

TO-11

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Answer Key

Answer to Question no.1 (a)

“Increment” (“ஊதிய உயர்வுகள்”)

(அ) ஊதிய உயர்வு நிறுத்தி வைக்கப்பட்டிருந்தாலோ அல்லது தண்டனை அளிக்கும் முறையிலோ அல்லது தேர்ச்சி பெற வேண்டிய தேர்வுகளில் தேர்ச்சி பெறாத காரணத்தினாலோ தள்ளிப் போடப்பட்டிருந்தாலன்றி தகுதிகாண் பருவத்தை முடித்த பிறகு அல்லது வரையறுக்கப்பட்ட கால முடிவில் நிர்ணயிக்கப்பட்ட ஊதிய விகிதத்தில் சம்பளம் ஊதிய உயர்வைப் பெறப் பணியாளர் தகுதி பெற்றவர்.

(ஆ) பணியாளர் அவருடைய தகுதிகாண் பருவத்தை நிறைவளிக்கும் வகையில் முடித்தார் என்று அறிவிக்கப்பட்டோ அல்லது அப்படி முடித்து விட்டதாக கருதப்பட்ட நாளிலிருந்து மட்டுமே, தகுதி காண் பருவ முடிவில் அளிக்கப்படவேண்டிய ஊதிய உயர்வைப் பெறலாம். ஆனால், பணியாளர் பணியில் சேர்ந்த நாளிலிருந்தோ அல்லது முதல் ஊதிய உயர்வு பெற்ற நாளில் இருந்தோ, தொடரும் பணிக்காலம் அடுத்த ஊதிய உயர்வுக்கு எடுத்துக்கொள்ளப்படும்.

(பக்கம்-11 : எண்-15 : எழுத்து துறையல்லாத பணியாளர்களுக்கான நிலையாணைகள்)

Answer to Question no.1 (b)

“நியமனங்கள்”

பணியாளர் பற்றிய எல்லா நியமன உத்தரவுகளும் இது சம்பந்தமாக வாரியத்தின் அதிகாரத்தினைப் பெற்றுள்ள அதிகாரியால் பிறப்பிக்கப்பட வேண்டும். நியமன உத்தரவுகள், நியமிக்கப்படுவோர் பெறத் தகுதி பெற்ற வேலையின் தன்மை, வேலையின் பிரிவு அல்லது தரம், ஆரம்ப ஊதியம், சம்பள விகிதம் மற்றும் படிகள் பற்றிய விவரங்கள் ஆகியவைகளைத் தெளிவாக உள்ளடக்கி இருத்தல் வேண்டும்.

(பக்கம்-8 : எண்-5 : எழுத்தர் துறை பணியாளர்களுக்கான நிலையாணைகள்)

Answer to Question no.1 (c)

“Limitation on number of pensions”

- (1) A Government servant shall not earn two pensions in the same service or post at the same time or by the same continuous service.
- (2) Except as provided in rule 16, a Government servant who, having retired on a superannuation pension or retiring pension, is subsequently re-employed, shall not be entitled to a separate pension or gratuity for the period of his re-employment.

(Page-7 ; Rule no.7 ; The pension code-1; The Tamilnadu Pension Rules, 1978)

Answer to Question no.1 (d)

Addition to qualifying service on voluntary retirement:

- (1) The qualifying service as on the date of intended retirement of a member of the Service retiring under sub-rule (2) or sub rule(2A) of rule 16 shall be increased by the period not exceeding 5 years subject to the condition that the total qualifying service rendered by him does not in any case exceed 33 years and it does not take him beyond the age of superannuation.
- (2) The weightage upto 5 years under sub-rule (1) shall not be admissible in the case of a member of the Service who is retired from Service in Public interest by the Central Government under rule (3) of rule 16.

Sub-rule (3) of Rule (16):-

The Central Government may, in consultation with the State Government concerned and after giving a member of the Service at least three months previous notice in writing, or three months pay and allowances in lieu of such notice require that member to retire in public interest from service on the date on which such member complete thirty years of qualifying service or attains fifty years of age or on any date thereafter to be specified in the notice.

