

Imposition of Minor Penalty on Shri L H Mawrie, Peon.

Shri L H Mawrie was appointed as Peon in the University as long back as 1988 (with effect from 06.02.88). While he was posted to Administration, he was found to have absented from duty without permission and applications.

As per records in Establishment-I(Personnel), Shri Mawrie have been found to be a habitual absentee without permission or leave application as long back as 1992 for which ANNEXURES from 'A' to 'G' appended proved that habit.

Subsequently, the office accordingly, vide Annexure-'H' dated 06.04.94 issued the Fourth and last Warning letter and duly got a bond executed by him for good conduct and application for duty by Annexure 'I' on 29.03.93.

Thereafter, Shri Mawrie while posted to Sports Department, NEHU was again found absent from duty without authority from 12.02.96 for which a Show Cause Notice vide Annexure-'J' dated 23.03.96 and Annexure 'K' dated 27.05.96 had been served upon him. To this he submitted an explanation Annexure-'L' dated 04.06.96.

As being habitual, Shri Mawrie continued with his habits of remaining absent from duty without any authority which ultimately culminated him being charge-sheeted vide Memorandum of even No.3455 dated 13.11.96 at Annexure-'M'.

In response to the above Memorandum, Shri Mawrie, in his defence Statement (Annexure-'N') accepted the Article of Charges.

With this the case was placed before the Disciplinary authority who has decided to impose on Shri Mawrie, the minor penalty of withholding of increment for 3 (three) years without cumulative effect in terms of Rule 11 of CCS(CCA) Rules.

The above decision was communicated to Shri Mawrie (Annexure-'O') affording him with an opportunity to make such representation as he may wish against the above decision of the Disciplinary authority.

Shri L H Mawrie in his relevant representation dated 27.01.97 (Annexure-'P') accepted imposition of the aforesaid minor penalty.

Hence, the case is now placed before the Council to accord its approval to the imposition of the aforesaid penalty on Shri L H Mawrie.

NO.F. 19-25/Estt.I/91-1247

Dated 20.5.92

M E M O

It has been brought to the notice of the undersigned that Shri. L.H.Mawrie, Attendant, Admn, Section, NEHU, Shillong, remained absent from duty w.e.f. 27.4.92 till date without any information or prior permission being obtained from the competent authority. As a result all the works assigned to him have suffered.

In view of the above, shri.L.H.Mawrie, is hereby directed to submit his written explanation as to why disciplinary action should not be taken against him for negligence of duty and misconduct. His written explanation routed through the S.O. Adm, sec, must reach the undersigned within 10 days from the date of issue of this memo failing which the matter will be decided exparte.

Sd/- 19/5

(S. Sailo)

Asstt. Registrar (E.I)

To,

Shri. L.H.Mawrie,
Attendant, Admn, Section,
NEHU, Shillong.

Copy to :-

1. The Asstt. Registrar, (Finance) NEHU, Shillong. : The salary of shri.L.H.Mawrie, Attendant, Admn, Sec, NEHU, Shillong, for the month of May, 92 onwards may not be drawn and disbursed to him untill further orders.
2. The S.O. Admn, Section, NEHU, Shillong.

NORTH EASTERN HILL UNIVERSITY
LOWER LACHAUMIERE::SHILLONG

No.F.19-25/Estt.I/Per/91-9381

Dated 30 January, 1993

M E M O

It has been reported that Shri.L.H.Mawrie, Peon, Admn.I, Sec.NEHU, Shillong has been remained absence from duty wef. 20.1.93 till date without any leave application or prior permission being obtained from the competent authority.

He may also note that in the past also explanation was called for from him vide this Deptt's memo No.1247 dated 20.5.92 and warning was also issued to him vide memo No.3374 dated 27.6.92 for similar kind of lapses. But, in view of the present report it appears that there is no improvement on his part.

