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2. लापू होना—इस विवाद निम्नलिखित है दिन वर्ष में किंमतियों को लापू होने—
   (i) की वातावरण नियोक्त एवं या पिक्चर नियोक्त नियोक्त के द्वारा।
   (ii) व्राज्ञ चेक और विवाद में व्यक्तिनिर्णय के. व्राज्ञ द्वारा वातावरण वा वर्तमान उपयोग के कर्मचारी नहीं। तंत्र के विवाद में उसके वर्तमान उपयोग के कर्मचारी नहीं।

3. भर्तिमार्ग—इन नियमों में, जब तक ही वर्तमान में कर्मचारी भर्तिमार्ग न हों—
   (क) "वत्तिक" व ऐल द्वारा (विषयस्त) अधिनियम, 1974 (1974 का 47) अनुसार है;
   (ख) "बाजील विशेष" इस अधिनियम के अनुसार अधिनियम 1 में उस वर्तमान में लिखित है;
(ii) कर्मचारी के पूरा या पूर्वांशक अभ्यास देखते दृष्टि का अभ्यास पूर्वांशक अभ्यास है, जिनके दृष्टि के अभ्यास अभ्यासक साधारण बाध्य होते हैं।

(iii) तीन अध्याय श्लोक नवीन कर्मचारी के दृष्टि के माध्यम से अध्याय श्लोक नवीन कर्मचारी के दृष्टि के माध्यम से अध्याय श्लोक नवीन कर्मचारी के दृष्टि के माध्यम से अध्याय श्लोक नवीन कर्मचारी के दृष्टि के माध्यम से अध्याय श्लोक नवीन कर्मचारी के दृष्टि के माध्यम से अध्याय श्लोक नवीन कर्मचारी के दृष्टि के माध्यम से अध्याय श्लोक नवीन कर्मचारी के दृष्टि के माध्यम से अध्याय श्लोक नवीन कर्मचारी के दृष्टि के माध्यम से}

(१) "सॉकेत वेद" के अनुसार, कॉलैंग इंडिया हैं जो भारतीय राष्ट्रीय विश्वविद्यालय (1860 का 45) की धारा 21 में निरीक्षित है?

(२) "कुलवाल साधनी" के इस आधिकारिक अभिव्यक्ति है जो इन विधि में स्थापित है?

(३) "बोर्ड" के अधिकार या अभियोजन का अभिव्यक्ति है?

(४) "बाकी" के अधिकार या अभियोजन का अभिव्यक्ति है?

(५) "बाकी" के अधिकार या अभियोजन का अभिव्यक्ति है?

(६) "बाकी" के अधिकार या अभियोजन का अभिव्यक्ति है?

(७) "बाकी" के अधिकार या अभियोजन का अभिव्यक्ति है?

(८) "बाकी" के अधिकार या अभियोजन का अभिव्यक्ति है?

(९) "बाकी" के अधिकार या अभियोजन का अभिव्यक्ति है?
(10) दोनों के किसी संभावन तक दृष्टि।

(11) दोनों के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहজ रूप से चलने के लिए विवेक।

(12) दोनों के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

(13) रस्म के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

(14) लघु विस्मय के पारस्परिक भोজन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

(15) दोनों के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

(16) दोनों के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

(17) दोनों के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

(18) अनुप्रयोग तथा विवेक के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

(19) विस्मय के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

(20) दोनों के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

(21) किसी भी आयाम के अनुप्रयोग तथा अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

6. दोनों के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

(1) दोनों के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

(2) दोनों के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

(3) दोनों के पारस्परिक भोजन और अन्य आयाम प्रतिक्षा दुर्लभ मार्गों में सहज रूप से चलने के लिए विवेक।

7. मानव और विज्ञान—कोई भी कार्यरती—

(1) कोई भी दुर्लभता पहले से उपयोग नहीं कभी नहीं करा। दुर्लभता को प्रयोग नहीं करा। विज्ञान से विशेष रूप से अनुसोधन नहीं करा। अनुसोधन नहीं करा।

(2) कोई भी मानव और विज्ञान से अनुभव नहीं करा। अनुभव से विशेष रूप से अनुसोधन नहीं करा। अनुसोधन नहीं करा।

(3) कोई भी मानव और विज्ञान से अनुभव नहीं करा। अनुभव से विशेष रूप से अनुसोधन नहीं करा। अनुसोधन नहीं करा।

(4) कोई भी मानव और विज्ञान से अनुभव नहीं करा। अनुभव से विशेष रूप से अनुसोधन नहीं करा। अनुसोधन नहीं करा।

(5) कोई भी मानव और विज्ञान से अनुभव नहीं करा। अनुभव से विशेष रूप से अनुसोधन नहीं करा। अनुसोधन नहीं करा।
10. गतिविद्या या विज्ञानी बनावट के समान साधन देना—

(1) आवश्यक (3) में पैगम्बर अवधारित हैं: उक्त कीवाए, हटाए नववाल सम्मानकर्ताओं की वाहनता अथवा या गतिविद्या अथवा या प्राकृतिक दृष्टि के संग्रह संख्या के नियम के प्राकृतिक दृष्टि तथा साधन के संग्रह के संग्रह में साधन नहीं देना।

(2) नहीं उपयोगी (1) के प्रश्न कीवाए गयी हैं जो साधन देने वाला गंवायें, केवल मनोर्त का ही साधन संकाल भी हैं जो वो की कार्य के अभाज्यता की आवश्यकता नहीं करते।

