



दक्षिण रेलवे/SOUTHERN RAILWAY

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

प्रधानकार्यालय/ Headquarters Office
कार्मिक शाखा/ Personnel Branch
चेन्नै/Chennai - 600 003
दि./Dated:15-10-2018

पी बी सी सं/ PBC No.211 / 2018

All PHODs / DRMs / CWMs / CEWE / CAO / CPM / Dy.CPOs / Sr.DPOs /
DPOs / SPOs / WPOs / APOs of HQ / Divisions / Workshops / other Units,
etc.,

(As per mailing list -'A')

विषय/Sub:Initiating and finalisation of D&AR cases under
Railway Servants (Discipline & Appeal) Rules, 1968 .

Attention is invited to this office confidential letter No. P(A) 227/P/Vol.XIX dated 10.03.1992 (Copy enclosed) in which instructions were issued that disciplinary action against Railway employees should be initiated and finalised only by the authorities under whose administrative control the delinquent employee is working irrespective of the nature of offence committed by him and that the vetting of each case at every stage should be done by Personnel Branch of the respective unit in order to ensure that the correct procedure is followed.

In order to follow the correct procedure while proceeding with the D&AR cases, it may be ensured that vetting may be obtained from Personnel Branch in each and every case at every stage in order to not to deviate from the correct D&AR procedure.

This instruction should be scrupulously followed by all divisions/extra divisional units so as to avoid procedural lapses.

(V.SRINIVASAN)

वरिष्ठ कार्मिक अधिकारी/नियम
Senior Personnel Officer/Rules
For Principal Chief Personnel Officer

संलग्न/Encl: as above

प्रतिलिपि/Copy to : The Genl Secy / SRMU
The Genl Secy / AISCSTREA
The Genl Secy / AIOBCREA
The Genl Secy / NFIR

SOUTHERN RAILWAY

No. P(A)227/P/Vol. XIX

CONFIDENTIAL

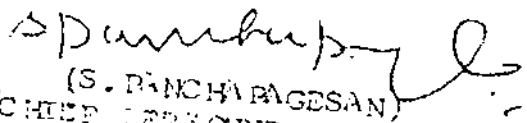
Headquarters Office,
Personnel Branch,
Madras - 3.
Dt.: 10.3.92.

All concerned

Sub: Initiating of DAR
action under RS(D&A)
Rules, 1968.

A copy of this office confidential circular
No. P(A)227/P/Vol. XVI dt. 9.7.86 on the above subject is
sent herewith.

It may please be ensured that instructions
contained therein are strictly complied with, in regard to
vetting of DAR cases by Personnel Branch at every stage.


(S. RAMESH BABU)
/CHIEF PERSONNEL OFFICER.

Copy of the Confidential letter No. P(A)227/P/
Vol. XVI dt. 9th July '86. from the HQ/PS
addressed to all HODs.

Sub: Initiating of DAR action under
Railway Servants (D&A) Rules, 1968.

Attention is invited to the confidential
letter No. P(A)227/P/Vol. XVI dt. 7.1.1974, according to which
disciplinary action against railway servants should be
initiated and finalised only by the authorities under whose
administrative control the delinquent employee is working,
irrespective of the nature of offences committed by him.

However, it has been observed that this procedure
is not being followed strictly by all the departments
uniformly i.e., some departments remit the DAR cases of
their employees to Personnel Branch for initiation of action
under RS(D&A) Rules. This is not in order. The Personnel
Branch will process the DAR cases from the stage of
Appeal/Review/Revision petitions in cases where the HOD/GM
happen to be concerned authorities.

contd..../-

3. In view of the above, in order to streamline the procedure it is once again reiterated that:-

- i) the departmental officers should initiate and finalise action under RO (D&A) Rules for any offence committed by the staff working under their administrative control irrespective of the nature of offence and whether it is for major penalty or minor penalty. However, the vetting of each case, at every stage may be got done by the Personnel Branch of the respective Unit in order to ensure that the correct procedure is followed.
 - ii) Where DAR action has already been initiated by the Personnel Branch, they shall continue to be dealt with by the Personnel Branch and finalised. All future cases should be initiated and finalised by the respective staff/officers of the Branch concerned as stated in para-3(i) above. (Spl. attention COS/CE(OL)CMO/ESTE). These will henceforth not be dealt with by the Personnel Branch and the non-Personnel staff clerk functioning under the staff officer should deal as is being done by the other department/in division.
- The receipt of this may be acknowledged.

Headquarters Office,
Personnel Branch,
Madras-5.
Dt. 27/7 July '86

Sub: Initiating of D&R action under
Railway Servants (D&R) Rules, 1968.

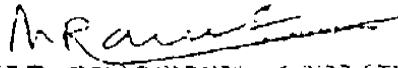
Attention is invited to this office confidential letter of even number dated 7.1.1974, according to which disciplinary action against railway servants should be initiated and finalised only by the authorities under whose administrative control the delinquent employee is working irrespective of the nature of offence committed by him.

2. However, it has been observed that ^{this} procedure is not being followed strictly by all the departments uniformly i.e., some departments remit the D&R cases of their employees to Personnel Branch for initiation of action under RS(D&R) Rules. This is not in order. The Personnel Branch will process the D&R cases from the state of appeal/Review/Revision Petitions in cases where the HOD/OI happen to be the concerned authorities.

3. In view of the above, in order to stream-line the procedure, it is once again reiterated that:-

- i) the departmental officers should initiate and finalise action under RS(D&R) Rules for any offence committed by the staff working under their administrative control irrespective of the nature of offence and whether it is for major penalty or minor penalty. However, the vetting of each case, at every stage may be got done by the Personnel Branch of the respective Unit in order to ensure that the correct procedure is followed.
- ii) Where D&R action has already been initiated by the Personnel Branch, they shall continue to be dealt with by the Personnel Branch and finalised. All future cases should be initiated and finalised by the respective staff officers of the Branch concerned as stated in Para-3(i) above. (Spl. attention COS/CE(OL)CMO/CSTE). These will henceforth not be dealt with by the Personnel Branch and the non-Personnel staff clerk functioning under the staff officer should deal as is being done by the other department/in divisions.

3. The receipt of this may be acknowledged.


for CHIEF PERSONNEL OFFICER

Copy to:

SPOs/APOs at HQ

OSs/of all Branches/^{of HQ} for information and strict compliance
DPO/Sr.DPO/DPO of divisions/units for information