In view of the above, Shri.L.H.Mawrie is hereby directed to explain in writing as to why disciplinary action should not be taken against him for negligence of duty and misconduct. The explanation routed through the Section Officer(Admn.I), 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/- 29/1

(S. Sailo)

Asstt. Registrar(Estt.I)

To,

Shri. L.H.Mawrie,
Madanrting,
Shillong, 21.

Copy to :-

1. The Asstt. Registrar(Fin.)
NEHU, Shillong.

2. The Accounts (Salary) Sec.
NEHU, Shillong.

3. The Section Officer, Admn.I, NEHU, Shillong.

4. Personal File.

The salary of shri.L.H.Mawrie, Peon Admn.Sec.NEHU, Shillong, for the month of January, 1993 may not be drawn and disbursed to him, till the above period of absence is regularised,

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No.F.21-73/Estt-I/Per/91- 1311

Dated, the 14, June, 93

M E M O

It has been brought to the notice of the authority that shri. L.H. Mawrie, Peon, Admn. I, Sec, NEHU, Shillong, has been remained absence from duty wef. 3.6.93 till date without any leave application or prior permission being obtained from the competent authority.

In this connection, he may also note that in the past also explanations were called from him vide this Deptt's memo No.F.19-25/Estt.I/91-1247 dated 20.5.92 and No.9381 dated 30.1.93 for similar kind of lapses and warning was also served on him vide memo No.F.19-25/Estt.I/Per/91-3374 dated 27.6.92 and No.9846 dated 18.3.93 directing him to refrain from repeating such lapses. But, in view of the present report it appears that there is no improvement on his part and he has deliberately not cared for the above warning issued to him.

In view of the above, shri. Mawrie is hereby directed to explain in writing as to why disciplinary action should not be taken against him for negligence of duty and misconduct. The written explanation routed through the Section Officer, Admn. I, Sec, NEHU, Shillong, should reach the undersigned within 10(ten) days from the date of issue of this memo, failing which it will be presumed that he has nothing to say in this regard and the matters will be decided ex-parte.

Sd/- 11/6

(S. Sailo)

Asstt. Registrar, Estt. I.

To,

Shri. L.H. Mawrie,
C/O Shri. Chawngmingthanga,
A.R's (Estt. I) Cell.
NEHU, Shillong.

Copy to:-

1. The Asstt. Registrar (Fin.) | The salary of shri. L.H. Mawrie, Peon, NEHU, Shillong. | Admn. I Sec, for the month of JUNE, '93 may not be drawn and disbursed to him till the case is finalised.
2. The Accounts (salary) Sec. | NEHU, Shillong.
3. The Section Officer, Admn. I Sec, NEHU, Shillong.
4. Personal File.

NORTH EASTERN HILL UNIVERSITY
MAWKYNROH, UMSHING: SHILLONG

No. F.21-73/Estt-I/Per/91-4242

Dated 20, Oct. 93

M E M O

It has been reported to the authority that Shri. L.H. Mawrie, Peon Sports deptt. NEHU, Shillong, has been absenting himself from duty wef. 20.9.93 till date without any leave application or prior permission being obtained from the competent authority.

In this connection, he may also note that in the past also explanations were called from him vide this Deptt's memo No. 1247 dt. 20.5.92; NO. 9381 dated 30.1.93 and even No. 1311 dated 14.6.93 for similar kind of lapses and warnings was also served on him vide memo No. F.19-25/Estt. I/Per/91-3374 dated 27.6.92; No. 9846 dated 18.3.93 and No. 2408 dt. 28.7.93 respectively directing him to refrain from repeating such lapses. But, in view of the present report it appears that there is no improvement on his part and he has deliberately not cared for the above warnings issued to him.

In view of the above, Shri. L.H. Mawrie is hereby directed to explain in writing as to why disciplinary action should not be taken against him for negligence of duty and misconduct. The written explanation routed through the Asstt. Director of Sports & In-charge, NEHU, Shillong, should reach the undersigned within 15 (fifteen) days from the date of issue of this memo, failing which it will be presumed that he has nothing to say in this regard and the matters will be decided ex-parte.

