

SOUTHERN RAILWAY

Headquarters Office,
Personnel Branch,
Chennai-600 003.

No P(A)227/P/Vol XXVII/Pt

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PBC No.180/2020

PCE, PCOM, PCCM, PCEE, PFA, PCSTE, PCME
PCSC, PCMM, CSO, CAO/CN/MS, CSO/CN/ERS
DRM/MAS, TPJ, MDU, SA, PGT, TVC
CWM/CW/PER, CWM/LW/PER, CWM/GOC, CWM/S&T/PTJ
Dy CMM/GSD/PER, Dy CMM/MSD/PER, Dy CMM/GOC
Sr DPO/MAS, TPJ, MDU, SA, PGT, TVC, WPO/PTJ, CW/LW/PER,
WPO/GOC
All Personnel Officers of HQ Office

Sub: Consideration of reply given for a Major Penalty charge memo
– dropping the major penalty DAR proceedings & imposing
minor penalty – adherence of proper procedure – regarding.

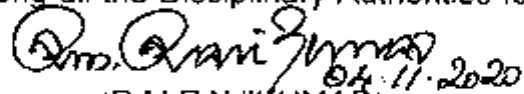
Ref: Railway Board's letter No. E(D&A)2001/RG 6-37 dated 13-12-
2001 (RBE No. 238/2001).

Attention is drawn to the instructions contained in Railway Board's
letter No. E(D&A)2001/RG 6-37 dated 13-12-2001 (RBE No. 238/2001) This
letter mandates that on considering the reply of the Charged Official to a
Major Penalty charge memo, if the Disciplinary Authority opines that
imposition of a Minor Penalty would suffice, then the DA shall:

- a) Record his reasoned speaking order clearly spelling out as to why
the major penalty proceedings are dropped; and
- b) As a part of this order, he should also impose one of the minor
penalties indicating grounds for imposition of the same.

Thus in a single speaking order, the DA should cover both (a)
dropping of the major penalty proceedings (without prejudice to imposition of
a minor penalty) and (b) imposition of the minor penalty on the Charged
Official. However, it has come to notice that the contents of RBE No.
238/2001 are not being strictly followed. It is once again reiterated that the
contents of RBE No. 238/2001 should be followed letter & spirit without fail.
Personnel Officers shall ensure this at the time of vetting of the Penalty
Advice.

This may kindly be circulated among all the Disciplinary Authorities for
strict compliance.


(R.M.RAVIKUMAR)

Deputy Chief Personnel Officer/Tfc. M&E
for Principal Chief Personnel Officer

Copy to: SDGM & CVO/SR – for kind information.

The General Secretary/SRMU, AISCSTREA, AIOBCREA
The General Secretary/NFIR