(Page 255 ; Rule-8A ; The Pension Code-3)

Answer to Question no.2 (a)

The Central Information Commission or State Information Commission, as the case may be, shall, while inquiring into any matter under this section, have the same powers as are vested in a civil court while trying a suit under the Code of Civil Procedure, 1908, (5 of 1908), in respect of the following matters, namely:-

- (a) Summoning and enforcing the attendance of persons and compel them to give oral or written evidence on oath and to produce the documents or things;
- (b) Requiring the discovery and inspection of documents;
- (c) Receiving evidence on affidavit;
- (d) Requisitioning any public record or copies thereof from any court or office;
- (e) Issuing summons for examination of witnesses or documents; and
- (f) Any other matter which may be prescribed.

(Page-14 ; Section-18(3) of Right to Information Act, 2005)

Answer to Question no.2 (b)

The State Chief Information Commissioner and State Information Commissioners shall be appointed by the Governor on the recommendation of a committee consisting of –

- (a) The Chief Minister, who shall be the Chairperson of the committee;
- (b) The Leader of Opposition in the Legislative Assembly; and
- (c) A Cabinet Minister to be nominated by the Chief Minister.

The State Chief Information Commissioner or a State information Commissioner shall not be a Member of Parliament or Member of the Legislature of any State or Union territory, as the case may be, or hold any other office of profit or connected with any political party or carrying on any business or pursuing any profession.

(Page-11 ; Section-15(3) & (6) of Right to Information Act, 2005)

Answer to Question no.2 (c)

The Chief Information Commissioner and Information Commissioners shall be appointed by the President on the recommendation of a committee consisting of –

- (i) The Prime Minister, who shall be the Chairperson of the committee;
- (ii) The Leader of Opposition in the Lok Sabha; and
- (iii) A Union Cabinet Minister to be nominated by the Prime Minister.

The Chief Information Commissioner or every information Commissioner shall hold office for a term of five years from the date on which he enters upon his office or till he attain the age of sixty-five years, whichever is earlier.

(Page-9 ; Section-12(3) & 13(1),(2) of Right to Information Act, 2005)

Answer to Question no.2 (d)

“Third party” as per the RTI Act, 2005 means, a person other than the citizen making a request for information and includes a public authority.

By adopting the following stipulations, the “Third party information” can be disclosed.

Where a Central Public Information Officer or a State Public Information officer, intends to disclose any information or record, on a request made under this Act, which relates to or has been supplied by a third party and has been treated as confidential by that third party, the Central Public Information Officer or State Public Information Officer, shall, within five days from the receipt of the request, give a written notice to such third party of the request. The Central Public Information officer (CPIO) or State Public Information Officer (SPIO), as the case may be, intends to disclose the information or record; has to invite the third party to make a submission in writing or orally, regarding whether the information should be disclosed, and such submission of the third party shall be kept in view while taking a decision about the disclosure of information.

Provided that except in the case of trade or commercial secrets protected by law, disclosure may be allowed if the public interest in disclosure outweighs in importance any possible harm or injury to the interest of such third party.

Where a notice is served by the CPIO or SPIO, as the case may be, to a 3rd party in respect of any information or record, the 3rd party shall, within 10 days from the date of receipt of such notice, be given the opportunity to make representation against the proposed disclosure.

The CPIO or SPIO shall within 40 days after receipt of the request under Sec.6, make a decision as to whether or not to disclose the information or record; and give in writing the notice of his decision to the 3rd party.

(Page-8 ; Section 11 of RTI Act, 2005)

Answer to Question no.3 (a) Superannuation Pension:

A Superannuation pension is granted to a Government servant entitled or compelled, by rule, to retire at a particular age.

- (1) The date of compulsory retirement of a Government servant in superior service is the date on which he attains the age of 58 years. the date of compulsory retirement of a Government servant in Last Grade Service is the date on which he attains the age of 60 years.
- (2) The age of retirement of trained teachers in the educational institutions under the management of Government is the date on which he attains the age of 58 years.
- (3) The date of retirement in the case of persons who had taken part in the freedom struggle and courted imprisonment and who have been appointed to the posts of social workers up to the end of December 1965, shall be the date on which they attain the age of 60 years.

