

- g) “Disciplinary Authority” means the Authority specified in the Schedule to these Rules, competent to impose any of the penalties specified in Rule 26.
- h) “Employee” means any person in the whole time employment of the Corporation including those employed on contract basis, but excluding persons employed on daily wages, casual labour and apprentices/trainees.
- i) “Family” in relation to an employee includes:
 - (i) the wife or husband, as the case may be, of the employee, whether residing with him or not but does not include a wife or husband, as the case may be, separated from the employee by a decree or order of a Competent Court;
 - (ii) Sons or daughters or step-sons or step-daughters of the employee and wholly dependent on him, but does not include a child or step-child who is no longer in any way dependent on the employee or of whose custody the employee has been deprived by or under any law;
 - (iii) Any other person related, whether by blood or marriage to the employee or to such employee’s wife or husband and wholly dependent on such employee.
- j) “Government” means the Government of India.
- k) “Head of Department/Zonal Office/Regional Office” means the officer who has been designated as such by the Competent Authority.
- l) “Public Servant” shall mean and include a person as mentioned in Section 21 of IPC as amended from time to time.
- m) “Reviewing Authority” means the Authority specified in the Schedule to these Rules.

4 **GENERAL**

1. Every employee of the Corporation shall at all times –
 - (i) maintain absolute integrity;

- (ii) maintain devotion to duty; and
- (iii) do nothing which is unbecoming of a public servant.

2. Every employee of the Corporation holding a supervisory post shall take all possible steps to ensure the integrity and devotion to duty of all employees for the time being under his control and authority.

4(A) **CODE OF CONDUCT
AND ETHICS**

(I) **Obligation to the Corporation**

- a) The role of the executives is to assist the Corporation to achieve its objectives as spelt out in the charter constituting the setting up of the Corporation.
- b) It is the obligation of every employee of the Corporation to uphold the Rule of Law and respect for human rights solely in the public interest while making recommendations or exercising administrative authority. He or she must maintain the highest standards of probity and integrity.
- c) In relation to the general public, the employees in the Corporation should conduct themselves in such a manner that the public feels that the decisions taken on the recommendations made by them are objective and transparent, and are not calculated to promote improper gains for the political party in power or for themselves or for any third party. This would be particularly significant so far as the customers of the public service are concerned.
- d) Employees of the Corporation should not seek to frustrate or undermine the policies, decisions and actions taken in the public interest by the Management by declining or abstaining from action which flows from the Management decision. Where following the instructions of the superior authority would appear to conflict with the exercise of impartial professional judgment or affect the efficient working of the corporation, he/she should set out points of disagreement clearly in writing to the superior authority or seek explicit written instructions.
- e) Where an employee of the Corporation has reasonable grounds to believe that he or she is being

required by the superior authority to act in a manner which is illegal or against the prescribed rules and regulations, or if any legal infringement comes to his or her notice, he or she should decline to implement the instruction, and would also have a right to bring the facts to the notice of the Chairman/Managing Director of the Corporation or the Secretary of the administrative Ministry/the Cabinet Secretary/the Minister concerned.

(II) **Conflict of interest and peer pressure**

- a) Employees in the Corporation should refrain from decisions in respect of which they have reason to believe that it is calculated to benefit any particular person or party at the expense of the public interest.
- b) Every employee in the Corporation shall disclose any clash of interest when there is conflict between public and private interest, or he/she is likely to benefit from any act of omission or commission while discharging his/her functions.
- c) Employees in the Corporation should be alert to any actual or potential conflict of interest, financial or otherwise, and should disclose this to their superiors, whether the conflict covers them or their family members.
- d) Employees in the Corporation should maintain their independence, dignity and impartiality by not approaching politicians and outsiders in respect of service matters or private benefit, and exercise peer pressure to dissuade those who do so within the organization and to set in motion disciplinary proceedings against such persons.

(III) **Accountability and responsiveness to the public**

- a) Consistent with accountability to the superior officers and the Ministers in accordance with provisions governing the Corporation, the employees in the Corporation should practice accountability to the people in terms of quality of service, timelines, courtesy, people orientation and readiness to encourage participation of, and form partnership with citizen groups, for responsiveness management.

- b) Employees in the Corporation should be consistent, equitable and honest in their treatment of the members of the public, with particular care for the weaker sections of society and should not even be or appear to be unfair or discriminatory. Decision in pursuit of discretionary powers should be justifiable on the basis of non arbitrary and objective criteria.
- c) Employees in the Corporation should accept the obligation to recognize and enforce customer's right for speedy redressal of grievances and commit themselves to provide services of declared quality and standard to customers.
- d) Employees in the Corporation should respect the right of public to information on all activities and transactions of the organizations except where they are debarred in the public interest from releasing information by provisions of law or by valid instructions.

(IV) **Concern for value of public assets and funds**

The employees in the Corporation should avoid wastage and extravagance and ensure effective and efficient use of the public money within their control.

(V) **Non-abuse of official position**

Employees of Corporation have a responsibility to make decisions on merits. They are in a position of trust. They must not use their official position to influence any person to enter into financial or other arrangements with them or with any one else. They must not abuse their official position to obtain a benefit for themselves or for someone else, in financial or some other forms.

(VI) **Continuous improvement through professionalism and teamwork**

It shall be the duty of every employee of the Corporation to continuously upgrade his/her skills and knowledge, strive for creativity and innovation and nurture the values of team working and harmony. He/she should promote and exhibit public and private conduct in keeping with the appropriate

behaviour and standards of excellence and integrity. He/she should support the juniors in the latter's efforts to resist wrong or illegal directives and in abiding by the Code of Ethics. At the same time, they should reward good work and punish any dereliction of duty and obligations based on objectives and transparent criteria.

5 MISCONDUCT

Without prejudice to the generality of the term "misconduct", the following acts of omission and commission shall be treated as misconduct:

1. Theft, fraud or dishonesty in connection with the business or property of the Corporation or of property of another person within the premises of the Corporation;
2. Taking or giving bribes or any illegal gratification/obtaining/donations/advertisement/sponsorship etc. by the Associations/NGOs formed by either employees or their spouse/family members etc. from the contractors, vendors, customers or other persons having commercial relationship/official dealings with the CPSE will be treated as misconduct; (*Amended vide Office Order No.NSFDC/Pers/CDA Rules/1990 dated February 24, 2016*)
3. Possession of pecuniary resources or property disproportionate to the known sources of income by the employee or on his behalf by another person which the employee cannot satisfactorily account for;
4. Furnishing false information regarding name, age, father's name, qualifications, ability or previous service or any other matter concerning to the employment at the time of employment or during the course of the employment;
5. Acting in a manner prejudicial to the interest of the corporation;
6. Willful insubordination or disobedience (whether or not in combination with others) of any lawful and reasonable order of his superior;

