



AJMER VIDYUT VITRAN NIGAM LIMITED
HATHI BHATA, CITY POWER HOUSE, AJMER

72

No. AVVNL / CAO / F & R / F.1 (25) / D. 1251 Dated 26-7-07

ORDER-239

Sub:- Amendment in CC&A Regulations 1962 to enable the Disciplinary Authority to delegate powers to subordinate authority.

The Co-ordination committee in its 105th meeting held on 7th & 8th June, 2007 has decided the following Amendment in CC&A Regulations 1962 to enable the Disciplinary Authority to delegate Powers to subordinate authority:-

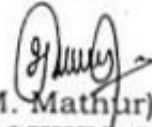
<i>EXISTING PROVISION</i>	<i>AMENDED PROVISION</i>
<p><u>Reg. 6 of Employees CC & A Regulations, 1962 for imposition of minor penalties:</u> (a) The employee is informed in writing, of the proposal to take action against him and of the allegations on which it is proposed to take action and given an opportunity to make any representation he may wish to make.</p>	<p><u>Reg. 6 of Employees CC & A Regulations, 1962 for imposition of minor penalties:</u> (a) The employee is informed in writing by the Disciplinary Authority or the Officer, authorized for the purpose, of the proposal to take action against him and of the allegations on which it is proposed to take action and given an opportunity to make any representation he may wish to make- Decision under this regulation will be communicated to the employee by the disciplinary authority or the officer authorized.</p>
<p><u>Reg. 7 of CC & A Regulations, 1962 for imposition of major penalties:</u> (ii) The Disciplinary Authority shall frame definite charges on the basis of the allegation on which the enquiry is proposed to be held. Such charges together with a statement of allegations, on which they are based, shall be communicated, in writing, to the employee concerned and he shall be required to submit, within the period specified by the Authority, a written statement indicating whether he admits the truth of all or any of the charges, what explanation or defence, if any, he has to offer and whether he desires to be heard in person.</p>	<p><u>Reg. 7 of CC & A Regulations, 1962 for imposition of major penalties:</u> (ii) The Disciplinary Authority shall frame definite charges on the basis of the allegation on which the enquiry is proposed to be held. Such charges together with a statement of allegations, on which they are based, shall be communicated, in writing by the Disciplinary Authority or the Officer authorized for the purpose, to the employee concerned and he shall be required to submit, within the period specified by the Authority, a written statement indicating whether he admits the truth of all or any of the charges, what explanation or defence, if any he has to offer and whether he desires to be heard in person.</p>

<p>(ix) (a) If the report of the Enquiry officer records findings in favour of the employee with which the disciplinary authority agrees, the disciplinary authority may make an order exonerating the employee of the charges framed against the employee.</p> <p>(x) If the Disciplinary Authority is of the opinion that any of the penalties specified at numbers (a) to (d) in Regulation 5, should be imposed, it shall pass orders accordingly and if the Disciplinary Authority having regard to its findings on the charge, is of the opinion that any of the penalties specified at Serial numbers (e) to (h) should be imposed, it shall make an order imposing such penalty and it shall not be necessary to give the employee any opportunity of making representation on the penalty proposed to be imposed.</p>	<p>(ix) (a) If the report of the Enquiry officer records findings in favour of the employee with which the disciplinary authority agrees, the disciplinary authority may make an order exonerating the employee of the charges framed against the employee. Decision under this regulation will be communicated to the employee by the disciplinary authority or the officer authorized.</p> <p>(x) If the Disciplinary Authority is of the opinion that any of the penalties specified at numbers (a) to (d) in Regulation 5, should be imposed, it shall pass orders accordingly and if the Disciplinary Authority having regard to its findings on the charge, is of the opinion that any of the penalties specified at Serial numbers (e) to (h) should be imposed, it shall make an order imposing such penalty and it shall not be necessary to give the employee any opportunity of making representation on the penalty proposed to be imposed. Decision under this regulation will be communicated to the employee by the disciplinary authority or the officer authorized.</p>
<p><u>Regulation 8 of CC&A Regulation 1962 for Joint Enquiry:</u></p> <p>(1) When two or more employees are concerned or involved in any mis-conduct, the Board, Chairman or any other authority competent to impose any major penalty or to issue or serve statement of charges and allegation on such employee, may make an order, directing that disciplinary action against all of them may be taken in common proceedings.</p>	<p><u>Regulation 8 of CC&A Regulation 1962 for Joint Enquiry:</u></p> <p>(1) When two or more employees are concerned or involved in any misconduct, the Board, Chairman or any other authority competent to impose any major penalty or to issue or serve statement of charges and allegations on such employee or the officer authorized for the purpose, may make an order, directing that disciplinary action against all of them may be taken in common proceedings.</p>
<p><u>Regulation: 9 for suspension:</u></p> <p>(1) The appointing authority or any authority to which it is subordinate or any other authority empowered by the Board in that behalf may place a Board employee under suspension:</p> <p>(a) Where the disciplinary proceedings against him</p>	<p><u>Regulation: 9 for suspension:</u></p> <p>(1) The appointing authority or any authority to which it is subordinate or any other authority empowered by the Board in that behalf may place a Board employee under suspension:</p> <p>(a) Where the disciplinary proceedings against him is contemplated or is pending; or</p> <p>(b) Where the disciplinary proceedings against him is</p>