Sd/- 20.10.93

(S. Rynjah)

Deputy Registrar (Estt. I)

To,
 Shri. L.H. Mawrie,
 C/o Shri. Chawngmingthanga,
 A.R's (Estt. I) Cell, NEHU, Shillong.

Copy to :-

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|----|--|--|
| 1. | The Finance Officer,
NEHU, Shillong. | The salary of Shri. L.H. Mawrie, Peon, Sports Deptt. NEHU, Shillong. for the month of OCT'93 and onwards may not be drawn and disbursed to him till the case is finalised. |
| 2. | The Accounts (Salary) Sec.
NEHU, Shillong. | |
| 3. | The Asstt. Director of Sports & In-charge, NEHU, Shillong. | |
| 4. | P/F. | |

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NORTH EASTERN HILL UNIVERSITY
LOWER LACHAUMIERE::SHILLONG

No.F. 19-25/Estt.I/Per/91-3374

Dated 27.6.92W A R N I N G

Attention of shri. L.H.Mawrie, Attd (Pick Up Van) is hereby drawn to this Deptt's memo of even No.1247 dated 20.5.92 wherein he was directed to explain for his unauthorised absent w.e.f. 27.4.92 to 23.5.92.

In this connection, it is seen from his explanation letter dated 25.5.92 that initially shri.L.H.Mawrie applied for CL for 27th and 28th April'92 and thereafter, he applied for grant of EL w.e.f. 27.4.92 to 23.5.92 on the ground of private affairs.

His above action shows that Shri.L.H.Mawrie, has taken leave to be claimed as a matter of right which is not so as per rule.

Hence, shri.L.H.Mawrie, is hereby directed to note that leave can not be claimed as a matter of right. Further, he is also directed to note that as per the existing instruction, he is required to apply for leave on the ground of private affairs at least 15 (fifteen) days in advance.

In view of the above, Shri.L.H.Mawrie, is hereby directed to ensure that in future he does not claim leave as a matter of right and always applied for leave on private affairs well in advance.

In this connection, any lapse on his part in future, will be viewed seriously and stern disciplinary action will be taken against him.

Sd/- 26.6.92

(S. Sailo)

To, Asstt. Registrar (Estt.I)

Shri. L.H. Mawrie, Attd, (Pick Up Van)
Admn Section,
NEHU, Shillong.

copy to :-

The S.O. Admn, Section, NEHU, Shillong.

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NORTH EASTERN HILL UNIVERSITY
MAWKYNROH, UMSHING: SHILLONG

No. F. 19-25/Estt-I/Per/91-9846

Dated, 18 Mar, 1993W A R N I N G

Attention of Shri. L.H. Mawrie, Peon, Admn. I Sec, NEHU, Shillong, is hereby drawn to this Deptt's memo of even No. 9381 dated 30 Jan, 1993, wherein he was directed to explain in writing for being absconded from duty wef. 20.1.93 to 10.3.93, without any leave application or prior permission being obtained from the competent authority.

In this connection, his explanation dated 11.3.93 has been 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/- 18.3.93

(S. Rynjah)

Deputy Registrar, Estt. I.

To,

Shri. L.H. Mawrie, Peon,
Admn. I. Section,
NEHU, Shillong,.

Copy to :-

1. The Section Officer, Admn. I, NEHU, Shillong.
2. Personal File.

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NORTH EASTERN HILL UNIVERSITY
MAWKYNROH, UMSHING: SHILLONG

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No. F.21-73/Estt-I/Per/91-2408

Dated the 28 Jul'93

W A R N I N G

Attention of shri. L.H. Mawrie, Peon, presently attached to Sports Deptt. NEHU, Shillong, is hereby drawn to this Deptt's memo of even No. 311 dated 14.6.93 wherein he was directed to explain for his un-authorized absence from duty wef. 3.6.93 to 21.7.93 without any leave application or prior permission being obtained from the competent authority.