A Government servant under suspension, on a charge of misconduct, shall not be required or permitted to retire but shall be retained in service until the enquiry into the charge is concluded and final order is passed by a competent authority.

Superannuation Pension is granted to an official who retired from service on attaining a predetermined age (viz.,) 58 years / 60 years as the case may be (vide S.R.17) Full Pension shall be calculated at 50 per cent of average emoluments for 30 years of qualifying services. There is no ceiling on the pension fixed.

Calculation of Pension:

Average Emoluments for the last 10 months' Emoluments

Average Emoluments X 50/100 X Net.Qualifying service/60

Pay last drawn X 50/100 X Net qualifying service/60

Whichever is advantageous

(30 years of Qualifying service for full Pension and the pay last drawn for pension calculation is challenged in the High Court)

In calculating length of qualifying service for the purpose of Pension, a fraction of a year equal to 3 months and above shall be treated as a completed one half years and reckoned as qualifying service with effect from 1.1.86.

(Page 36 ; Regulation.32 of Tamilnadu Pension rules.1978)

Answer to Question no.3 (b) Death Gratuity:

If a Government servant dies while in service, Death Grauity shall be paid as specified in the table below and in accordance with the provisions of sub-rule(1) of the rule 46 –

	Length of service (1)	Rate of Gratuity (2)
(i)	Less than one year	Two times of monthly emoluments
(ii)	More than one year and above but less than five years	Six times of monthly emoluments
(iii)	More than five years and above but less than twenty years	Twelve times of monthly emoluments
(iv)	More than twenty years and above	Half of monthly emoluments for every completed six monthly services subject to a maximum of thirty three times of monthly emoluments, the amount of which shall, in no case, exceed Rupees ten lakhs)

(Page-57 ; Regulation.45(1)(b) of Tamilnadu Pension rules.1978)

Answer to Question no.4 (a)

“Suspension”

- (a) A member of class of service may be placed under suspension from service, where –
- (i) An enquiry into grave charges against him is contemplated, or is pending, or
 - (ii) A complaint against him of any criminal offence is under investigation or trial and if such suspension is necessary in the public interest.
- (b) An employee who is detained in custody whether on a criminal charge or otherwise, for a period longer than forty-eight hours shall be deemed to have been suspended under this regulation.
- (c) Where a penalty of dismissal, removal or compulsory retirement from service imposed upon an employee under suspension is set aside on appeal or on review under these regulations and the case is remitted for further inquiry or action or with any other directions, the order of his suspension shall be deemed to have continued in force on and from the date of the original order of dismissal, removal or compulsory retirement and shall remain in force until further orders.
- (d) Where a penalty of dismissal, removal or compulsory retirement from service imposed upon an employee of the Board is set aside or declared or rendered void in consequence of or by a decision of a court of Law and the disciplinary authority, on a consideration of the circumstances of the case, decides to hold a further inquiry against him on the allegations on which the penalty of dismissal/removal or compulsory retirement was originally imposed, the employee shall be deemed to have been placed under suspension by the appointing authority from the date of the original order of dismissal, removal or compulsory retirement and shall continue to remain under suspension until further orders.

(dd) where a Board employee is suspended or is deemed to have been suspended (whether in connection with any disciplinary proceedings or otherwise) and if any other disciplinary proceedings is commenced against him during the continuance of that suspension, the authority competent to place him under suspension may, for reasons to be recorded by him in writing, direct that the Board employee shall continue to be under suspension until the termination of all or any such proceedings.

(e) An order of suspension made or deemed to have been made under this regulation may at any time be revoked by the authority which made or is deemed to have made the order or by any authority to which that authority is subordinate.

