

6:4- Discipline--

- (1) Imposition of minor penalty on
Shri. Chawngmingthanga, Peon.

Shri. Chawngmingthanga was appointed in this University w.e.f. 24.4.86. It has been revealed from the records available that Shri. Chawngmingthanga has been in the habit of absenting himself from duty frequently and unauthorisedly on some pretext or the other. For such lapses on his part he was served with a number of memos and several warnings have also been served to him (Annexure A-E) but all efforts proved futile as no improvement could be seen in his conduct.

As being habitual, Shri. Chawngmingthanga again absented himself from duty w.e.f. 29.1.96 to 21.4.96, w.e.f. 24.5.96 to 12.7.96 and w.e.f. 8.8.96 to 8.1.97 without prior intimation or permission being obtained from the competent authority. For the above lapses on his part he was served with a memo of even No. 5945 dated 11.3.96 (Annexure F). Subsequently, he was served with Show Cause Notice vide even No. 959 dated 3.6.96 (Annexure G). His explanation as submitted vide his letter dated 19.4.96 and dated 15.7.96 (Annexure H & I) were examined but the same were not found satisfactory. Ultimately, Shri. Chawngmingthanga was charge-sheeted, vide Memorandum alongwith statement of Articles of Charges vide even No. 3236 dated 1.11.96 (Annexure J), giving him 15 days time to submit his representation. In his defence statement vide his letter dated 9.1.97 (Annexure K) Shri. Chawngmingthanga accepted all the charges framed against him and rendered an Undertaking on 14.2.97 for keeping good conduct (Annexure L). On this the case was placed before the disciplinary authority who decided to impose on the above official the minor penalty of "Withholding of Increment of Pay" for a specified period of 3 (Three) years without cumulative effect as provisioned under CCS (CCA) Rule 11-sub clause (iv). This decision of the disciplinary authority was duly intimated to Shri. Chawngmingthanga affording him 7 days time to make a representation against the above proposed action as he may wish to make (Annexure M). In this context, Shri. Chawngmingthanga has accepted the aforesaid penalty vide his letter dated 6.3.97 (Annexure N).

Now the matter is placed before the Council for favour of its decision and approval to the proposed imposition of the aforesaid minor penalty of "Withholding of Increments of pay" for a specified period of 3 (three) years without cumulative effect on Shri. Chawngmingthanga.

No. F. 21-63/Estt. I/Per/91-4815.
Dt. 18th March, 1997.

No. F.21-63/Estt-I/Per/91-5280

Dated, the 16 Sept, 1991.M E M O

It has been brought to the notice of the undersigned that Shri. Chawngmingthanga, peon, Estt-I(Appt), NEHU, Shillong, remained absent from duty wef. 3.9.91, till date, without any leave application nor prior permission being obtained from the competent authority.

In view of the above, shri. Chawngmingthanga, is hereby directed to explain in writing as to why disciplinary action should not be taken against him for his negligence of duty and misconduct. The written explanation routed through the Section Officer, Estt-I(Apptt), NEHU, Shillong, should reach to this office within 10 (ten) days from the date of issue of this memo, failing which the matter will be decided ex-parte.

Sd/-
13/9

(S. Sailo)

Asstt. Registrar, Estt-I.

.....

To,

Shri. Chawngmingthanga,
S/O (L) Shri. Chawngphira,
Madanrting/Happy Valley,
Shillong.

Copy to :-

1. The Asstt. Finance Officer : The salary in r/o shri. Chawngmingthanga, peon, for the month of SEPT' 91 and onwards may not be drawn and disbursed to him, till the regularization of his leave case.
2. The Section Officer, Estt-I(Apptt.) NEHU, Shillong.
3. Personal File.

.....

NORTH EASTERN HILL UNIVERSITY
LOWER LACHAUMIERE, SHILLONGANNEXURE -B

No.F.21-63/Estt-I|per/91-1068

Dated 12 May, 1992M E M O

It has been reported that Shri.Chawngghmingthanga,peon,Estt-I (Apptt.) Sec.NEHU,Shillong. has been remaining absent from duty wef. 28.4.92 till date without any leave application or prior permission being obtained from the competent authority on the expiry of the leave granted to him upto 27.4.92 vide order pf even No.442 dt.27.4.92.