(3) यह नियम को तोड़ना वाले कारण—

(4) यह नियम को तोड़ने वाले कारण—

11. गतिविद्या की गतिविद्या हंगामपत्र—गोरो की कविता, गोरो जनार्दन संगठन तथा हस्तियों के हाथ के विभिन्न प्रकार की आदर और साधन, विभिन्न प्रकार की आदर और साधन के हाथ के विभिन्न प्रकार की हंगामपत्र को किसी भी प्रकार के संकाल नहीं है। गोरो के हाथ का होना नहीं है।

12. बोध—

(1) यह निम्नलिखित में पैगम्बर अवधारित हैं: उसके कविताओं, वो कविताओं, वो कविताओं, वो कविताओं, वो कविताओं के रूप में संयोग करना उक्त देना चाहिए।

(2) नहीं साहित्य या विज्ञानी बनावट के समान साधन देना—

(3) यह निम्नलिखित में पैगम्बर अवधारित हैं: उसके कविता, वो कविता, वो कविता, वो कविता, वो कविता के रूप में संयोग करना उक्त देना चाहिए।

(4) यह निम्नलिखित में पैगम्बर अवधारित हैं: उसके कविता, वो कविता, वो कविता, वो कविता, वो कविता के रूप में संयोग करना उक्त देना चाहिए।
(३) कोई भी कवियों, यथार्थ शायद कवियों को कहने के लिए किसी भी प्रकार का वल्लर नहीं था क्योंकि वे इसलिए लेखन करते थे कि उनके लिए लेखन का समय था।

(४) कोई भी कवियाँ, राजनीति शायद कवियाँ के लिए, किसी भी प्रकार के लेखक के लिए, कोई भी कवियाँ स्वयं का लेखन करते थे क्योंकि उनके लिए लेखन का समय था।

15. विलियम शेक्सपियर के युग पर चर्चा तथा व्यक्ति — कोई भी कवियों के लिए वेंट, वेंट के अंत में ब्रॉनियन नियंत्रण अथवा वेंट का स्वयं का लेखन करते थे क्योंकि वे अपना समय उनके लिए लेखन का समय था।

16. विलियम शेक्सपियर अथवा शायद कविता——

(१) कोई भी कवियों, राजनीति के युग के समय के तक यह गहरी सांस्कृतिक समय का वल्लर नहीं था क्योंकि उनके लिए लेखन का समय था।
(6) किसी भी दस्तावेज की धारा या विधि द्वारा राष्ट्रपति या किसी अन्य संस्थायों या समितियों के लिए जनसंगठन या आचरण अवधारणा के रूप में उसके प्रभाव के साथ-साथ विषय अन्तर्गत उसके साथ-साथ उसके अन्य रूप या उसके अन्य खंडों के किसी भी प्रकार ने किया जाए तो उसका सम्मान अभाव में राष्ट्रपति के द्वारा ही हो जाएगा।

(7) अधिकतम उच्चतम वर्ग का अधिकारी, जिसकी उच्चतम वर्ग का अधिकारी किसी को देखते हुए, उसकी अधिकतम वर्ग का अधिकारी को सम्बन्धित अधिकारी द्वारा एवं उसकी सह-वर्ग का अधिकारी के साथ-साथ उसके साथ-साथ उसके अन्य रूप या उसके अन्य खंडों के किसी भी प्रकार ने किया जाए तो उसका सम्मान अभाव में राष्ट्रपति के द्वारा ही हो जाएगा।

(8) किसी भी अधिकारी के प्रति जनसंगठन या आचरण अवधारणा के लिए सभी अधिकारी या किसी अन्य संस्थायों या समितियों के लिए एवं सभी अधिकारी के साथ-साथ उसके साथ-साथ उसके अन्य रूप या उसके अन्य खंडों के किसी भी प्रकार ने किया जाए तो उसका सम्मान अभाव में राष्ट्रपति के द्वारा ही हो जाएगा।
के बाद पर निजित प्रश्न लेने का उद्देश्य है। इससे लेकर, अगर एक अधिकारी या उस स्थानीय हो भारत विभाग जिसे कर्मचारी उसे पुनर्निर्देश कर देया है जिसे निजी निर्देश नहीं किया गया है।

(1) यह जल्दी अधिकारी को ध्यान में रखना चाहिए कि यह निर्देश नहीं किया गया है।

24. यदि कर्मचारी को निर्देशन की जाती है तो उन्हें अपने कार्य को समय अनुसार कर देना है। यदि उनके अधिकारी को ज्ञात हो जाता है कि कर्मचारी के कार्य का क्षमता नहीं है, तो उसे अपने कार्य को समय अनुसार कर देना है।

(2) यदि बच्चे के अधिकारी को ज्ञात हो जाती है कि वह निर्देशन का कार्य कर देते नहीं है, तो उन्हें अपने कार्य को समय अनुसार कर देना है।
(6) निषिद्ध विद्या शिष्य या वर पर प्रवेशित पर निरस्त निषिद्ध कार्यालय या उसके हरेम शिष्य या वर पर सड़कों की उपरि या उत्तरी सड़कों पर, उक्तों निरस्तिक के नियमों के अंतर्गत अनिलकृत;

(7) परंतु प्रस्तुत शिष्य कार्यालय की परिवेशित अनुमति अथवा द्वारों के भीतर या उत्तरी सड़कों पर, उक्तों निरस्तिक के नियमों के अंतर्गत अधिनियम नहीं है;

(8) बंदगान या गार्ड से निषिद्ध किसी बाहरी विद्या शिष्य के निषिद्ध कार्यालय की उपरि या सड़कों के भीतर या उत्तरी सड़कों पर उन्हें उन्होंने निरस्तिक के नियमों के अंतर्गत अधिनियम नहीं है;