In this connection, he may note that in the past also explanation has been called from him vide this deptt's memo No. 1247 dt. 20.5.92 and No. 9381 dated 30.1.93 and warnings was also ~~xx~~ served on him for the same type of lapses on his part vide memo No. 3374 dated 27.6.92 and No. 9846 dated 18.3.93, which seems to have no effect to improve his conduct.

It has, therefore, been decided to treat the period of his present unauthorised absence as 'Dies-non' to which effect a separate order is being issued.

In view of the above, he is hereby again strongly warned for the Third time not to remain absent un-authorizedly in future. Any repetition of such lapses on his part will entail termination from service through due channel of procedure.

Sd/-27/7

(S. Sailo)

Asstt. Registrar(Estt-I).

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To,

Shri. L.H. Mawrie, Peon,
Sports Deptt, NEHU, Shillong,.

Copy to :-

1. The Asstt Director, Sports Deptt, NEHU, Shillong,.
2. Personal File.

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

No.F.21-73/Estt.I/Per/91-95

Dated 6th April, 1994.

W A R N I N G

Attention of Shri L.H.Mawrie, Peon, Sports Deptt., NEHU, Shillong, is hereby drawn to this Deptt's memo of even No. 4242, dated 20.10.93; No. 4960 dated 10.11.93 and No. 3947 dated 3.1.94 wherein he was directed to explain for his unauthorised absence from duty w.e.f. 20.9.93 to 17.11.93.

In this connection, his explanation letter dated 16.11.93 has been duly examined by the authority and it has been found that Shri Mawrie has fully admitted all the charges as made against him in the above memos. But, in view of the fact that Shri Mawrie has executed a bond on 29.3.94 to the effect that he will keep good conduct and be dutyfull while discharging his official duty as an employee of the University and also not to remain absence from duty without leave application or prior permission, he is excused this time.

But, however, Shri L.H.Mawrie is hereby warned for the Fourth and last time not to remain absent un-authorisedly in future. And if any repetition of such lapses is detected in future, his services from the University will be terminated as per his aforesaid personal bond executed by him.

Sd/-

6/4/94

(B.Rynjah)

Deputy Registrar (Estt.I)

To.

Shri L.H.Mawrie, Peon,
Sports Deptt.,
NEHU, Shillong.

Copy to:-

1. The In-Charge, Sports Deptt., NEHU, Shillong, with a copy of the bond.
2. Personal file.

Personal bond of Shri L.H.Mawrie, Peon,
NEHU, Shillong.

I, Sri L.H.Mawrie S/O Sri H.L.Muana, resident of Lum Demthring, Shillong, and by occupation peon NEHU, Shillong do hereby execute this bond for keeping good conduct and obedience to the job which I have professed to take and solemnly affirmed that I will not remain absent from my duty without prior application of leave and without prior permission by my controlling officer. If any break of conduct and absence of any reform from my side by committing the similar lapse of absents without authority the University may take any deterrent punishment which it thinks fit and proper with this bond, I bond myself to cultivate good conduct and application to my work as the employee of the university.

Sd/-
29/3/94
(Shri L-H Mawrie)
Peon Sport Deptt,
NEHU, Shillong

Witnessed by ROCAC
Sd/- 29/3/94 Sd/- 29/3/94
(Md. Iftikhar) S.Rynjah.
S.O.Estt.I(Per)

6: 4: 2: (11)

ANNEXURE 'J'

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

No.F.21-73/Estt.I/Per/91-6166

Dated 23.3.96

SHOW CAUSE NOTICE

It has been reported to the undersigned that you are not attending to your duties properly. For such irregularities you have been already served with warnings in the past, but, it is seen that there has no improvement on your part, even in spite of the Bond dt. 29.3.94 & executed by you.

You are, therefore, directed to explain in writing as to why your services should not be dispensed with. Your written explanation must reach the undersigned routed through the Prof. Incharge, Sports Deptt. NEHU, Shillong, within 10 days from the date of issue of this Show cause Notice, failing which it will be presumed that you have nothing to say in the matter and the case will be decided exparte.

Receipt of this Show Cause Notice may be acknowledged.