In the past also ,he was issued memo and warning vide this dept's memo of even No.5280 dt.16.9.91 and No.5472 dt.24.9.91 for similar kind of lapses. But,from the present report it appears that there has been no improvement on his part.

In view of the above, he is hereby directed to explain in writing as to why disciplinary action should not be taken against him for his repeated negligence of duty and misconduct. The written explanation routed through the Section Officer,Estt-I(Apptt) Section,NEHU,Shillong, should reach the undersigned within 10 (ten) days from the date of issue of this memo,failing which the matter will be decided ex-parte.

Sd/- 12.5.92

(S. Rynjah)

Deputy Registrar(Estt.)

To,

Shri.Chawngghmingthanga, Peon,
Estt-I(Apptt)Section,
NEHU,Shillong.

Copy to :-

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. The Asstt. Finance Officer, :
NEHU, Shillong. 2. The Accounts(Salary)Section,
NEHU,Shillong. 3. The Section Officer,Estt-I(Apptt.)Sec,NEHU,Shillong. 4. Personal file. | <p>The salary of shr.Chawngghmingthanga,peon, Estt-I(Apptt) sec, for the month of MAY'92 and onwards may not be drawn and disbursed to him till the above case is finalised.</p> |
|--|--|

.....

NORTH EASTERN HILL UNIVERSITY
LOWER LACHAUMIERE: SHILLONG

ANNEXURE -C

NO.F. 21-63/Estt-I/Per/91-5472

Dated, the 24, Sept. 1991.

W A R N I N G

With reference to his reply dated 17.9.91, in response to this Deptt's memo of even No.5280 dated 16.9.91, Shri.Chawngmingthanga,peon,Estt-I(Apptt) sec.NEHU,Shillong, is hereby informed that his case has been considered leniently this time. Repeatability of such lapses on his part will be viewed seriously.

He is hereby warned to be careful in future and to note that leave can not be claimed as a matter of right and leave on personal ground should be applied in advance as per rules.

Sd/- 23.9.91.

(S. Sail)

Asstt. Registrar(Estt-I)

.....

To,

Shri. Chawngmingthanga, Peon,
Estt-I(Apptt.)Sec.
NEHU, Shillong.

Copy to :-

1. The Section Officer,
Estt.I(Apptt.)Sec.
NEHU, Shillong.

.....

6:4:1:(5) :

NORTH EASTERN HILL UNIVERSITY
LOWER LACHAUMIERE : SHILLONG

ANNEXURE- D

NO.F.21-63/Estt-I/Per/91-1504

Dated 28 MAY, 1992

W A R N I N G - II

Attention of shri.Chawngmingthanga, Peon, A/R Estt-I(Cell), NEHU, Shillong, is hereby drawn to this Deptt's memo of even No.1058 dated 12.5.92, wherein he was directed to explain in writing for being absconded from duty wef.28.4.92 to 4.5.92, without any leave application or prior permission being obtained from the competent authority.

In this connection, his explanation dated 19.5.92 has been duly examined and it has been found that the same is not satisfactory. However, this being the second time, his case has been dealt with leniently. But, he is hereby strongly warned not to remain absent unauthorisedly in future. Any repetition of such lapses will be viewed seriously and stern action will be taken against him as per rules which may seriously affect his service in NEHU.

Sd/- 8/5/92

(S. Sailo)

Asstt. Registrar. Estt.I.

.....

To,

Shri. Chawngmingthanga, Peon,
C/O A/R Estt-I,
NEHU, Shillong.

.....

No, F.21-63/Estt-I/Per/91-2650

Dated 25 Sept, 1995.

M E M O

It has been brought to the notice of the undersigned that Shri. Chawngmingthanga, Peon, A.R. (P&S) Cell, NEHU, Shillong, has been absenting himself from duty wef. 31.8.95 to 1.9.95 and again from 12.9.95 till date without any leave application or prior permission being obtained from the competent authority.

He may note that in the past also explanation were called from him vide this deptt's memo No.5280 dt.16.9.92 and No.1068 dt. 12.5.92 and warning were also served on him for the same type of lapses on his part vide memo No.5472 dt.24.9.91 and No.1504 dt.28.5.92 respectively.