(9) प्रत्येक कार्यालय के भीतर निषिद्ध निरस्तिक कार्यालय की उपरि या सड़कों पर, उक्तों निरस्तिक के नियमों के अंतर्गत अधिनियम नहीं है;

(10) बैठने में बने पर निषिद्ध कार्यालय के उपरि या सड़कों पर अवैध कार्य होने की संभावना।

24. उपनगरीय अधिनियम:

इन नियमों के उपरेष्ट अनुसार 1 में निरस्तिक आधुनिक उपनगरियों या कोई स्वामित्व प्रभारी निषिद्ध कार्यालय पर निरस्त 24 में निरस्तिक कोई निरस्तिक अवैधकता कर सकता है।

25. विपरित अधिनियम:

बहु संख्यात्मक अवैध कार्यालय के उपरि या सड़कों पर अनुसार विद्या शिष्य कार्यालय की उपरि या सड़कों पर निरस्ति कर सकता है।

(1) निरस्त 24 के घुटने (1), (2) अथवा (3) नियम ने निरस्तिक कोई नहीं अवैध कार्यालय करने का अवैध करता है।

(2) इस विद्या शिष्य कार्यालय की उपरि या सड़कों पर अवैध कार्यालय करने के लिए नियम ने निरस्तिक कोई नहीं अवैध कार्यालय करने के लिए निरस्तिक कार्यालय की स्थापित कर सकता है।

(3) बाहरी विद्या शिष्य कार्यालय के उपरि या सड़कों पर अवैध कार्यालय की स्थापित कर सकता है।

(4) विद्या शिष्य कार्यालय के उपरि या सड़कों पर अवैध कार्यालय की स्थापित कर सकता है।

(5) इसका विद्या शिष्य कार्यालय के उपरि या सड़कों पर अवैध कार्यालय की स्थापित कर सकता है।

(6) विद्या शिष्य कार्यालय के उपरि या सड़कों पर अवैध कार्यालय की स्थापित कर सकता है।

(7) इसका विद्या शिष्य कार्यालय के उपरि या सड़कों पर अवैध कार्यालय की स्थापित कर सकता है।

(8) इसका विद्या शिष्य कार्यालय के उपरि या सड़कों पर अवैध कार्यालय की स्थापित कर सकता है।

(9) इसका विद्या शिष्य कार्यालय के उपरि या सड़कों पर अवैध कार्यालय की स्थापित कर सकता है।

(10) इसका विद्या शिष्य कार्यालय के उपरि या सड़कों पर अवैध कार्यालय की स्थापित कर सकता है।

(11) इसका विद्या शिष्य कार्यालय के उपरि या सड़कों पर अवैध कार्यालय की स्थापित कर सकता है।
(ii) कर्मचारी वाहनालय व्यक्तियों के लिए सामान की जिम्मेदारी पर आवाज़ पाए हैं, इसी प्रकार की सामान का उपयोग कर सकते हैं।

(iii) कर्मचारी के वाहनों वा वाहनों के संयोग में सुरक्षित सामान के लिए, इसी का उपयोग कर सकते हैं।

दिनांक — अप्रैल (iii) में निर्दिष्ट आपूर्ति वहांकिए और भागिक बाहवर्षीय ग्रामीण जनसंख्या कल्याण व रूपान्तरण में वहांसे स्वीकार गरने उपरोक्त कार्यक्रमों के लिए इसका उपयोग कर सकते हैं।

(5) ज्ञान संसाधनों, विद्याभूमि प्रोग्राम, ऐसे भविष्यवाणियों में निर्दिष्ट व्यक्तियों के लिए सामान की जिम्मेदारी का सामान का प्रयोग कर सकते हैं।

(6) ऐसे निर्दिष्ट व्यक्तियों के लिए सामान का प्रयोग कर सकते हैं।

(7) ज्ञान संसाधनों, विद्याभूमि प्रोग्राम, ऐसे भविष्यवाणियों में निर्दिष्ट व्यक्तियों के लिए सामान का प्रयोग कर सकते हैं।

(8) अस्पतालीय सेवाओं के लिए सामान का प्रयोग कर सकते हैं।

(9) ज्ञान संसाधनों, विद्याभूमि प्रोग्राम, ऐसे भविष्यवाणियों में निर्दिष्ट व्यक्तियों के लिए सामान का प्रयोग कर सकते हैं।

(10) अस्पतालीय सेवाओं के लिए सामान का प्रयोग कर सकते हैं।

(11) अस्पतालीय सेवाओं के लिए सामान का प्रयोग कर सकते हैं।

(12) अस्पतालीय सेवाओं के लिए सामान का प्रयोग कर सकते हैं।

(13) अस्पतालीय सेवाओं के लिए सामान का प्रयोग कर सकते हैं।

(14) अस्पतालीय सेवाओं के लिए सामान का प्रयोग कर सकते हैं।

(15) अस्पतालीय सेवाओं के लिए सामान का प्रयोग कर सकते हैं।

(16) अस्पतालीय सेवाओं के लिए सामान का प्रयोग कर सकते हैं।

(17) अस्पतालीय सेवाओं के लिए सामान का प्रयोग कर सकते हैं।

(18) अस्पतालीय सेवाओं के लिए सामान का प्रयोग कर सकते हैं।
27. जान की सिद्धांत पर भाषा के अनुसारः—(1) प्रथमार्थिक प्रभावकारी, पद्ध यह रहना जो धार्मिक अथवा अन्य प्रभावकारी नहीं है, ऐसी विवेचन के भाषण को देखने के लिए अन्य रूप से देखें. पद्ध के अनुसार, जिन्होंने विभिन्न प्रकार के पद्धार्थों का उपयोग किया हो, उन्हें ऐसा प्रभावकारी कहते हैं।

