

DELHI STATE INDUSTRIAL & INFRASTRUCTURE DEVELOPMENT CORP. LTD.
N-36, BOMBAY LIFE BUILDING CONNAUGHT CIRCUS, NEW DELHI
(PERSONNEL DIVISION)

No: DSIIDC/Estt./Agenda/Penalties/ 1576

Date: 16.12.2021

CIRCULAR

The Board of Directors of DSIIDC in its 291st meeting held on 18.11.2021 has approved that the penalties existing under Rule 45(i) of DSIIDC Staff Service Rules, 1978 is aligned by penalties under Rule 11 of CCS (CCA) Rules, 1965 which may now be read as under:

Rule 45 (i) (a) to (e) – Categorized as Minor Penalties.

- (a) Censure.
- (b) Withholding of his promotion.
- (c) Recovery from his pay of the whole or part of any pecuniary loss caused by him to the Government by negligence or breach of orders.
- (d) Reduction to a lower stage in the time-scale of pay by one stage for a period not exceeding three years, without cumulative effect and not adversely affecting his pension.
- (e) Withholding of increments of pay.

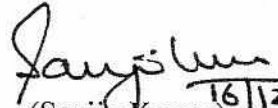
Rule 45 (i) (f) to (j) – Categorized as Major Penalties.

- (f) Save as provided for in clause 45 (i) (d) reduction to a lower stage in the time-scale of pay for a specified period, with further directions as to whether or not the Government servant will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay.
- (g) Reduction to lower time-scale of pay, grade, post or Service for a period to be specified in the order of penalty, which shall be a bar to the promotion of the Government servant during such specified period the time-scale of pay, grade, post or Service from which he was reduced, with direction as to whether or not, on promotion on the expiry of the said specified period-
 - (a) The period of reduction to time-scale of pay, grade, post or service shall operate to postpone future increments of his pay, and if so, to what extent; and.
 - (b) The government servant shall regain his original seniority in the higher time-scale of pay, grade, post or service.
- (h) Compulsory retirement.
- (i) Removal from service which shall not be a disqualification for future employment under the Government.



(j) Dismissal from service which shall ordinarily be a disqualification for future employment under the Government.

(ii) No employee shall be imposed with any punishment mentioned above by any authority subordinate to authority competent to make appointment to the post or such other authority to whom necessary powers are delegated by the Management.


(Sanjiv Kumar) 16/12/21
Chief Manager (Pers.)

Copy to:-

1. PS to Chairman.
2. PS to MD.
3. PA to ED.
4. PA to CVO.
5. PS to Director (Fin.)
6. DM (Vigilance), DSIIDC.
- ✓ 7. Manager (IT) - for uploading on the website of DSIIDC.
8. Company Secretary
9. Master File.