

(v) Imposition of Compulsory Retirement, on
Shri.R.N.Ryntathiang, Peon, C.D.D.

Shri.Robert Ngente Ryntathiang was appointed in this University w.e.f. 11.12.92. It has been revealed from records available that he has been found drunk on 14.1.94 at about 1.30pm quarrelling with the staff of the Clinic and uttering filthy and abusive languages in the presence of all the Clinic Staff. In the past he was issued memo and warning, and has duly executed a Bond for keeping good conduct in future (Annexure.I,II,III & IV).

But, inspite of the above warning and undertaking rendered by him, Shri.Ryntathiang was again found drunk on 9.10.96 at about 10.30 am, harassing the staff and some patients at NEHU Health Centre at Bijni Complex. He was served with a memo of even No.3106 dt.16.10.96 for his misconduct and in his reply dated 23.10.96 Shri.Ryntathiang in clear terms admitted his guilt (Annexure.V & VI). The disciplinary authority viewing the habitual conduct of drunkenness, which will demoralise the other staff by the said delinquent official has suggested that he may be retired compulsorily from the NEHU service. Thus as required under rules, the said official was served with Notice of even No.3561 dated 20.11.96 affording him with an opportunity to make representation, if any, against the above proposed punishment of Compulsory Retirement. Shri.Ryntathiang made a representation dated 30.11.96 (Annexure.VII, VIII). But the points in his representation were all flimsy and hence they were not considered and he was again served with the said notice intimating him non-acceptance of his representation and that his case is being placed before the Executive Council in its next meeting for approval (Annexure.IX).

Accordingly, now the case is placed herewith before the Council for favour of its consideration and its approval to the Compulsory Retirement of Shri.R.N.Ryntathiang from the University Service for his above misconduct which grossly violates the provisions of rule 22 of the CCS(Conduct) Rules, as he cannot do without consumption of liquor and that too resulted in disturbing the peace and orderliness in the places where posted and there is an apprehension of demoralising the other staff by his habitual behaviour and conduct.

It may please be noted that while this agenda note is under process, the office has received another medical report as at Annexure.X which shows that Shri.Ryntathiang was again under the influence of intoxication while on duty on 26.2.97 at 12.35pm.

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No. F.21-95/Estt-I/Per/91-7A28

8 Mardh, 1994

M E M O

Report had been received in this Section to the effect that Shri. Robert N Ryntathiang, Peon attached with NEHU Health Centre, Laitumkhrah, Shillong was found drunk on 14.1.94 at about 1.30 pm, picked up quarrel with the staff members of the Centre. The Senior Medical Officer, Dr(Mrs) M. Synrem was called to intervene and he was found to be intoxicated with alcohol. His behaviour is also abnormal and he uttered filthy and abusive languages in the presence of all the clinic staff.

In view of the above report Shri. R N Ryntathiang is hereby asked to explain as to why action should not be taken against him for misconduct and affray in the clinic disturbing the peace and tranquility for the smooth running of the Centre and creating a nuisance by his intoxication while on official duty.

The written explanation duly routed through the Sr. Medical Officer, NEHU, Health Centre should reach the undersigned within 15(fifteen) days based on the date of this memo.

Sd/- 7.3.94

(S RYNJAH)
Deputy Registrar(Estt.I)

To,
Shri. Robert N Ryntathiang,
Peon, NEHU Health Clinic,
Laitumkhrah, Shillong.

Copy to :-

1. Dr. VSV Prasad, Sr. Medical Officer, NEHU Health Centre, Laitumkhrah, Shillong.
2. Dr(Mrs) M Synrem, Sr. Medical Officer, NEHU Health Centre, Laitumkhrah, Shillong.

NO. F. 21-95/Estt. I/Per/91-7009

8 March, 1994

M E M O

Again a report complaining against Shri. Robert N Ryntathiang, Peon NEHU Health Centre, Shillong had been received in this Office, that he was again found intoxicated during office hours on 2.3.94. He was clinically examined and the finding was that he was drunk and that too at 1.30pm. while he was at the office. The clinical report has indicated that his face was flushed, his eyelids were swollen and he could not help himself in lifting his fingers and picking up object which a sober man can do. He was also found to be slow in unbuttoning and buttoning his clothes and his speech is slurred and while walking in the room his Gait was staggering. Hence, the clinical examination has proved that Shri. Ryntathiang was drunk on that day while on duty.