But, in view of the present report of his unauthorised absence it is observed that inspite of the above memos and warnings served by the office there has been no improvement in his conduct and that Shri. Chawngmingthanga has proved to be a persistent defaulter having no care and respect for the warnings issued to him and for the job he has been provided with in the University and is very insincere and undutiful.

In view of the above, Shri. Chawngmingthanga is hereby directed to explain in writing as to why disciplinary action should not be taken against him for his negligence of duty and misconduct. The written explanation duly routed through the Asstt. Registrar(P&S), NEHU, Shillong, should reach the undersigned within 10(ten) days from the date of issue of this memo, failing which the matter will be decided ex-parte.

Sd/-

(A. Dkhar)

Asstt. Registrar, Estt-I,

.....

To,

Shri. Chawngmingthanga, Peon,
A.R's(P&S)Cell.
NEHU, Shillong.

Copy to :-

- | | |
|--|--|
| <ol style="list-style-type: none"> 4. The Finance Officer, NEHU, Shillong. 2. The Accounts Section, NEHU, Shillong. 3. The Asstt. Registrar(P&S), NEHU, Shillong, : This has the ref to her letter No.1-1/AR(SS)/95-1 dated 15.9.95. 4. Personal File. | <p>The salary in r/o Shri. Chawngmingthanga Peon, for the month of September, 1995 and onwards may not be drawn and disbursed to him, till the regularisation of the above leave case.</p> |
|--|--|

.....

6:4:1:(7)

NORTH EASTERN HILL UNIVERSITY
P.O. NEHU CAMPUS: SHILLONG

ANNEXURE- F

No.F.21-63/Estt-I/Per/91-5945

Dated 11/3/96

M E M O

It has been brought to the notice of the undersigned that shri. Chawngmingthanga, Peon, A/R(P&S) Cell, NEHU, Shillong has been absenting himself from duty wef. 29.1.96 till date without any leave application or prior permission being obtained from the competent authority.

He may note that in the past also explanation were called for from him vide this dept's memo No. 5280 dt. 16.9.92, No. 1068 dt. 12.5.92 and No. 2650 dt. 25.9.95 and warning were also served on him for the same type of lapses on his part vide memo No. 5472 dt. 24.9.91 and No. 15-04 dated 28.5.92 respectively.

But, in view of the present report of his unauthorised absence it is observed that inspite of the above memo and warnings served by the office there has been no improvement in his conduct and that shri. Chawngmingthanga has proved to be a persistent defaulter having no care and respect for the warnings issued to him and for the job he has been provided with in the University and is very insincere and undutiful.

In view of the above, shri. Chawngmingthanga is hereby directed to explain in writing as to why disciplinary action should not be taken against him for his negligence of duty and misconduct. The written explanation duly routed through the A/R(P&S), NEHU, Shillong should reach the undersigned within 16 days from the dated of issue of this memo, failing which the matter will be decided ex-parte.

Sd/-

(A. Dkhar)

Asstt. Registrar(Estt.I)

To,

Shri. Chawngmingthanga, Peon,
A/R(P&S) Cell, NEHU, Shillong,

Copy to :-

1. The Finance Officer, NEHU, Shillong. | The salary in r/o shri. Chawngmingthanga, Peon; for the month of March '96 and onwards may not be drawn and disbursed to him.
2. The Section Officer(Salary), NEHU, Shillong.
3. The Asstt. Registrar(P&S), NEHU, Shillong: This has the ref. to her U.O.No.F.1-1/P&S/95-4 dated 2.2.96.
4. Personal File.

No.F.21-63/^Lstt,I/Per/91-950

Dated 3.6.96

SHOW CAUSE NOTICE

Attention of shri.Chawngmingthanga, Peon, Asstt.Registrar(P&S) Section, NEHU, Shillong is invited to this deptt's Memo of even No.5945 dt. 11.3.96 wherein he has been directed to explain for his unauthorised absence from duty. wef. 29.1.96.

The explanation letter dt.19.4.96 as submitted by shri.Chawngmingthanga has been duly examined and it is found to be not at all convincing and acceptable as it has been habitual on his part to absent from duty abruptly without any authority and to submit his leave application subsequently on medical ground.