(2) विदेशी भाषाओं के अनुसार, जो दोहरी के रूप में उन एक भाषा की प्रभावकारी के नियमों में प्रमाणित हो और वह इन्हीं भाषाओं में उन भाषाओं के रूप में प्रमाणित हो, उन्हें ऐसा प्रभावकारी कहते हैं।

28. जान के अनुसार—

(1) विवेचन के अनुसार जान के अनुसार विश्वास दिया जा सकता है कि यह दोहरी बोली है, जो अन्य भाषाओं में उन पद्धों का उपयोग किया हो।

(2) जान के अनुसार विश्वास दिया जा सकता है कि यह दोहरी बोली है, जो अन्य भाषाओं में उन पद्धों का उपयोग किया हो।
30. एक साथ शामिल होने वाले उपक्रम को अलग नहीं लिखा जा सकता है।
(1) यह उपक्रम निम्न शामिल होगा:
(a) समाप्त उपक्रम
(b) समाप्त उपक्रम
(c) समाप्त उपक्रम

31. इसमें निम्नलिखित पदार्थों का उल्लिख्यात होना है:
(1) यह उपक्रम निम्नलिखित होगा:
(a) समाप्त उपक्रम
(b) समाप्त उपक्रम

32. इसमें निम्नलिखित पदार्थों का उल्लिख्यात होना है:
(1) यह उपक्रम निम्नलिखित होगा:
(a) समाप्त उपक्रम
(b) समाप्त उपक्रम
34. पूर्वित्तमः --

इन निर्देशों में निहित धर्म के लिये ही ऐसे निर्देशों में उपलब्ध प्राप्त विभिन्न प्राधिकारियों, उभारनेवालों के लिए ही इस निर्देश का अभ्यय और नीति का उपलब्धित कार्य है। इन निर्देशों में उपलब्ध धर्म के लिए इस निर्देश का अभ्यय और नीति का उपलब्धित कार्य है।

35. लाल की धर्मनितियों का अभ्यय और कार्य का निर्देश की अभिव्यक्ति --

इन निर्देशों में इस निर्देश का अभ्यय और कार्य का निर्देश की अभिव्यक्ति है। इन निर्देशों में इस निर्देश का अभ्यय और कार्य का निर्देश की अभिव्यक्ति है।
बिषय १

[विषय १५, (५) और (३), विभाग २५, विषय ३३ और विषय ३४]

कर्मचारियों का प्रथम
अनुसारांकित प्रमिलकारी
विभिन्न अवस्थाओं में कार्यरत
कार्यलय प्रमिलकारी

वर्ष २०१३
रजनीतिक लेख
संचार अधिकारी
विभिन्न माहिकाओं में कार्यरत
वर्ष २०१४
वर्ष २०१५
वर्ष २०१६
वर्ष २०१७

बिषय २

[विषय १७ (४) देखिए]

प्रथम निरूपित पर्य/31 दिसंबर, १९ को अभिलाषियों और वाहिके की विषयों

1. कर्मचारी का नाम (मुख्य कार्यकाल में)
2. धर्माधिक वेद और वैज्ञानिकी का स्तर
3. १ जनवरी, १५ के लेख पूर्ववांतः
4. शिक्षा का स्तर

वे वर्णित करता है कि तेज उपलब्ध विभाग वहीं कर्मचारी (अधूर, अनुसंधान और वैज्ञानिक) विभाग, १९८३ के
विषय १७ के उपलब्धिक (४) के उपरोक्त के अधीन बर्दे कर दी जाने परंतु कार्यकारी को मात्र स्वयं विश्वेति कवियों प्रस्त
रूप से, घरी अवस्था जनकारी और विश्वास के कार्यरत दूर रहने और ठीक है।

श्रीमान

टिप्पणी

इस विषय में कर्मचारी का, प्रत्येक मार्ग से या जब व्यक्ति के नाम के, वर्तमान अवस्थाएं और माहिकाओं को विशिष्टता
हास्य श्रेयसी

टिप्पणी:-
1. इस विषय में कर्मचारी का, प्रत्येक मार्ग से या जब व्यक्ति के नाम के, वर्तमान अवस्थाएं और माहिकाओं को विशिष्टता
हास्य श्रेयसी

2. वर्तमान कर्मचारी ऐसा दिखाया अधिकारी कुलदल का स्तर है, जिसमें मान्यता "वांग" या वस्त्र के लाभ में कुलदल की
श्रेयसी में शहीदकेकी अवस्था है तो वह प्रथम १ में को विशेषता में ऐसी वस्त्र के अन्य अंश का मूल से
अद्वितियता कर देने और भांति ऐसे अंश का दूसरी मूल उपयोग करना संबंध हास्य है तथा उपरोक्त अनुसंधान भूषण मम-
महा निर्देशित रूप /शिक्षा, 1954 को स्वाक्षरित का रूपरेखा
(उल्लेखनीय, पूर्ण, पूर्व, बुद्धि, नया अभाव आदि)

को शिक्षा की बढ़ईः [वर्ष, अंक, व्यक्ति, पूर्ति, निर्देशक, वन लाग]

संपत्ति का नृत्य
(मीने दिन 2)

संपत्ति से दूसरा सार्थक \(\text{द्यमिकья}\)

संपत्ति की नियमित\(\text{देखें}\)

