the Department of Skin in terms of letter of appointment dated 27.08.2021 w.e.f. 03.09.2021 (Date of Joining) to 13.05.2022 (date of termination) on regular basis. The term “Regular” here means that Dr. Neeraj Kumar was appointed for the post of Senior Resident (Skin) for a maximum period of 03 years as it is a tenure post.

The work and conduct of Dr. Neeraj Kumar was found unsatisfactory by the Hospital

This hospital has no objection if Dr. Neeraj Kumar takes up alternative employment.

This certificate is issued in compliance to the directions of the Hon'ble High Court of Delhi, dated 13.01.2025 and 18.07.2025 in W.P.(C) 8425/2022.”

7. The certificate with these contents will be issued to the respondent by Tuesday, i.e. 22.07.2025.

8. The reference to the order of termination, and the work and conduct of the petitioner, have been incorporated in the proposed certificate at the specific request of the petitioner.

9. The applications are disposed of.

10. A copy of the order be given *dasti* under the signature of the Court Master.



W.P.(C) 8425/2022

List on 07.11.2025, in the category of “*Old/Targeted cases*”.

PRATEEK JALAN, J

JULY 18, 2025/‘pv’/AD/