

## Appendix-D

Sr. No	Designation	Nature of Penalty	Authority empowered impose penalties	Appointing Authority
1	2	3	4	5
	All Group A Posts (Shown in Appendix)	<p><b>Minor Penalty</b></p> <p>i) censure;</p> <p>ii) Withholding of his promotion;</p> <p>iii) Recovery from his pay of the whole or part of any pecuniary loss caused by him to the Government by negligence branch of orders;</p> <p>iv) Withholding increment of pay without cumulative effect;</p> <p><b>Major Penalty</b></p> <p>v) Withholding of increment of pay with cumulative effect or reduction a lower stage in the time scale of pay for a specified period. With further direction as to whether or not the Government employed will earn increment or pay during the period of such reduction and whether on the expiry of such period will or will not have the effect of postponing the future increment of his pay.</p> <p>vi) reduction to a lower time scale of pay, grade post or service which shall ordinarily be a bar to the promotion of the Government employee to the time-scale of pay, grade post or service from which he was reduced with or without further directions regarding conditions of restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that</p>	Vice Chancellor subject to approval of Board of Management	Vice Chancellor subject to approval of Board of Management

		<p>grade, post or service</p> <p>(vii) compulsory retirement.</p> <p>(viii) removal from service which shall not be a disqualification for future employment under the Government.</p> <p>(ix) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.</p> <p>Explanation- The following shall not amount to a penalty within the meaning of this rule, namely-</p> <p><b>(i)</b> Withholding of increments of pay of a Government employee for his failure to pass any departmental examination in accordance with the rules or orders governing the service to which he belongs or post which he holds or the terms of his appointment.</p> <p><b>(ii)</b> Stoppage of a Government employee at the efficiency bar in the time-scale of pay on the ground of his unfitness to cross the bar.</p> <p><b>(iii)</b> Non promotion of a Government employee, whether in a substantive or officiating capacity, after consideration of his case, to a Service, grade or post for promotion to which he is eligible.</p> <p><b>(iv)</b> reversion of a Government employee officiating in a higher Service, grade, or post to a lower Service, grade or post, on the ground that he is considered to be unsuitable for such higher Service, grade or post or any administrative ground unconnected with his conduct; or</p>		
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		<p><b>(v)</b> reversion of a Government employee appointed on probation to any other Service, grade or post, to his permanent service, grade or post during or at end of the period of probation in accordance with the terms of his appointment or the rules and orders governing such probation;</p> <p><b>(vi)</b> compulsory retirement of a Government employee in accordance with the provisions relating to his superannuation</p> <p><b>(vii)</b> Termination of the service-</p> <p>a) of a Government employee appointed on probation, during or at the end of the period of his probation in accordance with the terms of his appointment or the rules and orders governing such probation; or.</p> <p>b) of a temporary Government employee appointed otherwise than under contract, on the expiration of the period of the appointment, or on the abolition of the post or before the due time in accordance with the terms of his appointment or.</p> <p>c) of a Government employee under an agreement, in accordance with the terms of such agreement.</p>		
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Vice Chancellor