7. Absence without leave or over-staying the sanctioned leave for more than four consecutive days without sufficient grounds or proper or satisfactory explanation;
8. Habitual late or irregular attendance and habitual absence from seat with the view to avoid work;
9. Neglect of work or negligence in the performance of duty including maligning or slowing down of work;
10. Damage to any property of the Corporation;
11. Interference or tampering with any safety devices installed in or about the premises of the Corporation;
12. Drunkenness or riotous or disorderly or indecent behaviour in the premises of the Corporation or outside such premises where such behaviour is related to or connected with the employment or at public places;
13. Gambling within the premises of the establishment;
14. Smoking within the premises of the establishment;
15. Collection without the permission of the Competent Authority of any money within the premises of the Corporation except as sanctioned by any law of the land for the time being in force or rules of the Corporation;
16. Sleeping while on duty;
17. Commission of any act which amounts to a criminal offence involving moral turpitude;
18. Absence from the employee's appointed place of work without permission or sufficient cause;
19. Purchasing properties, machinery, stores, etc. or selling properties, machinery, stores, etc. of the Corporation without express permission in writing from the Competent Authority.
20. Commission of any act subversive of discipline or of good behaviour;

21. Holding meetings, demonstrations, slogans, shouting etc., within the premises of the Corporation without permission of the Competent Authority;
22. Unauthorized use or sub-letting of the Corporation's quarters;
23. Acceptance of gifts from subordinate employees;
24. Gheraos or picketing within the office premises;
25. Sympathetic strike;
26. Avoiding or refusing to receive official communication;
27. Carrying lethal weapons inside office premises except under any law;
28. Abetment of or attempt at abetment of any act which amounts to misconduct;
29. Practice of untouchability by the employees of the Corporation in any form;
30. Any act or conduct prejudicial or likely to be prejudicial to the interest of the Corporation;
31. Using abusive language or disturbing the peace at the place of employment; and
32. Conviction by a criminal court.

NOTE: *The above instances of misconduct are illustrative in nature and not exhaustive.*

5-A PROHIBITION OF SEXUAL HARRASSMENT OF WORKING WOMEN

1. No employee shall indulge in any act of sexual harassment of any woman at her work place.
2. Every employee who is in-charge of a work place shall take appropriate steps to prevent sexual harassment to any woman at such work place.

Explanation – For the purpose of this rule, “sexual harassment” includes such unwelcome sexually determined behaviour, whether directly or otherwise, as:

- (a) physical contact and advances;
- (b) demand or request for sexual favours;
- (c) sexually coloured remarks;

- (d) showing any pornography; or
- (e) any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

3. Every employee of the Corporation shall at all times do nothing which is unbecoming of a public servant. Any act of sexual harassment of women employees is unbecoming of a public servant and amounts to a misconduct. Appropriate disciplinary action shall be initiated in such cases against the delinquent employee in accordance with the Rules.
4. Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the concerned authorities shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

6 EMPLOYMENT OF NEAR RELATIVE OF THE EMPLOYEES OR THE CORPORATION IN ANY COMPANY OR FIRM ENJOYING PATRONAGE OF THE CORPORATION

1. No employee shall use his official position or influence directly or indirectly to secure employment for any person related, whether by blood or marriage to the employee's wife or husband, whether such a person is dependent on the employee or not.
2. No employee shall, except with the previous sanction of the Competent Authority, permit his son, daughter or any member of the family to accept employment with any company or firm with which he has official dealings, or with any other company or firm, having official dealings with the Corporation.

Provided that where the acceptance of the employment cannot await the prior permission of the Competent Authority the employment may be accepted provisionally subject to the permission of the Competent Authority, to whom the matter shall be reported forthwith.

3. No employee shall in the discharge of his official duties deal with any matter or give or sanction any contract to any company or firm or any other person if any member of his family is employed in that company or firm or under that person or if he or any member of his family is interested in such matter or contract in any other manner and the employee shall refer every such matter or contract to his official

superior and the matter or the contract shall thereafter be disposed off according to the instructions of the authority to whom the reference is made.

7 **TAKING PART IN DEMONSTRATION**

No employee of the Corporation shall engage himself or participate in any demonstration which involves incitement to an offence.

8 **CONNECTION WITH PRESS OR RADIO**

1. No employee of the Corporation shall, except with the previous sanction of the Competent Authority, own wholly or in part, or conduct or participate in the editing or management of, any newspaper or other periodical publication.

2. No employee of the Corporation shall, except with the previous sanction of the Competent Authority, or in the bonafide discharge of his duties, participate in a radio broadcast or contribute any article or write any letter either in his own name or anonymously, pseudonymously, or in the name of any newspaper or periodical.

Provided that no such sanction shall be necessary in the case of articles written for any magazine, house organization etc., sponsored and published by or on behalf of the Corporation.

Provided further that no such sanction shall be required if such broadcast or such publication is of a purely literary, artistic or scientific character.

9 **CRITICISM OF GOVERNMENT AND THE CORPORATION**

No employee shall, in any radio broadcast or in any document published under his name or in the name of any other person or in any communication to the press or in any public utterances, make any statement:

a) Which has the effect of adverse criticism of any policy or action of the Central or State Governments, or of the Corporation; or

b) Which is capable of embarrassing the relations between the Corporation and the public.

Provided that nothing in these rules shall apply to any statement made or views expressed by an employee of a purely factual nature which are not considered to be of a confidential nature, in his official capacity or

in due performance of the duties assigned to him.

Provided further that nothing contained in this clause shall apply to bona-fide expression of views by him as an office bearer of a recognized trade union for the purpose of safeguarding the conditions of service of such employees or for securing an improvement thereof.

**10 EVIDENCE
BEFORE
COMMITTEE OR
ANY OTHER
AUTHORITY**

1. Save as provided in sub-rule (3), no employee of the Corporation shall, except with the previous sanction of the Competent Authority, give evidence in connection with any enquiry conducted by any person, committee or authority.
2. Where any sanction has been accorded under sub-rule (1), no employee giving such evidence shall criticize the policy or any action of the Central Government or of a State Government, or of the Corporation.
3. Nothing in this rule shall apply to –
 - a) evidence given at any enquiry before an authority appointed by the Government, Parliament or a State Legislature or any Public Corporation;
 - b) evidence given in any judicial enquiry; or
 - c) evidence given at any departmental enquiry ordered by authorities subordinate to the Government/Corporation.

**11 UNAUTHORISED
COMMUNICATION
OF INFORMATION**

1. No employee of the Corporation shall, except in accordance with any general or special order of the Corporation or the performance in good faith of the duties assigned to him communicate, directly or indirectly, any official document or any part thereof or information to any officer or any other person to whom he is not authorized to communicate such document or information.
2. No employee shall, except in the ordinary course of his duties, give or cause to be given to any person any advice on matters relating to the activities of the Corporation or its subsidiaries.