Next, prior to the above report Shri. Ryntathiang was also reported that on 14.1.94 at 1.30pm. He was found drunk while on duty and picked up quarrel with the staff of the centre to which the Sr. Medical Officer, Dr(Mrs) M Synrem had to intervene and in her presence he uttered filthy and abusive language to the staff of the clinic. Against this incident, a report had been submitted against him to Estt-I.

So within the space of time from 14.1.94 to 2.3.94 Shri. RN Ryntathiang has been found to have repeated the habit of taking liquor while discharging his duty of peon in the Health Centre which is quite unbecoming as an employee of NEHU violating the Conduct rules Governing the employee and creating nuisance at the centre.

In view of all these facts and circumstances, Shri. Ryntathiang is hereby asked to explain as to why action should not be taken by the University which may lead to his termination. From his service as per procedure, since his habit is quite detrimental to the morale of all the other staff.

A written explanation duly routed through the Sr. Medical Officer, NEHU Health Centre, Shillong, should reach the undersigned within ten days from the date of issue of this memo.

Sd/- 7.3.94

(S. RYNJAH)

Deputy Registrar(Estt. I)

To,

Shri, Robert N Ryntathiang,
Peon, NEHU Health Clinic,
Laitumkrah, Shillong.

Copy to :-

1. Dr. VSV Prasad, Sr. Medical Officer, NEHU Health Centre, Laitumkrah, Shillong.
2. Dr(Mrs) M Synrem, Sr. Medical Officer, NEHU, Health Centre, Laitumkrah, Shillong.
3. Personal File.

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No.F.21-95/Estt-I/Per/91-20

Dated 2 April, 1994.W A R N I N G

Attention of Shri.R.N.Ryntathiang, Peon, Health Centre, NEHU, Shillong, is hereby drawn to this Deptt's memo of even No.7008 and No.7009 dated 8.3.94 respectively, wherein he was directed to explain for misconduct and Creating a nuisance by his intoxication while on official duty.

In this connection, his explanation letter dated 15.3.94 has been examined by the authority and it has been found that Shri.Ryntathiang has fully admitted all the charges as made against him in the above memos. But, in view of the fact that Shri.Ryntathiang has executed a bond on 28.3.94 to the effect that he will keep good conduct and behaviour while discharging his official duty as an employee of the University and also that he will not take any intoxicating drink while on duty which may create nuisance and disturb the peace of the office, and cause inconvenience to his other fello colleagues, he is excused this time.

But, however, Shri.Ryntathiang is hereby warned that if any repetition of such misconduct is detected in future, his services from the University will be terminated as per his aforesaid personal bond executed by him.

Sd/- 2.4.94

(S. Rynjah)

Deputy Registrar(Estt-I)

To,

Shri.R,N.Ryntathiang, Peon,
Health Centre,
NEHU, Shillong.

Copy to :-

1. The Sr.Medical Officer, In-charge, NEHU Health Centre, Shillong, with a copy of the Bond.
2. Personal File.

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Copy to :-

1. Dr. VSV Prasad, Sr.Medical Officer, NEHU Health Centre, Laitumkhrish, Shillong.
2. Dr.(Mrs) M Syiem, Sr.Medical Officer, NEHU Health Centre, Laitumkhrish, Shillong.
3. Personal File.

BOND FOR KEEPING GOOD CONDUCT

I, Shri. R.N. Ryntathiang, S/o Late Shri. R. Ryntathiang, resident of Rynjah, Umpling, Shillong and by occupation, Peon, NEHU, do hereby execute this personal bond, binding myself for keeping good conduct and behaviour while discharging my official duty as employee of the University. I also bind myself that while on official duty will refrain from taking any intoxicating drink that will create nuisance and disturb the peace of the office causing inconvenience to my colleagues and immediate controlling officers. If there is any breach of the bond thus executed by me, the University may take any deterrent punishment which it deems fit and proper for its best interest and smooth running of the office.

Ro & Ac &

Explained to the peon.

Bd/- x x x

28.3.94

Signed by me

Sd/- 28.3.94

(R. Ryntathiang)
Peon, Health Centre
NEHU, Shillong.