(Page-10; Regulation no.9 of TNEB Discipline & Appeal Regulations, 1983)

Answer to Question no.4 (b)

“Suspension pending enquiry”

The authority which may impose suspension pending investigation or enquiry into grave charges under Regulation 9 above shall be as follows:-

Category of Employees	Authority which may impose suspension	Appellate authority
(a) Class – I		
(A) Chief Engineers and General Superintendent	The Chairman	Board
(B) Officers of Class-I other than Chief Engineers and General Superintendent	The Chairman	Board
(b) Class – II		
(A) Under secretaries in BOSB & BOAB	The Chairman	Board
(B) Section officers in BOSB and AAOs in BOAB	The Secretary	The Chairman
(C) AEEs, Chemist, Stores Superintendent, Chief Head draughtsman, Personnel officer, Personal Assistant, Accounts Officer and AAOs	The Chief Engineer	The Chairman

(D) AEs / JEs	Immediate Superior in Class-I or II.	Next higher authority
(c) Class – III & IV employees	Immediate superior in Class-I or II.	Next higher authority.

(Page-13; Regulation no.12 of TNEB Discipline & Appeal Regulations, 1983)

Answer to Question no.5 (a)

Electricity Duty (E.Tax)

Electricity duty recovered from consumers and forwarded to the Government is neither a cost nor an income to the Board. It should thus be kept out of the Revenue Account altogether. The point of time the liability to pay Electricity duty to the Government arises would differ from State to State – it may arise either on assessment or on collection. In order to reflect the liability truly in either case, the amount of duty assessed but not collected from the consumers and the amount of duty collected from consumers and the amount of duty collected from consumers but not yet remitted to the Government shall be shown separately in the account.

(Page 139 ; Regulation no.2.129 of The Electricity (Supply) Annual Accounts Rules 1985)

Answer to Question no.5 (b)

Commissioning of Transmission lines and Substation; and capitalization of its expenditure:

On commissioning of a transmissions lines, all the assets which are put to use shall be capitalized and the total cost of such assets shall be capitalized and the total cost of such assets shall be transferred from capital work-in-progress accounts to Fixed asset accounts. All expenses incurred before commissioning of transmission lines and substations shall be included in the cost of assets.

Following costs incurred and revenue earned (from sale of power generated) at trial stage shall be treated as capital:

- (i) Full period of trial stage or the period of three months from the commencement of trial stage shall be capitalized.
- (ii) Trial stage costs incurred during this period.
- (iii) Revenue earned from the sale of power generated shall be treated as reduction in capital.

(Page 139 ; Regulation no.2.55, 2.56 of The Electricity (Supply) Annual Accounts Rules 1985)

Answer to Question no.5 (c)

Capital assets under – “Additions” and “Improvement” category:

Additions:

Additions may bring into existence a new asset or increase the physical size of an asset through expansion, extension, etc., All expenditure on additions shall be capitalized.

Improvements:

An expenditure having the effect of extending the useful life of an asset or increasing output or capacity or efficiency of an asset or decreasing operating costs of an asset is “improvement”. Expenditure on improvement may involve replacement of old (e.g. replacing a transformer by another transformer of higher capacity) or may not involve replacement of old (e.g. expenditure on acid resistance lining in a tank in water treatment plant). All expenditure on improvements shall be capitalized.

(Page 137 ; Regulation no.2.26, 2.27 of The Electricity (Supply) Annual Accounts Rules 1985)

Answer to Question no.5 (d)

Gain or Loss on Sale of Assets:

2.77. Gain or loss arising on sale of capital assets shall be treated as a revenue item, The gain shall, subject to paragraph 2.78, be credited to Revenue Account for the year in which the assets is sold and the loss on sale of a capital asset shall be debited to the Revenue Account for the year in which the asset is sold.

2.78 The gain on sale of assets shall be treated as a Revenue item only to the extent of total depreciation charged on the sold asset. Gain-if-any in excess of the accumulated depreciation charged by the Board on the sold asset shall be treated as capital gain and credited Capital Reserve.

2.79 For the purpose of computing gain or loss on sale of an asset also the contributions, grants and subsidies towards cost of any capital asset sold shall not be reduced from the cost of the asset sold.