12 **SUBSCRIPTIONS**

No employee of the Corporation shall, except with the previous sanction of the Competent Authority or of the prescribed authority, ask for or accept contribution to, or otherwise associate himself with the raising of, any funds or other collections in cash or in kind in pursuance of any object whatsoever.

13 **GIFTS**

1. Save as provided in these rules, no employee of the Corporation shall accept or permit any member of his family or any other person acting on his behalf, to accept any gift.

Explanation- The expression “gift” shall include free transport, boarding, lodging or other service or any other pecuniary advantage when provided by any person other than a near relative or a personal friend having no official dealings with the employee of the Corporation.

Note (i) - A casual meal, lift or other social hospitality shall not be deemed to be a gift. **Note (ii)** - An employee of the Corporation shall avoid accepting lavish hospitality or frequent hospitality from any individual, industrial or commercial firms, organizations, etc., having official dealings with him.

2. On occasions such as weddings, anniversaries, funerals or religious functions, when the making of gifts is in conformity with the prevailing religious and social practices, employee of the Corporation may accept gifts from his near relatives or from his personal friends having no official dealings with him, but shall make a report to the Competent Authority, if the value of such gift exceeds:-

- (i) Rupees twenty five thousand, in case an employee holding any Group ‘A’ post;
- (ii) Rupees fifteen thousand, in case an employee is holding any Group ‘B’ post;
- (iii) Rupees seven thousand five hundred, in case an employee is holding any Group ‘C’ post.

3. In any other case, an employee of the Corporation shall not accept any gift without sanction of the Competent Authority if the value thereof exceeds:-

- (i) Rupees five thousand, in the case an employee is holding any Group ‘A’ or Group ‘B’ post; and

- (ii) Rupees two thousand in the case an employee is holding any Group 'C' post.

4. Notwithstanding anything contained in sub-rules (2) and (3) an employee of the Corporation, being a member of the Indian delegation or otherwise, may receive and retain gifts from foreign dignitaries in accordance with the provisions of the accordance with the provisions of the Foreign Contribution [Acceptance or Retention of Gifts or Presentations] Rule 2012, as amended from time to time.

5. An employee of the Corporation shall not accept any gifts from any foreign firm which is either contracting with the Corporation or is one with which the employee had, has or is likely to have official dealings. Acceptance of gifts by an employee from any other firm shall be subject to the provision of sub-rule (3).

(Amended vide Office Order No.NSFDC/HR(PoL)/3/91/Vol.II dated 30th September, 2019.)

14 **DOWRY**

No employee of the Corporation shall :

1. give or take or abet the giving or taking of dowry; or
2. demand, directly or indirectly, from the parents or guardian of the bride or bridegroom, as the case may be, any dowry.

Explanation- For the purpose of this rule, dowry has the same meaning as defined in the Dowry Prohibition Act, 1961(No.28 of 1961) as amended from time of time.

Definition of "Dowry"

- a) by one party to a marriage to the other party to the marriage; or
- b) by the parents of either party to a marriage or by any other person, to either party to the marriage or to any other person; at or before or after the marriage as consideration for the marriage of the said parties, but does not include dower or mahr in the case of persons to whom the Muslim Personal Law (Shariat) applies.

Explanation I :

For the removal of doubts, it is hereby declared that any

presents made at the time of marriage to either party in the form of cash, ornaments, clothes or other articles, shall not be deemed to be dowry within the meaning of this section, unless they are made as consideration for the marriage of the said parties.

Explanation II :

The expression “valuable security” has the same meaning as in Section 30 of the Indian Penal Code.

15 **PRIVATE TRADE
OR EMPLOYMENT**

1. No employee of the Corporation shall, except with the previous sanction of the Competent Authority, engage directly or indirectly in any trade or business or undertake any other employment.

Provided that an employee may, without such sanction, undertake honorary work of a social or charitable nature or occasional work of a literary, academic, artistic or scientific character or participate in sports activities as amateur subject to the condition that his official duties do not thereby suffer.

2. No employee of the Corporation would canvass in support of any business of insurance agency, commission agency, etc., owned or managed by any member of his family.

3. No employee of the Corporation shall, without the previous sanction of the Competent Authority except in the discharge of his official duties, take part in the registration, promotion or management of any bank or other company which is required to be registered under the Companies Act, 1956(1 of 1956) or other law for the time being in force or any cooperative society for commercial purposes;

Provided that an employee of the Corporation may take part in the registration, promotion or management of consumer/House Building Co-operative Society substantially for the benefit of employees of the Corporation, registered under the Cooperative Societies Act, 1912(2 of 1912) or any other law for the time being in force, or of a literary, scientific or charitable society registered under the Societies Registration Act, 1860 (21 of 1860), or any corresponding law in force.

4. No employee of the Corporation may accept any fee

or any pecuniary advantage for any work done by him for any public body or any private person without the sanction of the Competent Authority.

16 **INVESTMENT,
LENDING AND
BORROWING**

1. No employee of the Corporation shall speculate in any stock, share or other investment. Frequent purchase or sale or both of shares, securities and other investments shall be deemed to be speculation within the meaning in this sub-rule.

2. No employee of the Corporation shall make or permit any member of his family or any other person acting on his behalf to make any investment which is likely to embarrass or influence him in the discharge of his official duties.

3. No employee of the Corporation shall, save in the ordinary course of business with a bank, Life Insurance Corporation or a firm of standing, borrow money from or lend money to or otherwise place himself under any pecuniary obligation to any person with whom he has or is likely to have official dealings or permit any such borrowing, lending or pecuniary obligation in his name or for his benefit or for the benefit of any member of his family.

4. No employee of the Corporation shall lend money to any person on interest or in a manner whereby return in money or in kind is charged or paid.

Provided that employee of the Corporation may give to, or accept from, a relative or a personal friend a purely temporary loan of a small amount free of interest, or operate credit account with a bonafide tradesman or make an advance of pay to his private employee.

Explanation- Day-to-day savings bank transaction, either with the bank or with a post-office would not, however, come within the purview of this rule. Further, fixed deposits with banks are also exempted from the operation of this rule. The employee shall, however, make a report to the Corporation if the amount of fixed deposit made in a bank or post-office exceeds Rs.10,000/- in a single transaction.