Witnessed by:-

Sd/- x.x.

28.3.94

No.F.21-95/Estt-I/Per/91-3106

Dated 16 Oct. 1996M E M O

A report had been received in this Section to the effect that Shri. Robert N. Ryntathiang, peon attached to C.D.D. NEHU, Shillong, was found drunk on 9.10.96 at about 10.30 am harassing the staff and some patient of NEHU Health Centre at Bijn Complex.

In view of the above report Sri. Ryntathiang is hereby directed to show cause as to why disciplinary proceedings should not be drawn against him for his misconduct and misbehaviour in the Clinic, disturbing the peace and tranquility affecting the smooth functioning of the Health centre. He may note that consuming intoxicant by a Govt. servant and being under its influence is a serious misconduct, entailing severe penalty under CCS(CCA) Rules as it grossly violates the provisions of Rule 22 of the said Rules.

The written explanation duly routed through the Sr. Medical Officer, In-charge, NEHU Health Centre, Shillong, should reach the undersigned within ten (10) days from the date of receipt of this memo, failing which it will be presumed that he has nothing to say in this regard and action will be taken as per rule.

Sd/- 16.10.96

(L. Marbaniang)

Dy. Registrar, Establishment. I

To,

Shri, Robert N. Ryntathiang, Peon,
C.D.D., NEHU, Shillong.

Copy to :-

1. The Sr. Medical Officer, Incharge, NEHU Health Centre: This has the reference to his complaint letter No. 93/HC/CONFTL091-22 dated 10.10.96.
2. The Technical Consultant, CDD, NEHU, Shillong.

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Dated 23rd Oct'96

To,

The Deputy Registrar(Estt-I),
NEHU, Shillong.(Through the Sr. Medical Officer, Incharge, NEHU Health
Centre, Shillong.)

Sub: Explanation regarding intoxication on 9.10.96.

Ref: Your letter No.F.21-95/Estt.I/Per/91-3106 Dt.16.10.96.

Sir,

In connection with the above and your letter under reference, I would like to state that on 09.10.96 there was a birthday party of my relative. I consumed liquor on that occasion and I became drunk and was out of control. As I was not in sense, I reached clinic at around 10.30 a.m. disturbing the peace of the Health Centre, for which act of mine I request you to kindly forgive me. I also promise that in future, I shall not repeat the same thing.

I, therefore, request you to kindly forgive me and to consider the above.

Thanking you,

Yours faithfully

Sd/-

(Robert N. Ryntathiang)

Peon
CDD, NEHU, Shillong.

Copy to :-

1. The Sr. Medical Officer, Incharge, NEHU, Health Centre. Bijni Complex, NEHU, Shillong,

Sd/-

(Robert N. Ryntathiang)

Peon
CDD, NEHU, Shillong.

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No.F. 21-95/Estt-I/Per/91-3561

Dated 20.11.1996.NOTICE

With reference to this department's memo of even No.3106 dated 16.10.96 and his written statement in defence as furnished by him vide his letter dated 23.10.96. Shri.R.N.Ryntathiang is hereby informed that after careful examination of the case the Disciplinary Authority has decided to retire him compulsorily from NEHU Service for which the matter is being taken to the next meeting of the Executive Council for approval.

In this regard, Shri .R.N.Ryntathiang, Peon, C.D.D. is hereby afforded with an opportunity to make representation, if any, against the above action proposed by the University within 10 (ten) days from the date of issue.

Sd/-

19.11.96

(L. Marbaniang)

Deputy Registrar(Estt.I)

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To,

Shri.R.N. Ryntathiang, Peon,
.C.D.D., NEHU, Shillong.

Copy to :-

1. The Technical Consultation, CDD, NEHU, Shillong.
2. The Finance Officer, NEHU, Shillong.
3. The Asstt. Registrar(Fin. II), NEHU, Shillong.
4. The Section Officer(Estt-I, Apptt.), NEHU, Shillong.
5. Personal File.

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To,

The Deputy Registrar,
Estt. I, NEHU, Shillong.Sub: Show Cause

Ref:- Your memo No. F.21-95/Estt. I/Per/91-3561 dt. 20.11.96.