Sd/-

(A. Dkhar)

Asstt. Registrar (Estt.I)

To,

Shri. L.H. Mawrie, Peon,
S/O Lalmuana Hrahsel,
Lum Demthring,
Shillong-14

copy to The Prof. In-charge, Sports Deptt. NEHU, Shillong.

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NORTH EASTERN HILL UNIVERSITY
P.O. NEHU CAMPUS
SHILLONG

No.F.21-73/Estt.I/Per/91- 906

Dated 27/5/96.

SHOW CAUSE NOTICE

Shri L.H.Mawrie, Peon, Sports Department, NEHU, Shillong had been reported to be very irregular in attending duty, From the report it is seen that he is absenting himself without authority w.e.f. 12.2.96 till date. ,

In this connection, Shri L.H.Mawrie, Peon is hereby reminded that in the past also he was in the habit of remaining absent from duty without authority/leave application on various occasions. For those lapses on his part memos and warnings were issued to him vide this department memo No.F.19-25/Estt.I/Per/91-1247, dt.20/5/92; even No. 9381, dt.30/1/93; No.F.21-73/Estt.I/Per/94-1331, dt.14/6/93 and even No. 4242, dt.20/10/93 and warnings vide memo No.F.19-25/Estt.I/Per/91-3374, dt.27/6/92; No. 9846, dt.18/3/93; No.F.21-73/Estt.I/Per/91-2408, dt.23/7/93 and even No. 95, dt.6/4/94 and has also executed bond for good conduct and again Show Cause vide No.F.21-73/Estt.I/Per/91-6166, dt. 23/3/96.

The present reported unauthorised absence from duty on the part of Shri Mawrie is a clear indication that the earlier memos and warnings issued to him and undertaking rendered by him have fallen on deaf ears there being no improvement on his part at all in his conduct and performance of his duty as Peon, for which the work in the department has suffered considerably.

In view of the above, Shri L.H.Mawrie is hereby directed to Show Cause as to why disciplinary proceedings should not be drawn against him and his service should not be terminated forthwith for his repeated negligence of duty by absenting himself without authority and for violation of the bond duly executed by him for good conduct. His written explanation duly routed through the In-charge Sports Department, NEHU, Shillong should reach the undersigned within 15(fifteen) days from the date of receipt of Show Cause failing which the matter will be decided ex-parte.

Sd/-
(A. Dkhar)
Asstt. Registrar (Estt.I)

To,
Shri L.H.Mawrie,
S/O Lalnuana Krashel,
Lum Demthring, Shillong.
Office Address:-
Shri L.H.Mawrie, Peon, Sports Deptt., NEHU, Shillong.

Copy to:- The In-Charge, Sports Deptt., NEHU, Shillong.

ANNEXURE- 'L'

To

The Asstt.Registrar(Estt-I)
NEHU, Shillong.

(Through the Professor in-charge Sport Deptt.).

Subject: Explanation for absence from duty.

Ref: No.F.21-73/Estt-I/Per/91-906 dt.27.5.96.

Madam,

With reference to your letter no, cited above, I have the honour to lay down the following few lines before you for your kind consideration and perusal.

That, I have been suffering from stomach trouble and I was unable to attend office. I have been advised complete rest by doctor. I, therefore, request you to kindly grant me medical leave for 13 days w.e.f. 3rd June, '96 to 15th June, '96 and oblige.

I am sending a medical certificate from my doctor.

Thanking you,

SD/-

L.H.Mawrie

Yours faithfully,

Dated Shillong 4th June '96.

Annexure- M

No.F.21-73/Estt-I/Pe./91-3455

Dt.13.11.96M E M O R A N D U M

It is proposed to hold an inquiry against you Sri.L.H.Mawrie, 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) or 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 as employee requires, you shall not bring or attempt to bring any political or outside influence to bear upon 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 other person in respect of matter dealt with in 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.