17 **INSOLVENCY AND
HABITUAL
INDEBTEDNESS**

1. An employee of the Corporation shall avoid habitual indebtedness unless he proves that such indebtedness or insolvency is the result of circumstances beyond his control and does not proceed from extravagance

18 **MOVABLE,
IMMOVABLE AND
VALUABLE
PROPERTY**

- or dissipation;
2. An employee of the Corporation who applies to be, or it is adjudged or declared insolvent shall forthwith report the fact to his Competent Authority.
 1. No employee of the Corporation shall, except with the previous knowledge of the Competent Authority, acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise, either in his own name or in the name of any member of his family.
 2. No employee of the Corporation shall, except with the previous sanction of the Competent Authority, enter into any transaction concerning any immovable or movable property with a person or a firm having official dealings with the employee or his subordinate.
 - 3/4. Every employee of the Corporation shall file Declarations, Information and Annual Returns of Assets & Liabilities and limits of Exemption of Assets in filing Returns as per the Provision of the Public Servants (Furnishing of information and Annual Return of Assets and Liabilities and limits of Exemption of Assets in filing Returns), Second Amendments Rules 2015 under the Lokpal and Lokayuktas Act, 2013, as amended from time to time. (Amended vide Office Order No.NSFDC/Pers/CDA Rules/ 1990 dt.5/16 November, 2015)
 5. The Competent Authority may, at any time, by general or special order require an employee to submit, within a period specified in the order a full and complete statement of such movable or immovable property held or acquired by him or on his behalf or by any member of his family as may be specified in the order. Such statement shall, if so required by the Competent Authority, include details of the means by which, or the source from which such property was acquired.

Explanation- Transaction entered into by the spouse or any other member of family of an employee of the Corporation out of his or her own funds (including stridhan, gifts, inheritance etc.) as distinct from the funds of the employee of the Corporation himself/herself in his or her own name and in his or her own right, would not attract the provisions

- of this rule.
- 19 **CONVASSING OF
NON-OFFICIAL OR
OTHER
INFLUENCE** No employee shall bring or attempt to bring any outside influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service in the Corporation.
- 20 **BIGAMOUS
MARRIAGES** 1. No employee shall enter into, or contract, a marriage with a person having a spouse living;
2. No employee, having a spouse living, shall enter into, or contract, a marriage with any person;
- Provided that the Board may permit an employee to enter into, or contract, any such marriage as is referred to in clause (1) or clause (2) if it is satisfied that -
- a) such marriage is permissible under the personal law applicable to such employee and the other party to the marriage; and
- b) there are other grounds for so doing.
3. An employee of the Corporation who has married or marries a person other than of Indian nationality shall forthwith intimate the fact to the Competent Authority.
- 21 **CONSUMPTION OF
INTOXICATING
DRINKS AND
DRUGS** An employee of the Corporation shall :
- a) strictly abide by any law relating to intoxicating drinks or drugs in force in any area in which he may happen to be for the time being;
- b) not be under the influence of any intoxicating drink or drug during the course of his duty and shall also take due care that the performance of his duties at any time is not affected in any way by the influence of such drink or drug;
- c) refrain from consuming any intoxicating drink or drug in a public place;
- d) not appear in a public place in a state of intoxication;
- e) not use any intoxicating drink or drug to excess.

22 **TAKING PART IN
POLITICS AND
ELECTIONS**

1. No employee of the Corporation shall be a member of, or be otherwise associated with, any political party or any organization which takes part in politics nor shall he take part in, subscribe in aid of, or assist in any other manner, any political movement or activity.
2. It shall be the duty of every employee of the Corporation to endeavour to prevent any member of his family from taking part in, subscribing in aid of, or assisting in any other manner any movement or activity which is, or tends directly or indirectly to be, subversive of the Government as by law established and where an employee of the Corporation is unable to prevent a member of his family from taking part in, or subscribing in aid of, or assisting in any other manner, any such movement of activity, he shall make a report to that effect to the Corporation.
3. No member of the Corporation shall canvass or otherwise interfere with, or use his influence in connection with or take part in an election to any legislature or local authority.

Provided that :

- i) An employee of the Corporation qualified to vote at such election may exercise his right to vote but where he does so, he shall give no indication of the manner in which he proposes to vote or has voted;
- ii) An employee of the Corporation shall not be deemed to have contravened the provisions of this sub-rule by reason only that he assists in the conduct of an election in the due performance of a duty imposed on him by or under any law for the time being in force.

Note -

- i) The display by an employee of the Corporation on his person, vehicle or residence of any electoral symbol shall amount to using his

influence in connection with an election within the meaning of this sub-rule.

- ii) An employee of the Corporation proposing/seconding the nomination of a candidate at an election or acting as polling agent, is not permissible.

23 SUSPENSION

1. The appointing authority or any authority to which it is subordinate or the Disciplinary Authority or any authority empowered in that behalf by the management by general or special order may place an employee under suspension:
 - a) Where disciplinary proceeding against him is contemplated or is pending; or
 - b) Where case against him in respect of any criminal offence is under investigation or trial.
2. An employee who is detained in custody, whether on a criminal charge or otherwise, for a period exceeding 48 hours shall be deemed to have been suspended with effect from the date of detention, by an order of the Appointing Authority, and shall remain under suspension until further orders.
3. A penalty of dismissal or removal from service imposed upon an employee under suspension is set aside on appeal or on review under these Rules and the case is remitted for further inquiry or action or with any other directions, the order of his suspension shall be deemed to have continued in force on and from the date of the original order of dismissal or removal and shall remain in force until further orders.
4. Where a penalty of dismissal or removal from service imposed upon an employee is set aside or declared or rendered void in consequence of or by a decision of a court of law and the Disciplinary Authority, on consideration of the circumstances of the case, decides to hold a further inquiry against him on the allegations on which the penalty of dismissal or removal was originally imposed, the employee shall be deemed to have been placed under

suspension by the Appointing Authority from the date of the original order of dismissal or removal and shall continue to remain under suspension until further orders.

5. An order of suspension made or deemed to have been made under this Rule may at any time be revoked by the authority which that authority is subordinate.
6. No employee under suspension, except with prior permission of the Competent Authority to be granted only in special circumstances, may engage directly or indirectly in any private trade or business or undertake any other employment including part-time.

24 **SUBSISTENCE
ALLOWANCE**

1. An employee under suspension shall be entitled to draw Subsistence Allowance equal to 50 percent of his basic pay provided the Disciplinary Authority is satisfied that the employee is not engaged in any other employment or business or profession or vocation. In addition he shall be entitled to Dearness Allowance admissible on such Subsistence Allowance and any other compensatory allowance of which he was in receipt on the date of suspension provided the suspending authority is satisfied that the employee continues to meet the expenditure for which the allowance was granted.
2. Where the period of suspension exceeds six months, the authority which made or is deemed to have made the order of suspension shall be competent to vary the amount of Subsistence Allowance for any period subsequent to the period of the first six months as follows:
 - i) The amount of Subsistence Allowance may be increased to 75 percent of basic pay and allowances thereon, if in the opinion of the said authority, the period of suspension has been prolonged for reasons to be recorded in writing not directly attributable to the employee under suspension.
 - ii) The amount of Subsistence Allowance may be reduced to 25 percent of basic pay and allowances thereon if in the opinion of the said

authority, the period of suspension has been prolonged due to the reasons to be recorded in writing, directly attributable to the employee under suspension.