Sir,

With reference to the subject cited above and in response of your memo under reference, I have the honour to submit my causes as hereunder for your kind perusal and sympathetic consideration.

That on 9.10.96 I had attended a Birthday party of my relative where I had consumed liquor and as the dose was a bit higher, I was having a hangover on the subsequent day i.e. on 10.10.96.

That while I reached office on 10.10.96 due to my drink on the previous night I was feeling drowsiness and heavyness of my head and as a result had caused some inconvenience to others as alleged in your Show cause notice No. F.21-95/Estt. I/Per/91-3106 dated 10.10.96. (16.10.96)

That on being served a show cause notice by you vide your memo No. F.21-95/Estt. I/per/91-3106 dated 16.10.96. I had duly admitted my fault and apologised before your honour to forgive for the first time for creating inconvenience to others due to my drink on previous night, which was not accepted by you and as a result another show cause was issued to me asking me to submit my representation as to why I should not be sent to compulsory Retirement from NEHU.

That since my joining your office in the year 1989, and during my long tenure of my service, I have never attended your office in a drunken state and have rendered my service faithfully and sincerely to the utmost satisfaction of all not to speak of any without any remark of intoxication.

That I tender my unconditional apology for the misdeeds committed by me on 10.10.96 and regret for the inconvenience caused to other which was not a deliberate and an intentional one but as a result of the drink on the previous night.

That I am extremely sorry for what inconvenience I had caused to others and I assure you that henceforth such incidence will never occur in future and commit a promise not to repeat the same in future. That I am a poor employee of your department, drawing a meagre salary income in maintaining my family consisting of myself, my wife and four minor school going children and if I am awarded compulsory retirement from NEHU on a triffling cause, I shall be left with no other alternative but to face starvation with my family resulting in complete ruination and hardship.

It is therefore, prayed that your benignself would be graciously pleased to sympathetically condone my misdeeds for once and all on humanitarian ground and be pleased to drop the proceedings of compulsory retirement against me and thus thereby save a poor employee and his family from financial ruination and starvation and for which act of your kindness I shall ever remain grateful to you.

Yours faithfully,
Sd/- (RN Ryntathiang)
Peon, CDD, NEHU, Shillong.

Dated: 30.11.96.

No.F.21-95/Estt-I/Per/91-4272

Dated 7 - 1-97.

NOTICE

With reference to this Deptt's memo of even No.3106 dated 16.10.96 and his written statement of defence as furnished by him vide his letter dated 30.11.96, shri.R.N.Ryntathiang, is hereby informed that after carefull examination of the case the Disciplinary Authority has decided to retire him compulsorily from NEHU service for which the matter is being taken to the next meeting of the Executive Council for approval.

Sd/- 6.1.97

(L. Marbaniang)

Deputy Registrar (Estt-I)

To,

Shri. R.N. Ryntathiang, Peon,
C.D.D., NEHU, Shillong,

Copy to :-

1. The Technical Consultant, C.D.D., NEHU, Shillong.
2. The Finance Officer, NEHU, Shillong.
3. The Asstt. Registrar (Fin. II), NEHU, Shillong.
4. The Section Officer, Estt. I (Apptt.), NEHU, Shillong.
5. Personal File.

SCHEME OF MEDICAL EXAMINATION IN A SUSPECTED CASE OF DRUNKENNESS.

DATE: _____ TIME: 12.35 PM
on 26.2.97.

- I.
1. Name : SRI. R. N RYNTATIANG
 2. Age : 32 Years
 3. Sex : Male
 4. Designation : Peon - CDD, NEHU.

Injuries & other states resembling drunkenness to be noted.

1. Severe injuries. : NIL
2. Metabolic disorder (Hypoglycemia or diabetic pre-coma) : NIL
3. Neurological conditions (e.g. Epilepsy parkinson disease acute oral vertigo etc.) : NIL
4. Drugs (eg. insulin barbiturates anti-histaminic morphine etc.) : NOT KNOWN
5. Pre-existing psychological disorders (e.g. hypomania etc.) : N.A.D.
6. High fever : NIL
7. Exposure to carbon monoxide : NIL

II HISTORY.