He may note that in the past also explanation were called from him vide this deptt's memo No.5280 dt.16.9.92 ,No.1068 dt.12.5.92 and No.2650 dt. 25.9.95 and warning were also served on him for the same type of lapses on his part vide memo No.5472 dt.24.9.91 and No.1504 dt. 28.5.92 respectively.

But in view of the present report of his unauthorised absence which is the third time on his part and previous warnings issued it has been observed that there is no improvement in his conduct and that Shri Chawngmingthanga is a persistent defaulter having no care and respect for the job he has been provided with in the University. His conduct is quite unbecoming of an employee of NEHU.

And therefore, shri.Chawngmingthanga is hereby directed to show cause as to why disciplinary proceedings should not be drawn against him. His written show cause routed through the Asstt. Registrar(P&S), NEHU, Shillong should reach the undersigned within 10(ten) days from the date of issue of this notice failing which the matter will be decided exparte.

Sd/-

(A. Dkhar)

Asstt. Registrar(Estt.I)

To,

Shri. Chawngmingthanga, Peon,
P&S Section, NEHU, Shillong.

Home Address:-

Shri. Chawngmingthanga,
Madanrting, Shillong-21.

Copy to :- The Asstt. Registrar(P&S), NEHU, Shillong.

.....

6:4:1:(9)

Dated 19.4.96

ANNEXURE- H

To,

The A.R (Estt.I)
NEHU,
Shillong.

Through the A/R(P&S),NEHU,Shillong.

Subj:- Grant of condonation.

Ref. lett.No.F.21-63/stt-I/Per/91-5945 dt.11.3.1996.

Madam,with due respect I hereby humbly state my unauthorised absence from duty was of my illness,as I am very sorry to state that at the time of absentsing from duty without having my E.L. application form,as such is also that from the Doctor I cannot take any medical certificate in advance,so in this respect I, just keep quiet without any information to the authority. In other hand the memo dated 11.3.96 from the authority which I received was late that is the 6.4.96, as I feel so humble to say that,to reply the letter of my written explanation date was already late,even that with due respect I hereby admitted my faultness of my duty,and also I do hereby admitted that in future such negligence from duty on myself would not be repeated

So,I would be very gratefull to you if you could grant my humble beg of condonation on my negligence from duty.

Thanking you,

Your sincerely

Sd/-

(Chawngmingthanga)

Peon,A/R(P&S) Cell,
NEHU,Shillong.

Dated:Shillong

the 19th of April,1996

.....

To,

The Assistant Registrar,
Establishment I, NEHU, Shillong.

Subject: Show Cause Notice.

Reference: Your Memo No. F.21-93/Estt.I/Per/91-1362 dt.1.7.96

Sir,

In response to your reminder conveyed to me under ref., I beg to admit that I am guilty for not responding to the earlier show cause Notice issued to me in connection with my negligence in attending to my normal duties. But the fact is that, I was mentally and physically unfit since I met accident and had to under-go medical treatment for my sickness (alopathy and homeopathy) for the last 10 months.

Due to the mental depression and anxiety for my sickness, in the process, I was compelled to neglect my official duties and thereby causing difficulties and inconvenience to my superior and staff which is very much regretted by me.

I hereby accept all the charges made against me under the above mentioned circumstances and request you kindly to allow me a chance to perform my duties with a new dedication, as I am now fit to resume my duties as per the Medical Certificate produced herewith.

I promise that I will abide by the rules of the University and try my best to serve to the satisfaction of my superior.

My application for leave with effect from 24.5.96 to 12.7.96 supported by the M.C. is enclosed herewith for favour of sanction of any kind of leave due and admissible. Other period of absence which have not been regularised may also kindly be granted as leave and regularised.

Yours faithfully,

Sd/-

(Chawngmingthanga)
Per, P&S,
NEHU, Shillong.

Dt. 15.7.96

6:4:1:(11)

NORTH EASTERN HILL UNIVERSITY
P.O. MANKYNROH UMSHING.SHG.22.