3. If any employee is arrested by the Police on a criminal charge and bail is not granted, no subsistence is payable. On grant of bail, if the Competent Authority decides to continue the suspension, the employee shall be entitled to Subsistence Allowance from the date he is granted bail.

25 **TREATMENT OF
THE PERIOD OF
SUSPENSION**

1. When the employee under suspension is reinstated, the Competent Authority may grant to him the following pay and allowances for the period of suspension :
 - a) If the employee is exonerated and not awarded any of the penalties mentioned in Rule 26, the full pay and allowance which he would have been entitled to if he had not been suspended, less the Subsistence Allowance already paid to him;
 - b) If otherwise, such proportion of pay and allowances as the Competent Authority may prescribe.
2. In a case failing under sub-clause (a) the period of absence from duty will be treated as a period spent on duty. In case failing under sub-clause (b) it will not be treated as a period spent on duty unless the Competent Authority so directs in which case it may be treated as leave due with pay or leave without pay as the sole discretion of the Competent Authority.

26 **PENALTIES**

The following penalties may be imposed on an employee as hereinafter provided, for misconduct committed by him or for any other good and sufficient reasons:

MINOR PENALTIES

- a) Censure;
- b) Withholding of increment(s) of pay with or without cumulative effect;
- c) Withholding of promotion;

- d) Recovery from pay of the whole or part of any pecuniary loss caused to the Corporation/Company by negligence or breach of order;
- e) Reduction to a lower stage in the time-scale of pay for a period not exceeding 3 years, without cumulative effect and not adversely affecting his/her terminal benefits.

MAJOR PENALTIES

- a) Save as provided in clause(e), reduction to a lower stage in the time-scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on expiry of such period, the reduction will or will not have the effect of postponing the future increment of pay;
- b) Reduction to a lower time-scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the employee to the time-scale of pay, grade, post from which he/she was reduced, with or without further directions regarding conditions of restoration to the grade or post from which the employee was reduced and his/her seniority and pay on such restoration to that grade or post;
- c) Compulsory retirement;
- d) Removal from service which shall not be a disqualification for future employment under the Government or the Corporation/ Company owned or controlled by the Government.
- e) Dismissal from service which shall ordinarily be a disqualification for future employment under the Government or the Corporation/ Company owned or controlled by the Government.

Provided that, in every case in which the charge of possession of assets disproportionate to known sources of income or the charge of acceptance from any person of any gratification, other than legal remuneration, as a motive or reward for doing or forbearing to do any official act is established, the penalty mentioned in clause(i) or (j) shall be imposed;

Provided further that in any exceptional case and for special reasons recorded in writing, any other penalty may be imposed.

27 **DISCIPLINARY
AUTHORITY**

The Disciplinary Authority, as specified in the Schedule to these Rules, or any Authority higher than it, may impose any of the penalties specified in Rule 26 on any employee.

28 **PROCEDURE FOR
IMPOSING MINOR
PENALTIES**

1. Where it is proposed to impose any of the minor penalties specified in Rule 26 (a) to (e), the employee concerned shall be informed in writing of the imputations of misconduct or misbehaviour against him and given an opportunity to submit his written statement of defence within a specified period not exceeding 15 days. The defence statement, if any, submitted by the employee shall be taken into consideration by the Disciplinary Authority before passing orders.

2. The record of the proceedings shall include :

- i) a copy of the statement of imputations of misconduct or misbehaviour delivered to the employee;
- ii) his defence statement, if any, and
- iii) the orders of the Disciplinary Authority together with the reasons thereof.

29 **PROCEDURE FOR
IMPOSING MAJOR
PENALTIES**

1. No order imposing any of the major penalties specified in Clause (f) to (j) of Rule 26 shall be made except after an inquiry is held in accordance with this Rule.

2. Whenever the Disciplinary Authority is of the opinion that there are grounds for inquiring into the truth of any imputation of misconduct or misbehaviour against an employee, it may itself enquire into, or appoint any public servant (hereinafter called the Inquiring Authority) to inquire into the truth thereof.

3. Where it is proposed to hold an inquiry, the Disciplinary Authority shall frame definite charges on the basis of the allegations against the employee. The

charges, together with a statement of the allegations, on which they are based, a list of documents by which and a list of witnesses by whom, the articles of charges are proposed to be sustained, shall be communicated in writing to the employee, who shall be required to submit within such time as may be specified by the Disciplinary Authority (not exceeding 15 days), a written statement whether he admits or denies any of or all the Articles of Charge.

Explanation - It will not be necessary to show the documents listed with the charge-sheet or any other document to the employee at this stage

4. On receipt of the written statement of the employee, or, if no such statement is received within the time specified, an enquiry may be held by the Disciplinary Authority itself, or by any other public servant appointed as an Inquiring Authority under sub-clause (2).

Provided that it may not be necessary to hold an inquiry in respect of the charges admitted by the employee in his written statement. The Disciplinary Authority shall, however, record its findings on each such charge.

5. Where the Disciplinary Authority itself inquires or appoints an Inquiring Authority for holding an inquiry, it may, by an order appoint a public servant to be known as the "Presenting Officer" to present on its behalf the case in support of the articles of charge.
6. The employee may take the assistance of any other public servant but may not engage a legal Practitioner for the purpose.
7. On the date fixed by the Inquiring Authority, the employee shall appear before the Inquiring Authority at the time, place and date specified in the notice. The Inquiring Authority shall ask the employee whether he pleads guilty or has any defence to make and if he pleads guilty to any of the articles of charge, the Inquiring Authority shall record the plea, sign the record and obtain the signature of the employee concerned thereon. The Inquiring Authority shall

return a finding of guilt in respect of these articles of charge to which the employee concerned pleads guilty.

8. If the employee does not plead guilty, the Inquiring Authority shall adjourn the case to a later date not exceeding thirty days, after recording an order that the employee may, for the purpose of preparing his defence:
 - i) inspect the documents listed with the charge-sheet.
 - ii) Submit a list of additional documents and witnesses that he wants to examine; and
 - iii) be supplied with the copies of the statements of witnesses, if any, listed in the charge-sheet.

Note- Relevancy of the additional document and the witnesses referred to in sub-clause 8 (ii) above will have to be given by the employee concerned and the documents and the witnesses shall be summoned if the Inquiring Authority is satisfied about their relevance to the charges under inquiry.