(Page 143 ; Regulation no.2.77, 2.78, 2.79 of The Electricity (Supply) Annual Accounts Rules 1985)

Answer to Question no.6 (a)

Following deductions can be made from the Wages:-

Deductions from the wages of an employee can be made and they may be of the following kinds only, namely:-

- (a) Fines;
- (b) Deductions for absence from duty

- (c) Deductions for damage to, or loss of, goods expressly entrusted to the employee for custody, or for loss of money for which he is required to account, where such damage or loss is directly attributable to his neglect or default.
- (d) Deductions for house accommodation supplied by the Board or other authority set up under law for the time being in force or specified in this behalf by the Board.
- (e) Deductions for such amenities and services supplied by the Board as it may, by general or special order, authorize;
- (f) Deductions for recovery of advances or for adjustment of over-payments of wages;
- (g) Deductions of income tax payable by the employees;
- (h) Deductions required to be made by order of a court or other authority competent to make such order;
- (i) Deductions for subscriptions to, and for repayment of advances from any provident fund;
- (j) Deductions for payments to co-operative societies approved in this behalf by the Board or to a scheme of insurance maintained by the Indian Post office or by any Insurance Company approved in this behalf by the Board.
- (k) Deductions made with the written authorization of the employee in furtherance of any savings scheme approved by the Board for the purchase of securities of the Central or State Government.

(Page-2 ; Section 9-A of Service Regulations)

Answer to Question no.6 (b)

Under the following circumstance, an application of "Resignation from the service" from an employee will be considered:

- (a) A Board employee may resign his appointment by giving notice of not less than three months in writing direct to the appointing authority with a copy marked to his immediate superior officer. The period of three months notice shall be reckoned from the date of receipt of such notice by the appointing authority.
- (b) The Board employee may withdraw the notice of his resignation before its acceptance. Withdrawal of resignation will not be permitted after its acceptance by the appointing authority.
- (c) The appointing authority shall issue orders on the notice of resignation before the date of expiry of notice, either accepting the resignation from a date not later than the date of expiry of the notice or rejecting the same, giving the reasons therefor. If no such order is passed, the resignation shall be deemed to have been accepted on the expiry of the period of notice.
- (d) Notice of resignation given by the Board employee shall be accepted by the appointing authority, subject to the conditions:-
- (e)
 - (i) That no disciplinary proceeding is contemplated or pending against the Board employee concerned under sub-regulation (b) of Regulation 8 of Tamil Nadu Electricity Board Employees' (Disciplinary and Appeal) Regulation;

- (ii) That reports from the Directorate of Vigilance and Anti Corruption/Vigilance cell of TNEB have been obtained to the effect that no enquiry is contemplated or pending against the Board Employee concerned;
- (iii) That no dues are pending to be recovered by the Board from the Board Employee concerned;
- (iv) That there is no contractual obligation of any kind including contractual obligation to service the Board during the period in which the Board Employee concerned seeks to resign;
- (v) Notwithstanding anything contained in Clauses (i) and (ii) sub-regulation (d), where a Board Employee, under suspension or against whom disciplinary or criminal action or Vigilance enquiry is pending, seeks to resign, the appointing authority shall examine the nature and gravity of the case and may accept the resignation if the case is not such as would warrant rejection of the notice of resignation".

(Page-14 ; Section 16-A of Service Regulations)

Answer to Question no.7 (a)

The following shall be taken into consideration on countersigning a travelling allowance bill –

- (a) To scrutinize the necessity, frequency and duration of journeys and halts for which travelling allowance is claimed and to disallow the whole or any part of the travelling allowance claimed if he consider-
 - (i) That a journey was unnecessary or unduly protracted; or
 - (ii) That a halt was of excessive duration;
- (b) To scrutinize carefully the distance as well as the rates and the calculations entered in travelling allowance bills.
- (c) To satisfy himself that, where the actual cost of transporting personal effects, etc., is claimed as per T.A. regulations, the scale on which such effects etc., were transported was reasonable; and to disallow any claim which, in his opinion, does not fulfill that condition;
- (d) However, controlling officers have no discretion to restrict the travelling allowance for journeys on transfer to travelling allowance admissible for journey on tour.
- (e) In order to avoid the risk of payment of the gross amount, the Controlling officer while countersigning the travelling allowance bills containing recoveries of advances, etc., shall countersign the bills only for the net amount due.
- (f) To observe any further instructions which the Board may issue for guidance.