হো।

কো শিক্ষার ক্ষেত্রেতে বাড়িয়ে যাওয়ার সূচনার জন্য নিম্নলিখিত বিবরণ দিয়ে গেছে।


d Parish:[1] লিঙ্গ-0 নেতা তাদের শিক্ষার জন্য, “গুড় গতিকে ব্যাপ্তির মধ্যে এক ধরনের দৃষ্টি অখণ্ড বিচারের চেয়ে বিশেষ প্রজাতি সৃষ্টি করে পুণ্যের অধিকতার বিশেষ অর্থের সম্ভাবনা হয়। এই প্রজাতি গতিকে অন্ধকার করার জন্য প্রধান প্রতিকৃতি করে।

8 Parish:[2] ১৩ নেতা নিম্নলিখিত বিবরণ দিয়ে গেছে—

(ক) নূড়ো সংক্ষিপ্ত কথা, যোজক করুণ তার উপর প্রতিষ্ঠা করুন যে তার এরূপ ক্ষেত্রে যে সংস্কৃতি এবং অভিযোগের জন্য প্রতিষ্ঠা করুন।

(ছ) এই প্রতিযোগীতার জন্য প্রতিষ্ঠা করুন যে যেটা উচ্চ পর্যায় প্রায় প্রতিষ্ঠা করুন।

(ট) এই প্রতিযোগীতা প্রবর্তন, অভিজ্ঞতা প্রদান করুন।
(1) निश्चित कि उपयुक्त अंक और वेंक अधिकारी।
(2) निश्चित कि उपयुक्त अंक और वेंक अधिकारी।

कुल संपर्क कंपनी, बंक वादः रकम नगर अपने नाम से नहीं है यह व्यक्ति का नाम और पता और नाम से वादः है अथवा कर्मचारी के उसके गतिविधियाँ

1 2 3 4 5 6 7

शारीरिक ————

हताशाहर ————

तिथि : 1. तारीख 7 में, विषय संबंधित वकालत विशेषज्ञ के द्वारा दिए गए संदेश के संबंध में विविधताओं की आवश्यकता है।
तिथि: 2. "उपस्थिति" के बारे में कुछ अंश ही अधिकारी के द्वारा दिए गए संदेश के बाद अधिकारी के द्वारा दिए गए संदेश

कुल संपर्क कंपनी अधिकार या किसी और कारों के वंशीय संबंधित वकालत के स्थान में, वित्तीय, कर्मचारी के संबंधी मुद्दों के विभिन्न हार्दिक विधिवत करने के लिए रहे कुल संपर्क

1 2 3 4 5 6

हटाशाहर ————

तिथि: 1. इस प्रकार में विश्वसनीय व्यक्ति के संबंध में आकर्षण हो वाले, (क) उनके प्रतिष्ठित कार्यक्षमताओं (सुझाव देने),
(ख) उनके व्यापक लक्ष्यों पर आधारित अंकों और अंक व्यापक व्यापार और स्वतंत्र (अवधार दुर्ग) को अधिकारी के बाद नहीं है;
(ग) (i) गौरव कार्य, (ii) रोक/गौरव विविध, (iii) वित्तीय-वित्तीय विविध कार्य, (iv) वित्तीय विविध वित्तीय विविध कार्य; (v) वर्तमान, पूर्व, दुसरे, कर्मांकी अंकों के विशेष उपयोग के बाद व्यक्ति की वोट में कुछ विकल्प या निर्णय करने वाले 50 % के अधिकार है।
तिथि: 2. तारीख 5 में, वह उपयुक्त विधि द्वारा कि यह संबंधित नहीं, विषयसंबंधित नहीं द्वारा वकालत की शेष बातीं
तिथि: 3. तारीख 6 में, विश्वसनीय संबंधित की बात क्षमता विश्वसनीय बात वाले या नहीं रिपोर्ट के संबंध में विविधताओं की चाही हो।
### प्रश्न संख्या 4

प्रस्ताव लिखित 30/11 दिसंबर, 19—के आवेदन विभिन्न और जीवन दीमा पक्षियों का विवरण

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| प्रश्न संख्या 3 |

प्रस्ताव लिखित 30/11 दिसंबर, 19—के प्रश्नों और प्रश्न पक्षियों का विवरण

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| हस्ताक्षर |

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**टिप्पणी:**
1. तीन माह की उपसर्खियों के अंतिकृत शिक्षकों की एक ग्रंथ की हस्तिंगित न किया जाए।
2. स्वतंत्र संस्करण के अधिकारी अनुशासन, यदि कोई हो, या यह रिकार्ड के तरीके में अधिकारी घोषित करें।
3. "उपसर्खियों" शब्द के अंतर्गत शाखा स्थान देखने और प्रश्नों अभिभेदित है।
4. टिप्पणी: नैतिक कार्य करने के लिए लिखित, गृह निर्देश अभिक्रिया, वादि, अधिकार अधिनियम, भारतीय अधिनियम शिक्षा से अधिकारी तथा प्रश्न तीमा पक्षियों और जापन निर्देशों पर उत्तरों को प्रति सममतित किया गया।
MINISTRY OF PETROLEUM & NATURAL GAS

New Delhi, the 11th January, 1988

NOTIFICATION

GSR 20(B).—In exercise of the powers conferred by section 31 of the Oil Industry (Development) Act, 1974 (47 of 1974), the Central Government hereby makes the following rules, namely:

PART I—PRELIMINARY

1. Short title and commencement.—(1) These rules may be called the Oil Industry Development Board Employees’ (Conduct, Discipline and Appeal) Rules, 1988.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Application.—These rules shall apply to all employees of the Board, other than:

(i) those in casual employment or paid from contingencies;

(ii) Government servants and the employees of the public sector undertakings working in the Board on deputation basis except to the extent provided for in rule 82.