9. The Inquiry Authority shall ask the authority in whose custody or possession the documents are kept, for the production of the documents on such date as may be specified.
10. The authority in whose custody or possession the requisitioned documents are, shall arrange to produce the same before the Inquiring Authority on the date, place and time specified in the requisition notice.

Provided that the authority having the custody or possession of the requisitioned documents may claim privilege if the production of such documents will be against the public interest or the interest of the Corporation. In the event, it shall inform the Inquiring Authority accordingly.

11. On the date fixed for the inquiry, the oral and documentary evidence by which the articles of charge are proposed to be proved shall be produced by or on behalf of the Disciplinary Authority. The witnesses

shall be examined by or on behalf of the Presenting Officer and may be cross-examined by or on behalf of the employee. The Presenting Officer shall be entitled to re-examine the witnesses on any points on which they have been cross-examined, but not on a new matter, without the leave of the Inquiring Authority. The Inquiring Authority may also put such questions to the witnesses as it thinks fit.

12. Before the close of the prosecution case, the Inquiring Authority may, in its discretion allow the Presenting Officer to produce evidence not included in the charge-sheet or may itself call for new evidence or recall or re-examine any witness. In such case the employee shall be given opportunity to inspect the documentary evidence before it is taken on record; or to cross-examine a witness, who has been so summoned.
13. When the case of the Disciplinary Authority is closed, the employee may be required to state his defence, orally or in writing, as he may prefer. If the defence is made orally, it shall be recorded and the employee shall be required to sign the record. In either case a copy of the statement of defence shall be given to the Presenting Officer, if any appointed.
14. The evidence on behalf of the employee shall then be produced. The employee may examine himself in his own behalf if he so prefers. The witnesses produced by the employee shall then be examined and shall be liable to cross-examination, re-examination and examination by the Inquiring Authority according to the provision applicable to the witnesses for the Disciplinary Authority.
15. The Inquiring Authority may, after the employee closes his case, and shall, if the employee has not examined himself, generally question him on the circumstances appearing against him in the evidence for the purpose of enabling the employee to explain any circumstances appearing in the evidence against him.
16. After the completion of the production of the evidence, the employee and the Presenting Officer may file written briefs of their respective cases within

15 days of the date of completion of the production of evidence.

17. If the employee does not submit the written statement of defence referred to in sub-rule (3) on or before the date specified for the purpose or does not appear in person, or through the assisting officer or otherwise fails or refuses to comply with any of the provisions of these Rules, the Inquiring Authority may hold the enquiry ex-parte.
18. Whenever any Inquiring Authority, after having heard and recorded the whole or any part of the evidence in an inquiry ceases to exercise jurisdiction therein, and is succeeded by another Inquiring Authority which has, and which exercises, such jurisdiction, the Inquiring Authority so succeeding may act on the evidence so recorded by its predecessor, or partly recorded by its predecessor and partly recorded by itself.

Provided that if the succeeding Inquiring Authority is of the opinion that further examination of any of the witnesses whose evidence has already been recorded is necessary in the interest of justice, it may recall, examine, cross-examine any such witnesses as hereinbefore provided.

19. (i) After the conclusion of the inquiry, report shall be prepared and it shall contain :
 - a) a gist of the articles of charge and the statement of the imputations of misconduct or misbehaviour;
 - b) a gist of the defence of the employee in respect of each article of charge;
 - c) an assessment of the evidence in respect of each article of charge; and
 - d) the findings of each article of charge and the reasons therefore.

Explanation – If in the opinion of the Inquiring Authority the proceedings of the inquiry establish any article of

charge different from the original articles of the charge, it may record its findings on such article of charge.

Provided that the findings on such article of charge shall not be recorded unless the employee has either admitted the facts on which such article of charge is based or has had a reasonable opportunity of defending himself against such article of charge.

- (ii) The Inquiring Authority, where it is not itself the Disciplinary Authority, shall forward to the Disciplinary Authority the records of inquiry which shall include –
- a) the report of the inquiry prepared by it under sub-clause (i) above;
 - b) the written statement of defence, if any submitted by the employee referred to in sub-rule (13) ;
 - c) the oral and documentary evidence produced in the course of the inquiry;
 - d) written briefs referred to in sub-rule (16), if any; and
 - e) the orders, if any, made by the Disciplinary Authority and the Inquiring Authority in regard to the inquiry.

30 **ACTION ON THE
INQUIRY REPORT**

1. The Disciplinary Authority, if it is not itself the Inquiring Authority may, for reason to be recorded by it in writing remit the case to the Inquiring Authority for fresh or further inquiry and report and the Inquiring Authority shall thereupon proceed to hold the further inquiry according to the provisions of Rule 29 as far as may be.
2. The Disciplinary Authority shall, if it disagrees with the findings of the Inquiring Authority on any article of charge, record its reasons for such disagreement and record its own findings on such charge, if the evidence on record is sufficient for the purpose.
3. If the Disciplinary Authority having regard to its findings on all or any of the articles of charge is of

the opinion that any of the penalties specified in Rule 26 should be imposed on the employee, it shall notwithstanding anything contained in Rule 28 make an order imposing such penalty.

4. If the Disciplinary Authority having regard to its findings on all or any of the articles of charge, is of the opinion that no penalty is called for, it may pass an order exonerating the employee concerned.

30-A CONTINUATION OF DISCIPLINARY PROCEEDINGS AFTER RETIREMENT OF AN EMPLOYEE

The officer against whom disciplinary proceedings have been initiated will cease to be in service on the date of superannuation but the disciplinary proceedings will continue as if he was in service until the proceedings are concluded and final order is passed in respect thereof. The concerned officer will not receive any pay and/or allowance after the date of superannuation. He will also not be entitled for the payment of retirement benefits till the proceedings are completed and final order is passed thereon except his own contribution to CPF. *(Amended vide Office Order No.NSFDC/PERS/CDA/92 dated 15th July, 2008)*

30-B PAST MISCONDUCT

Action can be taken against an employee in respect of misconduct committed by him in his previous or earlier employment if the misconduct was of such a nature as has rational connection with his present employment and renders him unfit and unsuitable for continuing in service. When such action is taken, the charge should specifically state that the misconduct alleged is such that it renders him unfit and unsuitable for continuance in service.

(Amended vide OO No.NSFDC/PERS/CDA/92 dated 15th July, 2008)

31 COMMUNICATION OF ORDERS

Orders made by the Disciplinary Authority under Rule 30 shall be communicated to the employee concerned, who shall also be supplied with a copy of the report of inquiry, if any.

