

## 6: 4- Discipline-

(1) Imposition of minor penalty on Shri Chandeswar Rai Chowkidar.

Shri Chandeswar Rai was appointed in this University w.e.f. 6.8.75. It has been revealed from the records available that he has been in the habit of absenting himself from duty frequently and unauthorisedly on some pretext or the other. He does not apply for leave in time and his sudden absence has been creating great problems in managing watch and wards duties. For such lapses on his part he was served with a number of memoranda, showcause notices and several warnings have also been served to him but all efforts proved futile and no improvement on his conduct could be seen on his part. On many occasions the periods of his absence was treated as E.O.L and 'Dies-non'.

Shri Rai absented himself w.e.f. 11.12.93 to 6.9.94 without any leave application or permission being obtained from the competent authority. Thus it has been proved that Shri Rai has been a persistent and deliberate defaulter.

In view of the facts stated above the University was forced to conduct a departmental inquiry and the charged employee was found guilty of all the charges framed against him (Inquiry report enclosed). *at Annexure - I & II*

On the basis of the findings of the inquiry, the disciplinary authority i.e the Vice-Chancellor being the appointing authority has decided that a minor penalty of "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 pension" be imposed on him, the hypothetical impact of which, is shown under :

<u>Period</u>	<u>Actual Entitlement</u>	<u>Actual Payable</u>
1.10.96 to 30.11.96	(Rs.1020/-)	Rs.825/-
1.12.96 to 31.9.97	(Rs.1040/-)	Rs.840/-
1.10.97 to 30.11.97	(Rs.1040/-)	Rs.840/-
1.12.97 to 31.9.98	(Rs.1060/-)	Rs.855/-
1.10.98 to 30.11.98	(Rs.1060/-)	Rs.855/-
1.12.98 to 31.9.99	(Rs.1080/-)	Rs.870/-

In view of the above, the matter is placed before the Executive Council to approve the decision of the appointing authority to impose the undermentioned penalty against Shri Chandeswar Rai Chowkidar.

ANNEXURE - I

INQUIRY REPORT

ON CHARGES FRAMED AGAINST SHRI CHANDESWAR RAI,  
CHOWKIDAR UNDER MEMO No.F.20-75/Estt.I/Per/91  
(Vol.II) dated 4.5.94

The first enquiry to establish the charge framed against Shri Chandeshwar Rai, Chowkidar (Charged employee) was held on the 29.Nov'95 in Bijni Complex. The Article of Charge framed against the said charged employee is placed in Folder-IV.

The case was presented by Shri Iftikar Ahmed, Presenting Officer in presence of the aforesaid charged employee.

The attention of the charged employee was invited to the Article of Charge framed under Annexure-I and II of Memo No.F.20-75/Estt.I/Per/91(Vol.II) dated 4.5.94.

In accordance with the statement made by Shri Chandeshwar Rai (Charged employee) which is placed in the Daily Order Sheet. No.1, it is not necessary to hold any further enquiry.

However, while considering this enquiry report and the fact that the said charged employee has accepted the charge levied against him, it is also expedient to take into consideration that Shri Chandeshwar Rai (Charged employee) has submitted two representations to the University which explains the enforced circumstances compelling him to remain absent from duties w.e.f. 11.2.93. The said representations are placed in Folder -I.

Since Shri Chandeshwar Rai (Charged employee) has accepted the charge framed under memo No.F.20-Estt.I/Per/91(Vol.II) dt.4.5.94 which has been recorded in Daily Order Sheet No.1, it is not necessary to conduct any further enquiry.

Dated: 3.1.96.

Sd/-  
Deputy Registrar  
Inquiry Officer

ANNEXURE - II

First Preliminary Inquiry held against Shri Chandeswar Rai, chowkidar, Security Cell, Bijni Campus, NEHU, held on 29<sup>th</sup> November, 1995.

1. Presenting Officer Md Iftikhar.
2. Inquiry Officer S. Ahmed.
3. Sri Chandeswar Rai, charged official.

DAILY ORDER SHEET No.1

Q1. Are you in receipt of the Article of Charges framed against you under order No.F.20-75/Estt.I/Per/91/4178 dated 31.10.94 wherein you have been charged of misconduct?

Ans : Yes, I have received the Article of charges framed against me vide order No.F.20-75/Estt.I/Per/91/4178 dt.31.10.94.

Q2. Do you accept the charges framed against you ?

Ans : Yes, I accepted the charges framed against me.

Presenting Officer

Sd/-  
Md. Iftikhar.  
29/11/95

Charged Official

Sd/-  
Shri Chandeswar Rai.  
29/11/95

Inquiry Officer

Sd/-  
S. Ahmed.  
29/11/95.

6:4-

DISCIPLINE-

- (i) Imposition of minor penalty on Sri Chandeswar Rai Chowkidar.

No:EC:91:96:6:4:(i): The Council considered the imposition of minor penalty on Sr Chandeswar Rai, Chowkidar and RESOLVED to approve the reduction of one increment for a period not exceeding three years.

6:6 Service Condition/Financial & Other Benefits-

- (i) Implementation of Placement of Shri N.A.Hunthanbou, Dark-Room Camera Operator, in the approved pay-scale of Rs. 1400-40-1800-EB-50-2300/-.

No:EC:91:96:6:6:(i): The Council considered the placement of Shri N.A.Hunthanbou, Dark-Room Camera Operator in the approved pay-scale of Rs.1400-40-1800-EB-50-2300/- and RESOLVED to regret the same as he has already been appointed in the scale of Rs.1200-2040/-.

- (ii) Payment of Rs.17,500/- to Shri N.Rynjah, Inquiry Officer

No:EC:91:96:6:6:(ii): The Council considered the payment of Rs.17,500/- to Shri N.Rynjah for conducting an enquiry in the University and RESOLVED to regret the payment of the amount as demanded by Shri N.Rynjah.

- (iii) Qualifications/experience for the post of Deputy Registrar in Central University.

No:EC:91:96:6:6:(iii): The Council considered the letter from the University Grants Commission regarding the qualifications and Promotion ratio to the post of Deputy Registrar as indicated by the UGC and noted the same.

- (iv) Premature retirement of Mrs.B.J.Nicols, Section Officer, NEHU, Shillong.

No:EC:91:96:6:6:(iv): The Council considered the representation made by Mrs.B.J.Nicols, Section Officer and RESOLVED to regret the same as recommended by the Committee appointed by the Council.

- (v) Up-gradation of pay-scales of Senior Statistical Assistants and others-Report of the Committee.

No:EC:91:96:6:6:(v): The Council considered the recommendation of the Committee appointed by it for up-gradation of pay-scales of Senior Technical Assistants and RESOLVED to approve the same on the same terms and conditions as granted to the other STAs and further RESOLVED that another Committee consisting of the following Members may review all the cases decided by the earlier Committees appointed by the Executive Council.