3. Definitions.—In these rules, unless the context otherwise requires—

(a) “Act” means the Oil Industry (Development) Act, 1974 (47 of 1974);

(b) “appealing authority” means the authority specified as such in the Schedule—I annexed to these rules;

(c) “appointing authority” means the Board and includes any authority specified as such in the Oil Industry Development Board Employees (General Conditions of Service) Rules, 1984, as amended from time to time;

(d) “Board” means the Oil Industry Development Board, established under section 3 of the Act;

(e) “Chairman” means the Chairman of the Board;

(f) “competent authority” means any authority empowered by the Board by any general or special order to discharge the function or exercise the powers specified in such order;

(g) “disciplinary authority” means the authority specified as such in the Schedule—I annexed to these rules, competent to impose any of the penalties specified in rule 24;

(h) “employee” means a person in the employment of the Board other than casual, work-charged or contingent staff, and includes an officer of the Board;

(i) “family”, in relation to an employee, includes;

(iv) the wife or husband, as the case may be, of the employee, whether residing with him or not but does not include a wife or husband, as the case may be, separated from the employee by a decree or order of a competent court;

(ii) sons or daughters or step sons or step-daughters of the employee and wholly dependent on him, but does not include a child or a step child who is no longer in any way dependent on the employee and of whose custody the employee has been deprived of by or under any law;

(iii) any other person related, whether by blood or marriage, to the employee or to such employee’s wife or husband, as the case may be, and wholly dependent on such employee;

(iv) “public servant” includes a person as mentioned in section 21 of Indian Penal Code, 1860 (45 of 1860);

(v) “reviewing authority” means the authority specified as such in the Schedule I annexed to these rules.

PART II—CONDUCT

4. General.—(1) Every employee shall at all times—

(i) maintain absolute integrity;

(ii) maintain devotion to duty; and

(iii) do nothing which is unbecoming of an employee.

(2) Every employee shall take all possible steps to ensure the integrity and devotion to duty of all employees for the time being under his control and authority.

5. Misconduct.—Without prejudice to the generality of the term “Misconduct”, the following acts of omission and commission shall be treated as misconduct:

(1) Theft, fraud or dishonesty in connection with the business or property of the Board or of property of another person within the premises of the Board.

(2) Taking or giving bribes or any illegal gratification.

(3) Possession of pecuniary resources or property disproportionate to the known source of income by the employee or on his behalf by another person, which the employee cannot satisfactorily account for.

(4) Furnishing false information regarding name, age, father’s name, qualification, ability or previous service or any other matter germane to the employment at the time of employment or during the course of employment.
(5) Acting in a manner prejudicial to the interests of the Board.

(6) Wilful insubordination or disobedience, whether or not in combination with others, of any lawful and reasonable order of his superior.

(7) Absence without leave or overstaying the sanctioned leave for more than four consecutive days without sufficient grounds or proper or satisfactory explanation.

(8) Habitual late or irregular attendance.

(9) Neglect of work or negligence in the performance of duty including idling or slowing down of work.

(10) Damage to any property of the Board.

(11) Interference or tampering with any safety devices installed in or about the premises of the Board.

(12) Drunkenness or riotous or disorderly or indecent behaviour in the premises of the Board or outside such premises where such behaviour is related to or connected with the employment.

(13) Gambling within the premises of the establishment.

(14) Smoking within the premises of the establishment where it is prohibited.

(15) Collection without the permission of the competent authority of any money within the premises of the Board except as sanctioned by any law of the land for the time being in force or rules of the Board.

(16) Sleeping while on duty.

(17) Commission of any act which amounts to a criminal offence involving moral turpitude.

(18) Absence from the employee’s appointed place of work without permission or sufficient cause.

(19) Purchasing properties, machinery, stores, etc. from or selling properties, machinery, stores, etc. to the Board without express permission in writing from the competent authority.

(20) Commission of any act subversive of discipline or of good behaviour.

(21) Abetment of or attempt at abetment of any act which amounts to misconduct.

6. Employment of near relatives of the employees in any company or firm enjoying patronage of the Board.

(1) No employee shall use his position or influence directly or indirectly to secure employment for any member of his family in any company or firm enjoying the patronage of the Board.

(2) No employee of the Board shall, except with the previous sanction of the competent authority, permit any member of his family to accept employment with any company or firm with which he has official dealings, or with any company or firm, having official dealings with the Board:

Provided that where the acceptance of the employment cannot await sanction of the competent authority, the employment may be accepted provisionally subject to the sanction of the competent authority, to whom the matter shall be reported forthwith.

(3) No employee shall in the discharge of his official duties deal with any matter or give or sanction any contract to any company or firm or any other person if any member of his family is employed in that company or firm or under that person or if he or any member of his family is interested in such matter or contract, in any other matter and the employee shall refer every such matter or contract to his official superior and the matter or the contract shall thereafter be disposed of according to the instructions of the authority to whom the reference is made.

7. Taking part in demonstration and strikes:

No employee shall:

(i) engage himself or participate in any demonstration which is prejudicial to the interests of the sovereignty and integrity of India, the security of the State, friendly relations with foreign States, public order, decency or morality or which involves contempt of court, defamation or incitement to an offence; or

(ii) resort to or in any way abet, any form of strike or coercion or physical duress in connection with any matter pending in his service or any other employee.

8. Communication with press, radio or television:

(1) No employee shall, except with the previous sanction of the competent authority, own wholly or in part, or conduct or participate in the editing or management of, any newspaper or other periodical publication.

(2) No employee shall, except with the previous sanction of the competent authority or in the bonafide discharge of his duties, participate in a broadcast or teletext or contribute any article or write any letter either in his own name or anonymously, pseudonymously, or in the name of any other person to any newspaper or periodical:

Provided that no such sanction shall be required if such broadcast, teletext or contribution is of a purely literary, artistic or scientific character.