(Page-5 ; Regulation no.6 of T.A.Regulations)

Answer to Question no.7 (b)

Incidental Expenses:

An employee may for a journey on tour by air or railway or a regular public motor service from Headquarters/camp to places at a distance or 160 kms or more, draw for each of the day

of departure from headquarters and the day of departure from headquarters and the day of arrival back to headquarters, one half of daily allowance for which he is eligible at the rate applicable for stay in Guest House or by private arrangement. If the absence is less than 24 hours, he may draw one half of daily allowance only either for the day of departure from or for the day of arrival back at headquarters.

(Page-16 ; Regulation no.39 of Employees T.A. Regulations)

Answer to Question no.7 (c)

Lump-sum allowance:

An employee can draw a lump-sum allowance according to the following scale, to compensate the expenses on packing and loading of personal effect at one end and their unloading and unpacking at the other end as well as the unquantifiable expenses in consequence of transfer:-

(a) If personal effects are actually transported :

Grade of employees	Distance between the old and the new stations		
	8 Kms and less	Beyond 8 Kms but not exceeding 60 Kms.	Beyond 60 Kms.
I	Nil	Rs.300	Rs.500
II	Nil	Rs.225	Rs.400
III	Nil	Rs.150	Rs.275
IV	Nil	Rs.75	Rs.150

This allowance is admissible only if the personal effects are actually transported and a claim for the transfer of personal effects is included in the bill. Otherwise, the transfer grant shall be regulated as under clause (b).

(b) If personal effects are not actually transported, one half of the allowance admissible under clause (b).

For Journey on transfer outside the State, the rates of lumpsum shall be doubled.

(Page-32; Regulation no.57(viii) of T.A Regulations)

Answer to Question no.7 (d)**Honoraria :**

The Board may grant an employee an honorarium as remuneration for work performed for the Board which is occasional or intermittent in character and either so laborious or of such special merit as to justify a special reward, if it be satisfied that this can be done without detriment to his official duties or responsibilities. Sanction to the grant of honoraria will be given only when the work has been undertaken with the prior consent of the Board and the amount has been settled in advance. In special cases, a departure from this provision may be made for reasons to be recorded in writing..

(Page-46 ; Regulation no.52(b) of Employees T.A. Regulations)

(Page-32; Regulation no.57(viii) of T.A Regulations)

Answer to Question no.8 (a)

- (1) No employee shall be a member of or be otherwise associated with, any political party or any organization which takes part in politics nor shall he take part in or subscribe in aid of or assist in any other manner any political movement or activity.
- (2) It shall be the duty of every employee to endeavour to prevent any member of his family taking part in, subscribing in aid of, or assisting in any other manner any movement or activity which is, or tends directly or indirectly to be, subversive of the Government as by law established, any where an employee is unable to prevent a member of his family from taking part in, or subscribing in aid of, or assisting in any other manner, any such movement or activity, he shall make a report to that effect to the Board or to the officer to whom he is subordinate.
- (3) If any question arises whether any movement or activity falls within the scope of this regulation, the decision of the Board thereon shall be final.
- (4) No employee shall canvass or otherwise interfere or use his influence in connection with, or take part in an election to any legislature or local authority.

Provided that –

- (i) An employee qualified to vote at such election may exercise his right to vote but where he does so, he shall give no indication of the manner in which he proposes to vote or has voted;
 - (ii) An employee shall not be deemed to have contravened the provisions of this regulation by reason only that he assists in the conduct of an election in the due performance of a duty imposed on him by or under any law for the time being in force.
- (5) Seditious propaganda or the expression of disloyal sentiments by an employee shall be regarded as sufficient ground for dispensing with his services. In the case of such conduct by a pensioner, the Board reserves to itself the right of withholding or withdrawing a pension or any part of it.

- (6) An employee proposing or seconding the nomination of a candidate at an election or acting as a polling agent shall be deemed to have committed a breach of this regulation.
- (7) This regulation shall apply to the part-time employees also of the Board other than the Legal Adviser to the Board.

