

No C-14016/09/2019-VP  
Government of India  
Ministry of Communications  
Department of Posts

Dak Bhawan, Sansad Marg,  
New Delhi- 110 001  
Dated: 24.04.2019

To

All Chief Post Masters General

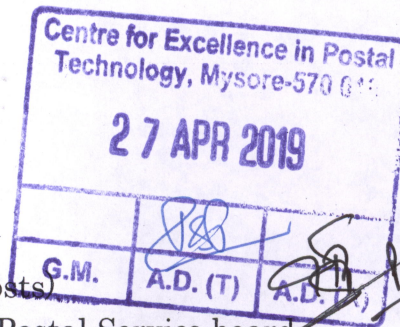
**Subject:** Nature of disciplinary action and quantum of punishment to be commensurate with the gravity of the offence committed- reg.

Madam / Sir,

It has been observed by the Competent Authority that in some of the Rule-9 cases submitted to this office for Presidential Order the charge sheets under Rule-14 of CCS (CCA) Rules, 1965 are issued to the officials in cases having low gravity of offence committed by the delinquent officials immediately before their retirement. These proceedings are deemed to be continued under Rule-9 of CCS (Pension) Rules, 1972 after their retirement.

On examining such cases, the misconduct or negligence cannot be established grave enough which warrants imposition of penalty by way of withholding pension / gratuity or both in terms of Rule-9 of CCS (Pension) Rules, 1972. As such the proposal is dropped by the Competent Authority. This results in payment of interest on delayed payment of Gratuity to the official.

Instruction on the subject matter have already been circulated vide letter No 6/19/72-Disc.1 dated 29.11.1972 (DG P&T order 2 below Rule-14 of CCS (CCA) Rules, 1965). It is, therefore, reiterated that in future while issuing charge sheet to the delinquent officials, the Disciplinary Authority should determine with care and deliberation the gravity of offence and nature of action to be taken in each case on its merits.



Yours faithfully,

*S. C.*

Shailendra Dashora)  
DDG (VP, SR & Legal)

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1. Sr. PPS to Secretary (Posts)
2. PPS/PS to all Members Postal Service board
3. All DDs G / Secretary PSB
4. GM (CEPT), Mysore with a request to upload the letter in the India Post Website.