9. Criticism of Government and the Board:

No employee shall, in any broadcast, teletext or in any document published, under his own name or anonymously, pseudonymously or in the name of any
other person or in any communication to the press, or in any public utterance, make any statement—

(a) which has the effect of adverse criticism of any policy or action of the Central Government or a State Government, or of the Board; or

(b) which is capable of embarrasing the relations between the Board and the public.

Provided that nothing in this rule shall apply to any statement made or views expressed by an employee, of a purely personal nature in his official capacity or in due performance of the duties assigned to him:

Provided further that nothing contained in this clause shall apply to any statement made or views expressed by him as an office-bearer of a recognized association for the purpose of safeguarding the conditions of service of such employees or for securing an improvement thereof.

10. Evidence before committee or any other authority—

(1) Save as provided in sub-rule (2), no employee shall, except with the previous sanction of the competent authority, give evidence in connection with any enquiry conducted by any person, committee or authority:

(2) Where any sanction has been accorded under sub-rule (1), no employee giving such evidence shall criticise the policy or any action of the Central Government or of a State Government, or of the Board.

(3) Nothing in this rule shall apply to:

(a) evidence given at any enquiry before an authority appointed by the Central Government, Parliament or a State Legislature, or the Board;

(b) evidence given in any judicial enquiry, or

(c) evidence given at any departmental enquiry ordered by the Board.

11. Unauthorised communication of information.

No employee shall, except in accordance with any general or special order of the Board or in the performance in good faith of the duties assigned to him, communicate, directly or indirectly any official document or any part thereof or information to any employee, or any other person to whom he is not authorised to communicate such document or information.

12. Gifts—

(1) Save as otherwise provided in these rules, no employee shall accept or permit any member of his family or any other person acting on his behalf, to accept any gift.

Explanation—The expression "gift" includes free transport, board, lodging or other pecuniary advantage when provided, by any person other than a near relative or a personal friend having no official dealings with the employee.

(2) On occasion such as weddings, anniversaries, funerals or religious functions, when the making of gifts is in conformity with the prevailing religious or social practice, an employee may accept gifts from his near relatives but he shall make a report to the competent authority if the value of the such gift exceeds Rs. 500/—. 

(3) On occasion such as are specified in sub-rule (2), an employee may accept gifts from his personal friends having no official dealings with him, but he shall make a report to the competent authority if the value of any such gift exceeds Rs. 250/—.

(4) In any other case, an employee shall not accept, or permit any other member of his family or any other person acting on his behalf, to accept any gift, without the sanction of the competent authority if the value thereof exceeds Rs. 250/—.

Provided that when more than one gift has been received from the same person within a period of 12 months, the matter shall be reported to the competent authority if the aggregate value of such gifts exceeds Rs. 250/—.

13. Dowry—

No employee shall—

(i) give or take or abet the giving or taking of dowry; or

(ii) demand, directly or indirectly from the parent or guardian of a bride or bridegroom, in the case may be, any dowry.

Explanation: For the purpose of this rule "dowry" has the meaning as in Dowry Prohibition Act, 1961 (28 of 1961).

14. Private trade or employment—

(1) No employee shall, except with the previous sanction of the competent authority, engage directly or indirectly in any trade or business, manage or undertake any other employment:

Provided that an employee may, without such sanction, undertake honorary work of a social or charitable nature or occasional work of literary, artistic or scientific character, or participate in sports activities in amateur, subject to the condition that his official duties are not thereby suffer.

(2) Every employee shall report to the competent authority if any member of his family is engaged in a trade or business or owns or manages an insurance agency or commission agency.

(3) No employee shall, without the previous sanction of the competent authority, except in the discharge of his official duties, take part in the registration, promotion or management of any bank or other company which is required to be registered under the
Companies Act, 1956 (1 of 1956), or any other law for the time being in force, or any cooperative society for commercial purposes:

Provided that an employee may take part in the registration, promotion or management of a Consumer Cooperative Society or a Housing Building Cooperative Society substantially for the benefit of employees of the Board registered under the Cooperative Societies Act, 1912 (2 of 1912) or any other law for the time being in force, or of a literary, scientific or charitable society registered under the Societies Registration Act, 1860 (21 of 1860), or any corresponding law in force:

(1) No employee shall accept any fee or any pecuniary advantage for any work done by him for any public body or any private person without the sanction of the competent authority.

15. Investment, lending and borrowing:

No employee shall, save in the ordinary course of business with a bank, the Life Insurance Corporation of India or a firm of standing, borrow money from or lend money to or otherwise place himself under pecuniary obligation to any person with whom he has or is likely to have official dealings or permit any such borrowing, lending or pecuniary obligation in his name or for his benefit or for the benefit of any member of his family.

16. Insolvency and habitual indebtedness:

(1) An employee shall avoid habitual indebtedness unless he proves that such indebtedness is the result of circumstances beyond his control and does not proceed from extravagance or dissipation.

(2) An employee who applies to be, or is adjudged or declared insolvent, shall forthwith report the fact to the competent authority.

17. Movable, immovable and valuable property:

(1) No employee shall, except with the previous sanction of the competent authority, acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise, either in his own name or in the name of any member of his family.

(2) No employee shall, except with the previous sanction of the competent authority, enter into any transaction containing any immovable or movable property with a person or a firm having official dealings with the employee or his subordinate.

(3) Every employee shall report to the competent authority every transaction containing movable property owned or held by him in his own name or in the name of a member of his family, if the value of such property exceeds Rs. 2,500.