ANNEXURE- J

No.F.21-63/Estt.I/Per/91-3236

Dated 1.11.1996

M E M O R A N D U M

.It is proposed to hold an inquiry against you Shri.Chawngmingthanga, Peon on matter of misconduct committed by you while functioning as an employee of NEHU, Shillong. The substance of imputation of misconduct or misbehaviour in respect of which the inquiry is proposed to be held is set out in the enclosed statement of article(s) of charge(Annexure.I). A statement of imputation of misconduct or misbehaviour in respect of article of charge is enclosed(Annexure.II). A list of documents by which and a list of witness by whom the articles of charge are to be sustained are also enclosed (Annexure III & IV).

You are hereby directed to submit within 15 days of receipt of this memorandum, a written statement in your defence and also to state in writing whether you desire to be heard in person .

You are informed that an inquiry will be held only in respect of those articles of charge as are not admitted. You are therefore, specifically to admit or deny each article of charge.

You are further informed that if you do not submit your written statement of defence on or before the date specified in Paragraph 2 above, the case will be decided ex-parte.

Your attention is invited to the fact that as an employee of NEHU AND AS GENERAL GOOD CONDUCT OF BEING SUCH AN EMPLOYEE REQUIRES, YOU shall not bring or attempt to bring any political or outside influence to bear upon any superior authority to further your interest in respect of matters pertaining to your service under NEHU. If any representation is received on your behalf from any another person in respect of matter dealt within these proceedings. It will be presumed that you are aware of such representation and that it has been made at your instance and action will be taken against you for misconduct.

Receipt of this Memorandum may be acknowledged.

Enclo : Annexure I,II,III,& IV)

To,

Shri. Chawngmingthanga,
Madanrting,
Shillong -793021.

Sd/- 28/10/96

(S. RYNJAH)
Officer on Special Duty
NEHU, Shillong.

.....

STATEMENT OF ARTICLE OF CHARGE -I
FRAMED AGAINST SHRI. CHAWNGHMINHTHANGA
PEON, (P&S) CELL, NEHU, SHILLONG.

(ANNEXURE-I)

That you shri. Chawngmingthanga, Peon, P & S, NEHU, Shillong, an employee of NEHU, Shillong, while functioning as such, have been in the habit of absenting yourself from duty in that you have absented yourself from duty with effect from 4.9.91 to 14.9.91; with effect from 28.4.92 to 4.5.92; with effect from 31.8.95 to 1.9.95 and with effect from 12.9.95 to 25.9.95; 29.1.96 to 21.4.96 with effect from 18.5.96 to 12.7.96 and with effect from 8.8.96 till date without prior permission being obtained from the Competent authority.

Your above action has shown that you lack any sense of responsibility and devotion to duty lawfully assigned to you by the competent authority and have treated such authority with contempt and defiance.

Thus you have committed a serious misconduct which is subversive of discipline and acted in a manner unbecoming of an employee of NEHU, and have violated good conduct.

.....

STATEMENT OF IMPUTATION OF MISCONDUCT OF MISBEHAVIOUR
IN SUPPORT OF ARTICLES OF CHARGE -I FRAMED AGAINST
SRI. CHAWNGHMINGTHAGA, PEON, P&S, NEHU, SHILLONG.

ANNEXURE -II)

That you shri.Chawngmingthaga, Peon, P&S ,an employee of NEHU, Shillong, while functioning as such have been in the habit of absenting yourself from duty in that you have absented from duty with effect from 4.9.91 to 14.9.91; with effect from 28.4.92 to 4.5.92 ;with effect from 31.8.95 to 1.9.95; with effect from 12.9.95 to 25.9.95; 29.1.96 to 21.4.96 (84 days) with effect from 18.5.96 to 12.7.96(56 days) and with effect from 8.8.96 till date without prior permission being obtained from the competent authority.

You have also been in the habit of submitting your leave application only after availing the leave and have been a persistent defaulter. For all such lapses and misconduct you have been served with Memos in the past vide Memo No.5280 dt.16.9.91; No.1068 dt.12.5.92 ;No.2650 dt. 25.9.95; No.5945 dated 11.3.96 and Show Cause No.959 dated 3.6.96. And warnings were also issued to you vide memo No.5472 dated 24.9.91 and No.1504 dated 28.5.92. But still you did not show any sign of improvement rather you committed the offence again and again. It is also seen from the personal record that you have been committing such offence frequently for which Show Cause Notice was issued to you.