(b) Where a case against him in respect of any criminal offence is under investigation or trial.	Decision under this regulation will be communicated to the employee by the disciplinary authority or the officer authorized.
<u>Regulation 14:</u> The order passed will be communicated to the appellant and the authority, which made order appealed against.	<u>Regulation 14:</u> The order passed will be communicated to the appellant and the authority which made order appealed against by the Appellate authority or the officer authorized.

This is issued subject to ratification of the Board of Directors.

By Order,

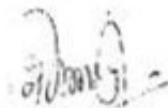


(S.M. Mathur)

**CHIEF ACCOUNTS OFFICER
AVVNL, AJMER**

Copy submitted/forwarded to the following for information and necessary action:-

01. The Chief Engineer (Jhunjhunu/Udaipur), AVVNL, Jhunjhunu/ Udaipur.
02. The Zonal Chief Engineer, AVVNL, Ajmer.
03. The Dy. Chief Engineer (RPPC), AVVNL, Heerapura, Jaipur.
04. The Secretary (Admn.), AVVNL, Ajmer.
05. The Superintending Engineer (Civil / Plan / MM / O&M / M&P / TW), AVVNL, Ajmer/ Bhilwara / Nagaur/ Udaipur / Chittorgarh/ Banswara / Rajsamand/ Jhunjhunu/ Sikar.
06. The Company Secretary, AVVNL, Ajmer.
07. The Addl. Superintendent of Police (Vig.), AVVNL, Ajmer.
08. The TA to CMD & DCOS, AVVNL, Ajmer.
09. The Dy. Director of Personnel, (AZ/UZ/JJZ), AVVNL, Ajmer/ Udaipur / Jhunjhunu.
10. Sr. Accounts Officer (), AVVNL, _____.
11. The Accounts Officer (O&M / IA / EA & Cash / BUDGET / Accts.), AVVNL, Ajmer/ Bhilwara / Nagaur/ Udaipur / Chittorgarh/ Banswara /Rajsamand/ Jhunjhunu/ Sikar.
12. The Personnel Officer (Corporate Off./O&M), AVVNL, _____.
13. The Public Relation Officer, AVVNL, Ajmer.
14. The Asstt. Accounts Officer (CPC), AVVNL, Ajmer.
15. The P.A. to Chairman & Managing Director, AVVNL, Ajmer/Jaipur.
16. The P.A. to Director (Finance), AVVNL, Ajmer.



(S.M. Mathur)

**CHIEF ACCOUNTS OFFICER
AVVNL, AJMER**