SD/- 11.11.96

(S. Rynjah)

OFFICER ON SPECIAL DUTY
NEHU, Shillong.Encl: Ennexure, I, II, III, & IV

To,

Shri.L.H.Mawrie, Peon,
Sports Deptt.
NEHU, Shillong.

Copy to:

1. The Director, Incharge Sports, NEHU, Shillong.

ANNEXURE-M

Annexure-I

STATEMENT OF ARTICLE OF CHARGE-I FRAMED
AGAINST SHRI.L.H.MAWRIE, PEON, SPORTS DEPTT.
NEHU, SHILLONG.

That you Shri.L.H.Mawrie, Peon, Sports Deptt, NEHU, Shillong, an employee of NEHU, Shillong, while functioning as such, have in the habit of absenting yourself from duty with effect from 12.2.96 to 23. 2.96 ; with effect from 1.3.96 to 23.3.96 and with effect from 30.5.96 to 15.6.96 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 most unbecoming of an employee of NEHU, and have violated good conduct.

20-11-96

(Sd/-) (Signature)
OFFICER IN CHARGE
NEHU, SHILLONG.

Encl: Annexure-I, II, III, IV

To,
Shri.L.H.Mawrie, Peon,
Sports Deptt.
NEHU, Shillong.

Copy for:
1. The Director, NEHU, Shillong.

ANNEXURE -M

ANNEXURE-II

STATEMENT OF IMPUTATION OF MISCONDUCT
OR MISBEHAVIOUR IN SUPPORT OF ARTICLE
OF CHARGE I FRAMED AGAINST SHRI L.H.
MAWRIE, PEON, SPORTS DEPTT., NEHU, SHILLONG

That you Shri L.H.Mawrie, Peon, Sports Deptt., 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 27.4.92 to 22.5.92; w.e.f. 20.1.93 to 9.3.93; w.e.f. 3.6.93 to 21.7.93; w.e.f. 20.9.93 to 17.11.93; w.e.f. 12.2.96 to 23.2.96; w.e.f. 1.3.96 to 23.3.96 and w.e.f. 30.5.96 to 15.6.96 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. 1247 dt. 20.5.92; No. 9381 dt. 30.1.93; No. 1311 dt. 14.6.93; No. 4242 dated 20.10.93; and Show Cause Notice vide memo No. 4431 dt. 17.11.94; No. 6166 dt. 23.3.96; No. 906 dt. 27.5.96; No. 1734 dt. 24.7.96 and No. 2803 dt. 24.9.96. Besides Show cause notice warnings were also issued to you vide Memo No. 3374 dt. 27.6.92; No. 9846 dt. 18.3.93; No. 2408 dt. 28.7.93 and No. 95 dt. 6.4.94. 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 rendered an under-taking on your own assuring not to repeat such lapses, but of no avail.

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.

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ANNEXURE-M

(Annexure-III)

LIST OF DOCUMENTS BY WHICH THE ARTICLE OF
CHARGE FRAMED AGAINST SHRI.L.H.MA RIE, PEON,
SPORTS DEPTT.NEHU, SHILLONG, ARE TO BE
SUSTAINED.

1. No.F.19-25/Estt-I/Per/91-1247 dated 20.5.92 p.85^C
2. No.F.19-25/Estt-I/Per/91-3374 dated 27.6.92 p.94^C
3. No.F.19-25/Estt-I/Per/91-9381 dated 30.1.93 p.115^C
4. No.F.19-25/Estt-I/Per/91-9846 dated 18.3.93 p.122^C
5. No.F.21-73/Estt-I/Per/91-1311 dated 14.6.93 p.125^C
6. No.F.21-73/Estt-I/Per/91-2408 dated 28.7.93 p.137^C
7. No.F.21-73/Estt-I/Per/91-4242 dated 20.10.93 p.142^C
8. No.F.21-73/Estt-I/Per/91-95 dated 6.4.94 p.164^C
9. No.F.21-73/Estt-I/Per/91-4431 dated 17.11.94 p.186^C
10. No.F.21-73/Estt-I/Per/91-6166 dated 23.3.96 p.221^C
11. No.F.21-73/Estt-I/Per/91-906 dated 27.5.96 p.224^C
12. No.F.21-73/Estt-I/Per/91-1734 dated 24.7.96 p.234^C
13. No.F.21-73/Estt-I/Per/91-2803 dated 24.9.96 p.240^C
14. Executed Bond - p.161^C

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Annexure-M

(Annexure-IV)

LIST OF WIT-NESS BY WHOM THE ARTICLE
OF CHARGE FRAMED AGAINST SHRI.L.H.MAWRIE
PEON, ARE TO BE SUSTAINED.