Thus your above action have shown that you lack any interest in the service of NEHU and have no sense of responsibility and devotion to duty and have acted in a manner most unbecoming of an employee of NEHU and have violated good conduct.

.....

LIST OF DOCUMENTS BY WHICH THE ARTICLE OF CHARGE
FRAMED AGAINST SHRI CHAWNGHMINHTHANGA, PEON, P&S
NEHU, SHILLONG ARE TO BE SUSTAINED.

ANNEXURE-III

1. No.F.21-63/Estt.I/Per/91-5280, dated 16.9.91
2. No.F.21-63/Estt.I/Per/91-5472, dated 24.9.91
3. No.F.21-63/Estt.I/Per/91-1068, dated 12.5.92
4. No.F.21-63/Estt.I/Per/91-1504, dated 28.5.92
5. No.F.21-63/Estt.I/Per/91-2650, dated 25.9.95
6. No.F.21-63/Estt.I/Per/91-5945, dated 11.3.96
7. No.F.21-63/Estt.I/Per/91-959, dated 3.6.96 (Show Cause Notice)

List of Witness by whom the Article of Charge
Framed against Shri.Chawngghmingthanga, Peon, are
to be sustained.

Smti. S. Sailo, Asstt. Registrar (P & S),
NEHU, Shillong.

To,

The OSD.,
NEHU, ShillongThru: The Assistant Registrar(P&S)
NEHU, Shillong.

Ref.: Your Memo No.F.21-63/Estt.I/Per/91-3236 dtd.1.11.96

Madam,

With reference to the above, I beg to submit the following for favour of your kind personal and sympathetic considerations.

1. The said memo could not be replied by me within the stipulated time as I had been to Aizawl. I pleaded for condonation for late submission of this reply.

2. I accepted all the charges for absence wef. 5.8.96 for which I am now applying leave on medical ground as per leave application enclosed herewith supported by medical certificate.

3. For all the others mentioned period of absences, I accepted the charges also and at the same time beg to request you kindly to refer to my earlier leave applications and explanations given in this regards.

4. Even though I have joined my duties wef 13.7.96 and on duty till 7.8.96, I had absented myself again from duty wef. 8.8.96 till date due to illness as per my application mentioned vide 2 above. I ~~xxxx~~ regretted that I could not inform the office nor apply leave in time due to my illness. Since I met accident and got head injury in August(1995) I am so much depressed and started having problem one after another.

5. My absence from 8.8.96 to 21.8.96 was due to Malarial fever as per medical certificate. Even though the Doctor certified me fit to resumed duties, I was not still feeling well and went to Aizawl where I had taken treatment for alcoholic hepatitis which I continued after coming back to Shillong.

6. Now I am resuming my duties wef. 9.1.97 as per the medical ~~xxxx~~ fitness attached herewith.

7. I undertake and promised to be regular in attending my duties from now on and not to absent myself from duties without applying leave as per rules.

Under the above circumstances, I beg to request you kindly to accept my explanation and apologies and kindly regularise all the period of absence by granting me leave of any kinds as admissible in my case for which act of kindness I will remain grateful to you.

Yours faithfully

Date : 9.1.97

Sd/- 9.1.97

Enclosed: 1. Leave application
2. 3 Medical Certificate.
3. Medical fitness certf.

(Chawngmningthanga)
Peon, A/R(P&S)Cell,
NEHU, Shillong.

.....

Forwarded & recommended that he may be given a chance to improve himself in his duties as the absences are due to illness. etc.

Sd/-
A.R.(P&S)

STATEMENT OF UNDERTAKING GIVEN BY
SHRI. CHAWNGHMINHTHANGA, PEON, FOR
MAINTAINING GOOD OFFICIAL CONDUCT

I Shri. Chawngmingthanga, Peon, son of (L) Shri. Chawngphira resident of Madanrting, Shillong.21, and occupation Head Centre for Eco-Developement, NEHU, Shillong, do hereby execute this Bond for keeping good conduct and obedience to the job which I have professed to take and solemnly affirm that I will ~~be~~ not remain absent from my duty without prior authority from my controlling officer, In case of breach of this conduct I shall be liable for disciplinary action as deem fit by the University.