(Page-22, Regulation 20 of Conduct regulations)

Answer to Question no.8 (b)

“தீய நடத்தைக்கான தண்டனை”

- (1) தீய நடத்தை புரிந்த குற்றவாளியெனக் கருதப்படும் பணியாளருக்கு வழங்கப்படக் கூடிய தண்டனைகள் கீழே தரப்பட்டுள்ளன.
- கண்டனக் குறிப்பு “(சென்கூர்)” அளித்தல்
 - 1936-ஆம் ஆண்டு ஊதிய சட்டத்தில் உள்ள விதிகளுக்கு ஏற்பவும், அவ்வப்பொழுது வெளியிடப்படும் திருத்தங்களுக்கு ஏற்பவும், அபராதம் விதித்தல்.
 - ஊதிய உயர்வை பின் விளைவு தொடரும் முறையில் அல்லது தொடரா முறையில் நிறுத்தல்.

விளக்கம் :

ஊதிய உயர்வு நிறுத்தத்தைப் பொறுத்தவரை, அதைச் செயல்படுத்த முடியவில்லையென்றால், தொடரும் முறை நிறுத்தமானால் நிறுத்தி வைக்கப்படவேண்டுமென்ப பிறப்பிக்கப்பட்டுள்ள ஊதிய உயர்வுக்கு நிகரான தொகையையும், தொடராமுறை நிறுத்தமானால் நிறுத்தி வைக்கப்பட வேண்டுமென்ப பிறப்பிக்கப்பட்டுள்ள ஊதிய உயர்வுக்கு நிகரான மூன்று மடங்கு தொகையையும் நிறுத்துவதற்கு உத்திரவு பிறப்பிக்கலாம்.

- (4) குவனக்குறைவாலோ அல்லது வாரிய ஆணையை மீறியதாலோ வாரியத்திற்கு ஏற்படுத்திய பொருள் இழப்பை உரிய ஊழியரின் மாதாந்திரச் சம்பளத்தில் அல்லது ஊதியத்தில் இருந்து முழுமையாகவோ அல்லது ஒரு பகுதியாகவோ பிடித்தம் செய்தல்.
- (5) ஒரு குறிப்பிட்ட காலத்திற்கு ஊதிய விகிதத்தில் குறைப்பு செய்தல்.

விளக்கம் :

ஊதிய விகிதத்தில் குறைப்பு செய்ய வேண்டுமென்ப பிறப்பிக்கப்பட்ட உத்திரவைச் செயல்படுத்த முடியாதபோது குறைப்பு செய்யவேண்டும் என்று பிறப்பிக்கப்பட்டுள்ளதற்கு ஈடான தொகையைப் பணியாளரின் சம்பளம் அல்லது ஊதியத்திலிருந்து பிடித்தம் செய்யலாம்.

(6) கீழுள்ள பதவிக்கு அல்லது கீழுள்ள நிலைக்கு இறக்கம் செய்தல்

குறிப்பு :

வாரியத்தில் முதலில் பணிக்குத் தேர்ந்து நியமிக்கப்பட்ட பதவியை விடக் கீழுள்ள பதவிக்கு எந்த ஒரு பணியாளரும் பதவி இறக்கம் செய்யப்படமாட்டார்.

(7) ஏற்கனவே தற்காலிகப் பதவி விலக்கத்தில் இருப்பவர்களுக்கு 30 நாட்களுக்கு மிகாமல் தற்காலிகப் பதவி விலக்கம் அளித்தல்.

(8) கட்டாய ஓய்வளித்தல்

(9) பணியிலிருந்து விலக்கல்.

(10) பணியிலிருந்து நீக்கல்.

குறிப்பு:

ஒழுங்கு நடவடிக்கையின் காரணமாகப் பணி நீக்கம்/பணி விலக்கம் செய்யப்படும் பணியாளர், முன்னறிவிப்போ அல்லது முன்னறிவிப்பிற்குப் பதிலாக இழப்பீடு தொகையோ பெறத் தகுதியில்லாதவர் ஆவார்.

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