## **APPENDIX-D**

Sr. No	Designation	Nature of Penalty	Authority empowered impose penalities	Appointing Authority
1	2	3	4	5
1	All Group D Posts (Shown in Appendix)	<ul> <li>Minor Penalty</li> <li>i) censure: <ul> <li>ii) Withholding of his promotion:</li> <li>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;</li> <li>iv) Withholding increment of pay without cumulative effect;</li> </ul> </li> <li>Major Penalty <ul> <li>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.</li> </ul></li></ul>	4 Vice Chancellor	5 Vice Chancellor
		vi) reduction to a lower time scale of pay, grade post or service which shall ordinarily be a bar to the promotion of the		

<ul> <li>the time-scale of pay, grade post or service from which he was reduced with or without futher directions 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 grade, post or service (vii) compulsory retirement.</li> <li>(viii) removal from service which shall not be a disqualification for future employment under the Government.</li> <li>Explanation. The following shall not amount to a penalty within the meaning of this rule, namely-</li> <li>(i) 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.</li> <li>(ii) Stoppage of a Government employee at the efficiency bar in the time-scale of pay on the</li> </ul>		
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	(iii) Non promotion of a	
	Goverment 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.	
	(iv) reversion of a	
	Goverment 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	
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	unconnected with his	
	conduct; or	
	(v) reversion of a Goverment	
	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;	
	(vi) compulsory retirement of	
	a Government employee in	
	provisions relating to his	
	superannuation or	
	retirement;	
	(vii) Termination of the	
	service-	
	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. 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.	
c) of a Government employee under an agreement ,in accordance with the terms of such agreement.	

Vice Chancellor