Dated 14th Feb, 1997

Sd/- 14.2.97

(CHAWNGHMINHTHANGA)
 PEON,
 ECO-DEVELOPEMENT,
 NEHU, Shillong.

IN PRESENCE OF :-

Sd/- 14.2.97

(L.MARBANIANG)
 Deputy Registrar(Estt.I)

WITNESS :-

Sd/-
 Section Officer,
 Estt.I(Apptt) Section.

.....

(L. Marbaniang)
 Deputy Registrar (Estt-I)

.....

Shri. Chawngmingthanga, Peon,
 Eco-Developement,
 NEHU, Shillong.

.....

NORTH EASTERN HILL UNIVERSITY
P.O. NEHU CAMPUS::SHILLONG

No. F.21-63|Estt-I/Per/91-4603

Dated 28 Feb, 1997

N O T I C E

With reference to this Deptt's memos of even No.5945 dated 11.3.96; No.959 dated 3.6.96 and No.3236 dated 1/11/96 and his written statement of defence as well as undertaking rendered by him on 14.2.97. Shri. Chawngghmingthanga, Peon, Eco-Dev. NEHU, Shillong, is hereby informed that after careful examination of the case the disciplinary authority has decided to impose minor penalty under Rule 16 of the CCS(CCA) Rule 1965 by withholding his Increment of pay for a period of 3 (three) years without cumulative effect for which the matter is being taken to the next 92nd meeting of the Executive Council for its approval and sanction.

In this regard Shri. Chawngghmingthanga is hereby given an opportunity to make such representation as he may wish to make against the aforesaid proposal within 7 (seven) days from the date of issue of this memo.

Receipt of this memo may be acknowledge.

Sd/- 26.2.97

(L. Marbaniang)
Deputy Registrar (Estt-I)

To,

Shri. Chawngghmingthanga, Peon,
Eco- Development,
NEHU, Shillong.

.....

To,

The Deputy Registrar(Estt.I)
NEHU,
Shillong.

Dated : Shillong
the 6th of Mar. 97

Ref. Your letter No.21-63/Estt.I/Per/91-4603, dt.28.2.97.

Sir,

I hereby Amen your decision regarding withholding of my increment for three years, vide your letter No. and date given above.

Thanking you.

Your Sincerely

Sd/- 6.3.97

(Chawngmingthanga)
Peon, Eco-Development.
NEHU, Shillong.

(vii) Appointment of Pro-Vice-Chancellor.

No: EC: 92: 97: 6: 2: (vii): The Council considered the appointment of a Pro-Vice-Chancellor for Shillong Campus and RESOLVED to appoint Prof. (Mrs) K.S. Lyngdoh as the Pro-Vice-Chancellor, for the Shillong Campus.

6: 3 - Leave/Deputation-

- (i) Invitation for appointment as Visiting Professor on deputation terms in respect of Prof. A.C. Sinha, Department of Sociology.

No: EC: 92: 97: 6: 3: (i): The Council considered the deputation of Prof. A.C. Sinha as Director, Taleem Research Foundation at Bhopal and RESOLVED to approve the same in principle provided the Foundation is accorded recognition by the Government and the borrowing Institution may be directed to remit the House Building Advance and Car advance lying outstanding against him.

6: 4 - Discipline-

- (i) Imposition of minor penalty on Shri Chawngmingthanga, Peon.

No: EC: 92: 97: 6: 4: (i): The Council considered the imposition of minor penalty on Shri Chawngmingthanga, Peon and RESOLVED that one increment of his pay may be withheld for a period of three years without cumulative effect.

- (ii) Imposition of Minor Penalty on Shri L.H. Mawrie, Peon.

No: EC: 92: 97: 6: 4: (ii): The Council considered the imposition of minor penalty on Shri L.H. Mawrie, Peon and RESOLVED that one increment of his pay may be withheld for a period of three years without cumulative effect.

6: 6- Service Condition/Financial & Other benefits-

- (i) Grant of one stagnation increment in respect of Dr. D.K. Bahali, Senior Medical Officer.

No: EC: 92: 97: 6: 6: (i): The Council considered the grant of one

Contd/.../-