SHRI.P.GOPALADRISHNAN,
PROFESSOR IN-CHARGE, SPORTS DEPTT. NEHU, SHILLONG.

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ANNEXURE-N

To

Dated Shillong,
the 25 Nov. 1996

The Officer On Special Duty,
Administration,
NEHU, Shillong.

Subject: Memorandum.

Madam,

I have the honour to state that I am in receipt of the Memorandum No.F.21-73/Estt-I/Per/91-3455, dated 13.11.96 wherein I have been directed to submit a written statement of defence against the charges enclosed therein Annexure-I to II.

As per the charges mentioned in Annexure-I, I remained absent from duty from

1. 12.2.96 to 23.2.96
2. 1.3.96 to 23.3.96
3. 30.5.96 to 15.6.96

Madam I do sincerely agree that I remained absent without intimation from 12.2.96 to 23.2.96, then from 1.3.96 to 23.3.96 and from 30.5.96 to 15.6.96. I attended the office sef. 17th June 1996.

I remained absent since I was suffering from 'Epilepsy' I had sent information with leave application through my friend but unfortunately the same did not reach the office.

I honestly feel that it was improper on my part but it was an unintentional as I was victim of circumstances.

I had resumed my duty since 17.6.96 and I am attending to my duties regularly till date because I have realised my misconduct and I am trying my level best to improve as a Govt. servant.

I have also submitted my appology letter to forgive me for the lapses vide petition dated 30th sept.'96.

I am submitting this final request befor you with humble apology that a last chance my be given to me to improve upon myself and my absence may kindly be regularised.

contd...2.

Secondly, I wish to state that I had joined my duty atleast release my duty pay for the duties I have attended from 17.6.96. onwards.

Thanking you,

Yours faithfully,

SD/-

(L.H.Mawrie)
Peon, Sports Department,
NEHU, Shillong.

ANNEXURE '10'.

No.F.21-73/Estt-I/Per/91-4604

Dt.28thFeb,1997

N O T I C E

With reference to this Deptt's memo of even No. 6166 dated 23.3.96; No.906 dated 27.5.96, No.1734 dated 24.7.96 and No.2303 dated 24.9.96 and his written statement in defence as well as Undertaking rendered by him on 29.3.94, Shri.L.H.Mawrie, Peon, Sports Deptt. 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.Mawrie is hereby given an opportunity to make such representation as he may wish to make against the aforesaid proposal within 7(seven) days for the date of issue of this memo.

Receipt of this memo may be acknowledge.

SD/- 23.2.97

(L.Marbaniang)

Copy to:

Deputy Registrar(Estt-I).

Shri.L.H.Mawrie, Peon,
Sports Deptt.,
NEHU, Shillong.

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NORTH EASTERN HILL UNIVERSITY
PERMANENT CAMPUS :: 793022Dated the 27th January, 1997

To

The Officer-on-Special Duty,
North Eastern Hill University,
Shillong.

Subject : Memorandum.

Madam,

I have the honour to refer to the Memo No. 21-73/
Estt-I/Per/91-4452 dated 22.01.97 wherein it has been
proposed to impose penalty by with-holding of my increment
for a period of 3(three) years without commulative effect.

While acknowledging the receipt of the above
Memo, I do hereby accept the penalty as proposed by the
University.

(Thanking you,

Yours faithfully,

Sd/-
(L H Mawrie),
Peon.

Dated 27.01.97.

.....

(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/.../-