III. (i) General appearance & behaviour: Abnormal

(ii) State of dress : Not proper

(iii) Speech (thick or slurred precise-make him say words like British constitution Rule is Rule-Rule for all, truly rural etc.) : Slurred

IV. Memory and mental alertness (recent event, accident details, simple addition and subtraction etc.) : impaired

V. Writing (copy a few lines from News paper.

- Note:-
- (a) The time taken : _____
 - (b) Repetition or omission : Not able to keep letter in line.
 - (c) Ability to read his own hand writing : _____

-2-

- VI. (i) Pulse : 80/min|R
(ii) Temperature : 98° F.
(iii) Respiratory rate : 18/min|R
(iv) Blood pressure : 110/80 mm/Hg.
(vii)
- VII. Skin (flushed or not) : Normal.
- VIII. Mouth (Smell or breath) : Alcoholic Smell.
- IX. Eyes :-
(i) Eyelid-Swollen or not : swollen
(ii) Conjunctive-congested or not. : congested
(iii) Pupils :
(iv) Convergence :
(v) Strabismus : N.A.D.
(vi) Myastagnus :
- X. Gait(walking across the room & turning back) : Alcoholic Gait
- XI. Stance(can be stand with his eyes shot and feet together) :
- XII. Muscular co-ordination:-
(a) Finger to nose
(b) Finger to finger
(c) Picking up small objects from floor. :
(d) Un-buttoning & re-buttoning :
(e) Lifting tumbler from table and re-placing.
- XIII. LABORATORY
(a) Breathalyser test : * +VC
(b) Urine(to be collected in a screw-cap glass bottle fill to the brim). :
(c) Blood(collect 10 ml of blood into a bottle containing 15 ml of sodium fluoride & deep the sample in the refrigerator. Do not clean the skin with spirit. :
- XIV . Diagnosis : Drunker (Alcoholic)

WITNESSES

1. SD/-(L. Marbaniang) 26.2.97.
2. SD/-(C. D. Rynjah) 26.2.97.
3. SD/-(K. Tariang) 26.2.97.

SD/- 26.2.97
(Dr. I. Hussian)
Senior Medical Officer,
NEHU, Shillong.

stagnation increment in respect of Dr.D.K.Bahali and RESOLVED that the stagnation increment may be granted as per rules,

- (ii) Grant of advance increment in respect of Dr.E.Jyrwa,Project Officer.

No:EC:92:97:6:6:(ii): The Council considered the grant of one advance increment to Dr.E. Jyrwa for holding M.Phil Degree prior to her joining as Project Officer and RESOLVED to approve the same.

- (iii) Counting of past service rendered by Dr. S.K.Mishra in I.I.T.Kharagpur towards pensionary benefits in NEHU.

No:EC:92:97:6:6:(iii): The Council considered the counting of past services rendered by Dr.S.K.Mishra at I.I.T.Kharagput towards pensionary benefits in NEHU and RESOLVED to approve the same.

- (iv) Application for Invalid Retirement from NEHU service-case of Shri P.B.Thapa,U.D.C., NEHU.

No:EC:92:97:6:6:(iv): The Council considered the application for invalid retirement in respect of Shri P.B.Thapa,U.D.C. and RESOLVED that he may be allowed to proceed on invalid retirement.

- (v) Imposition of Compulsory Retirement on Shri R.N.Ryntathiang,Peon,C.D.D.

No:EC:92:97:6:6:(v): The Council considered the conduct of Shri R.N.Ryntathiang,Peon,CDD and RESOLVED that in view of the habitual mis-conduct of R.N.Ryntathiang,he may be placed under compulsory retirement.

- (vi) Payment of Rs.1500/-p.m.to Shri K.M.Deb, Deputy Registrar(Finance) for treatment of his son-Extension thereof-Regarding.

No:EC:92:97:6:6:(vi): The Council considered the continuation of payment of Rs.1500/- per month to Shri K.M.Deb,Deputy Registrar, for meeting the Physio-Therapy treatment expenses of his son and RESOLVED that the payment of Rs.1500/-for the treatment may continue until further orders.

- (vii) In the matter of Up-gradation of Pay-scales,Fitment & Rationalisation and One-Upward movement under the Career Advancement Scheme.

No:EC:92:97:6:6:(vii): The Council considered the recommendations