32 COMMON PROCEEDINGS

Where two or more employees are concerned in a case, the authority competent to impose a major penalty on all such employees may make an order directing that disciplinary proceedings against all of them may be taken in a common proceedings and the specified authority may function as the Disciplinary Authority for the purpose of such common proceedings.

33 **SPECIAL
PROCEDURE IN
CERTAIN CASES**

Notwithstanding anything contained in Rule 28 or 29 or 30, the Disciplinary Authority may impose any of the penalties specified in Rule 26 in any of the following circumstances:

- i) where the employee has been convicted on a criminal charge, or on the strength of facts or conclusions arrived at by a judicial trial; or
- ii) where the Disciplinary Authority is satisfied for reasons to be recorded by it in writing that it is not reasonably practicable to hold an enquiry in the manner provided in these Rules; or
- iii) where the Disciplinary Authority is satisfied that in the interest of the security of the Corporation, it is not expedient to hold any inquiry in the manner provided in these Rules.

34 **TERMINATION OF
SERVICES**

The services of an employee may be terminated by giving such notice or notice pay as may be prescribed in the contract of service in the following manner:

- i) Of an employee appointed on probation during or at the end of the period of probation, in accordance with the terms of his appointment.
- ii) Of any employee appointed under a contract or agreement, in accordance with the terms of such contract or agreement.
- iii) Of any employee on reduction of Establishment.
- iv) Of an employee appointed in a temporary capacity otherwise than under a contract or agreement, on the expiration of the period for which he was appointed, or earlier in accordance with the terms of his appointment.
- v) Of an employee who has completed his probationary period and who has been confirmed or deemed to be confirmed by giving him/her 90 days' notice or pay in lieu thereof.

34(A) **Periodical Review of
Service Records and
Performance of
Employee(s) and
provision of their**

With a view to ensure probity and efficacy among employees and also to strengthen administration, periodical review of cases of employee(s), will be held by the duly constituted Review Committee(s) six months before employee attains the age of 50/55 years, in cases

Compulsory Retirement from services of the Corporation, not to be treated as Punishment under article 311 of the Constitution

covered by FR 56(j), on completion of 30 years of qualifying service under FR 56(l)/Rule 48 of CCS (Pension) Rules, 1972, in accordance with the Government of India instructions issued vide DoPT No. OM No.25013/1/2013-Estt (A) dated 21.03.2014, OM No.25013/01/2013-Estt.A-IV dated 11.09.2015 and Department of Enterprises (DPE) OM No.DPE-GM-01/0001/2015-GM-FTS-4857 dated 14.12.2015, as per the following calendar:

Sl. No.	Quarter in which review is to be made	Cases of employees who will be attaining the age of 50/55 years or will be completing 30 years of service qualifying for pension, as the case may be, in the quarter
1.	January to March	July to September of the same year
2.	April to June	October to December of the same year
3.	July to September	January to March of the next year
4.	October to December	April to June of the next year

Amended vide Office Order No.NSFDC/HR/CSR/58/2016 dated April 8, 2016. Incorporated and may be read along with the other relevant provisions and contents.

35 **EMPLOYEES ON DEPUTATION FROM THE CENTRAL GOVT. OR THE STATE GOVT. ETC.**

- i) Where an order of suspension is made or disciplinary proceeding is taken against an employee, who is on deputation to the Corporation from the Central or State Government, or another public undertaking, or a local authority, the authority lending his services (hereinafter referred to as the "Lending Authority") shall forthwith be informed of the circumstances leading to the order of his suspension, or the commencement of the disciplinary proceeding, as the case may be.
- ii) In the light of the findings in the disciplinary proceeding taken against the employee –
 - a) If the Disciplinary Authority is of the opinion that any of the minor penalties should be imposed on him, it may pass such orders on the case as it deems necessary after consultation with the Lending Authority.

Provided that in the event of a difference of

opinion between the Disciplinary and the Lending Authority, the services of the employee shall be placed at the disposal of the Lending Authority.

b) If the Disciplinary Authority is of the opinion that any of the major penalties should be imposed on him, it should replace his services at the disposal of the Lending Authority and transmit to it the proceedings of the enquiry for such action as it deems necessary.

iii) If the employee submits an appeal against an order imposing a minor penalty on him under sub-rule (ii) (a), it will be disposed off after consultation with the Lending Authority.

Provided that if there is a difference of opinion between the Appellate Authority and the Lending Authority, the services of the employee shall be placed at the disposal of the Lending Authority, and the proceeding of the case shall be transmitted to that authority for such action as it deems necessary.

36 APPEALS

i) An employee may appeal against an order imposing upon him any of the penalties specified in Rule 26 or against the order or suspension referred to in Rule 23. The appeal shall lie to the authority specified in the schedule from time to time.

ii) An appeal shall be preferred within one month from the date of communication of the order appealed against. The appeal shall be addressed to the Appellate Authority specified in the schedule to these rules and submitted to the authority whose order is appealed against. The Authority whose order is appealed against shall forward the appeal together with its comments and the records of the case to the Appellate Authority within 30 days. Where the Board is the Appellate Authority and it is not likely to meet within prescribed 30 days, its decision may be sought by circulation of all relevant documents as per proforma Annexure-II.

Consideration of Appeal

1. In the case of an appeal against an order of suspension, the Appellate Authority shall consider whether in the light of the provisions of Rule 23 and having regard to the circumstances of the case, the order of suspension is justified or not and confirm or revoke the order accordingly.
2. In cases of all other appeals, the Appellate Authority shall consider whether the findings, are justified or whether the penalty is excessive or inadequate and pass appropriate orders within three months of the date of appeal. The Appellate Authority may pass order confirming, enhancing, reducing or setting aside the penalty or remitting the case to the authority with such direction as it may deem fit in the circumstances of the case.

Provided that if the enhanced penalty which the Appellate Authority proposes to impose is a major penalty specified in clauses (f) to (j) of Rule 26 and an inquiry as provided in Rule 29 has not already been held in the case, the Appellate Authority shall direct that such an enquiry be held in accordance with the provisions of Rule 29, and thereafter consider the record of the inquiry and pass such orders as it may deem proper. If the Appellate Authority decides to enhance the punishment but an enquiry has already been held as provided in Rule 29, the Appellate Authority shall give a show cause notice to the employee as to why the enhanced penalty should not be imposed upon him. The Appellate Authority shall pass final order after taking into account the representation, if any submitted by the employee.

37 **REVIEW**

Notwithstanding anything contained in these rules, the reviewing authority as specified in the schedule may call for the record of the case within six months of the date of the final order and after reviewing the case pass such orders thereon as it may deem fit.

Provided that if the enhanced penalty, which the reviewing authority proposes to impose, is a major penalty specified in clause (f) to (j) of Rule 26 and an enquiry as provided under Rule 29 has not already been held in the case, the reviewing authority shall direct that such an enquiry be held in accordance with

the provisions of Rule 29 and thereafter consider the record of the enquiry and pass such order as it may deem proper. If the Appellate Authority decides to enhance the punishment but an enquiry has already been held in accordance with the provisions of Rule 29, the reviewing authority shall give show cause notice to the employee as to why the enhanced penalty should not be imposed upon him. The reviewing authority shall pass final order after taking into account the representation, if any, submitted by the employee.

38 **SERVICE OF ORDERS, NOTICES, ETC.**

Every order, notice and other process made or issued under these rules shall be served in person on the employee concerned or communicated to him by registered post at his last known address or displayed on the notice board(s). Service of orders/notices and other process may also be made at the residence of the employee by pasting or otherwise if the first two methods stated above fail.

It will be the sole responsibility of the concerned employee to intimate in writing to the Disciplinary Authority in case there is any change in his residential address.

39 **POWER TO RELAX TIME LIMIT AND TO CONDONE DELAY**

Save as otherwise expressly provided in these rules, the authority competent under these rules to make any order may, for good and sufficient reasons or if sufficient cause is shown, extend the time specified in these rules for anything required to be done under these rules or condone any delay.

40 **SAVINGS**

1. The NSFDC (CD&A) Rules 1990' will supersede all previous Rules on the subject insofar as they are inconsistent with these Rules.

Provided that such supersession shall not affect their previous operation or any notification or order made, or anything done or any action taken thereunder.

2. Nothing in these rules shall be construed as depriving any person to whom these rules apply, of any right of appeal which had accrued to him under the rules, which have been superseded by these rules.

3. An appeal pending at the commencement of these

rules against an order made before the commencement of these rules shall be considered and orders thereon shall be made, in accordance with these rules.

4. The proceedings pending at the commencement of the rules shall be continued and disposed as far as may be, in accordance with the provisions of these rules, as if such proceedings were proceedings under these rules.
5. Any misconduct, etc. committed prior to the issue of these rules which was a misconduct under the superseded rules shall be deemed to be a misconduct under these rules.

41 **REMOVAL OF
DOUBTS**

Where a doubt arises as to the interpretation of any of these rules, the matter shall be referred to the Chairman/Managing Director for final decision.

42 **AMENDMENTS**

The Board may amend, modify or add to these rules, from time to time, and all such amendments, modifications or additions shall take effect from the date stated therein.

NOTE -

An issue has been raised whether the Board of Directors, while acting as an Appellate Authority in a disciplinary case, should give personal hearing to the Appellant Official. The instructions contained in Government of India, Department of Personnel and Training, O.M. No.11012/20/85-Est(A) dated 28th October, 1985 as summarized in Swamy's Compilation (1993) of CCS(CCA) Rules are quoted below:

Personal hearing at the discretion of Appellate Authority in major penalty cases - The Committee of the National Council (JCM) set up to review the CCS (CCA) Rules, 1965, has recommended that provision may be made for personal hearing by the Appellate Authority of the employee concerned if the appeal is against a major penalty.

The above recommendation has been considered in all its aspects. Rule 27 of the CCS (CCA) Rules, 1965 does not specifically provide for the grant of a personal hearing by the Appellate Authority to the Government servant before deciding the appeal preferred by him against a penalty imposed on him. The principle of right to personal hearing applicable to a judicial trial or proceeding even at the appellate stage is not applicable to departmental inquiries, in which a decision by the Appellate Authority can generally be taken on the basis of the records before it. However, a personal hearing of the appellant by the Appellate Authority at times will afford the former an opportunity to

present his case more effectively and thereby facilitate the Appellate Authority in deciding the appeal quickly and in a just and equitable manner. As Rule 27 of the CCS (CCA) Rules does not preclude the grant of personal hearing in suitable cases, it has been decided that where the appeal is against an order imposing a major penalty and the appellant makes a specific request for a personal hearing, the Appellate Authority may, after considering all relevant circumstances of the case, allow the appellant, at its discretion, the personal hearing.

Thus, there is no provision in the CCS (CCA) Rules for the Appellate Authority to give personal hearing to an official for suspension or when he has been awarded any penalty, major or minor, after due proceedings. Only in major penalty cases, Government has instructed that the Appellate Authority may in its discretion afford this opportunity to the punished official. The Appellate Authority will, no doubt, exercise its discretion and accord personal hearing only when specific cases warrant such action, and not in a routine matter.

The Board of Directors will have to decide disciplinary cases both in the capacity of Appointing/Disciplinary Authority as well as Appellate Authority. It is felt that personal hearing may be accorded only when the Board is acting in the former capacity i.e. as Appointing/Disciplinary Authority. In such cases, it will be infructuous for the Board to give a personal hearing to the concerned official at the appellate stage also. In cases where a major penalty has been imposed by the Chairman-cum-Managing Director, personal hearing by the Board is inadvisable for the following reasons:

- i) The hierarchical structure in a Government department is different from that in a public sector undertaking. In the former, Appellate and Disciplinary Authorities are distinct and a personal hearing by the former on an appeal against a decision by the latter will not create any difficulties.
- ii) In a Corporate structure, the Chairman-cum-Managing Director also presides over the Board as its Chairman and it will be embarrassing if the former has to defend his decision in course of a Board Meeting in the presence of the delinquent official. This will be prejudicial for maintenance of discipline in the organization.

SCHEDULE

		Appointing Authority	Disciplinary Authority	Appellate Authority	Reviewing Authority
1	Presidential Appointment	President	President	President	President
2	Employees in the pay scale of Rs.80000-220000 upto Rs.100000-260000 other than Presidential Appointments	Board of Directors	Board of Directors	Board of Directors	Board of Directors
3	Employees in the pay scale of Rs.27000-95000 upto Rs.80000-220000 other than Presidential Appointments	Chairman-cum- Managing Director	Chairman-cum- Managing Director	Board of Directors	Board of Directors
4	Employees in the pay scale of Rs.21000-77000 upto Rs.26000-93000	Chief General Manager (P&A)	Chief General Manager (P&A)	Chairman-cum- Managing Director	Board of Directors

* IDA Pay-scales effective w.e.f. 1.1.2017.

PROFORMA

**Sub: Appeal preferred by _____
against order No. _____
dated _____ placing him/her under suspension**

or

**Appeal preferred by _____
Against order No. _____
dated _____ imposing the penalty of _____
_____ under Rule _____
of NSFDC Conduct, Discipline and Appeal Rules, 1990.**

I have perused all relevant papers received by me under the cover of letter No. _____ dated _____ in connection with the above mentioned appeal preferred by _____.

- * The appeal is allowed/rejected.
- * (Please strike out whichever is not applicable).

Signature _____

Name of Director _____

Designation _____

Date _____