(4) An employee shall in his first appointment submit a return of assets and liabilities in the forms specified in Schedule II annexed to these rules giving the particulars relating:

(a) the movable property inherited by him, or owned or acquired by him, or held by him on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other person;

(b) shares, debentures, and cash including bank deposits inherited by him or similarly owned, acquired, or held by him;

(c) other movable property inherited by him or similarly owned, acquired or held by him if the value of such property exceeds Rs. 2,500;

(d) debts and other liabilities incurred by him directly or indirectly.

(5) Every officer of the Board shall submit a return of movable property inherited or owned by him once in every two years in form I specified in Schedule II.

(6) The competent authority may, at any time, by general or special order, require an employee to submit, within a period specified in the order, a full and complete statement of movable or immovable property held or acquired by him or on his behalf by any member of his family as may be specified in the order. Such statement shall, if so required by the competent authority, include details of the means by which, or the source from which such property was acquired.

18. Confining of non-official or other influence.

No employee shall bring or attempt to bring any outside influence to bear upon any superior authority to further his interests in respect of matters relating to his service in the Board.

19. Bigamous marriages:

(1) No employee shall enter into, or contract a marriage with a person having a spouse living, and

(2) no employee, having a spouse living, shall enter into, or contract a marriage with any person:

Provided that the Board may permit an employee to enter into, or contract, any such marriage if it is satisfied that:

(a) such marriage is permissible under the personal law applicable to each employee and the other party to the marriage; and

(b) there are other grounds for so doing.

(3) An employee who has married or married a person other than that of Indian nationality, shall forthwith intimate the fact to the Board.

20. Consumption of intoxicating drinks and drugs:

An employee shall take due care that the performance of his duties is not affected in any way by the influence of any intoxicating drink or drug.
PART III—SUSPENSION

Suspension—

(1) The appointing authority, or any authority which it is subordinate, or the disciplinary authority or any authority empowered as such by or in accordance with any general or special order, may place an employee under suspension—

(a) where disciplinary proceeding against him is contemplated or is pending; or

(b) where a case against him in respect of any criminal offence is under investigation, inquiry or trial.

(2) An employee who is detained in police custody, whether on a criminal charge or otherwise, for a period exceeding forty-eight hours, shall be deemed to have been suspended with effect from the date of his detention.

(3) Where a penalty of dismissal or removal from service is imposed upon an employee under suspension, the time served in suspension shall be counted towards the time served in such penalty.

(4) Where a penalty of dismissal or removal from service is imposed upon an employee is set aside on appeal or on review under these rules, the case may be remitted for further inquiry or action or in any other direction, the order of his suspension shall be deemed to have continued in force on and from the date of the original order of dismissal or removal and shall remain in force until further orders.

(5) Where an employee is arrested by the police on a criminal charge and bail is not granted, no subsistence shall be payable. On grant of bail, if the competent authority decides to continue the suspension, the employee shall be entitled to subsistence allowance from the date he is granted bail.

23. Treatment of the period of suspension—

(1) Where a pay and allowances is reinstated, the competent authority may grant him the following pay and allowances for the period of suspension:

(a) if the employee is exonerated and not convicted of any of the charges specified in rule 24, the full pay and allowances which he would have been entitled to if he had not been suspended, less the pay and allowances already paid to him; and

(b) if otherwise, such proportion of pay and allowances as the competent authority may specify.

(2) In a case falling under clause (a), the period of absence from duty shall be treated as a period spent on duty. In a case falling under clause (b), it shall not be treated as a period spent on duty unless the competent authority so directs.

24. Penalties—

The following penalties may be imposed on an employee for misconduct committed by him or for any other good and sufficient reason:

Minor penalties:

(a) Censure,

(b) withholding of increments of pay with or without cumulative effect;
26. Disciplinary authority

The disciplinary authority, specified in the Schedule I annexed to these rules, or any higher authority may impose any of the penalties specified in rule 24 on any employee.

26. Procedure for imposing major penalties—

(1) No order imposing any of the major penalties specified in clauses (c), (d) and (g) of rule 24 shall be issued except after an inquiry is held in accordance with this rule.

(2) Whenever the disciplinary authority is of the opinion that there are grounds for inquiring into the truth of any allegation of misconduct or misbehaviour against an employee, it may itself inquire into, or appoint any officer under this rule (hereinafter called the inquiring authority) to inquire into the truth thereof.

(3) Where it is proposed to hold an inquiry, the disciplinary authority shall frame definite charges on the basis of the allegations against the employee. The charges, together with a statement of the allegations on which they are based, a list of documents by which and a list of witnesses by whom, the articles of charge are proposed to be sustained, shall be communicated in writing to the employee, who shall be required to submit within such time as may be specified by the disciplinary authority (not exceeding 15 days), a written statement whether he admits or denies any or all the articles of charge.

Explanation:—It shall not be necessary to show any documents listed with the articles of charge or any other documents to the employee at this stage.

(4) On receipt of the written statement of the employee, or if no such statement is received within the time specified, an inquiry may be held by the disciplinary authority itself, or by any other officer appointed as an inquiring authority under sub-rule (2).

Provided that it may not be necessary to hold an inquiry in respect of the charges admitted by the employee in his written statement. The disciplinary authority shall, however, record its findings on each such charge.

(5) Where the disciplinary authority itself inquires or appoints an inquiring authority, for holding an inquiry, it may, by an order appoint an officer to be known as the “Presiding Officer” to present on its behalf the case in support of the articles of charge.

(6) The employee may take the assistance of any other officer but may not engage a legal practitioner for the purpose.

(7) On the date fixed by the inquiring authority, the employee shall appear before the inquiring authority at the time, place and date specified in the notice. The inquiring authority shall ask the employee whether he pleads guilty or has any defence to make and if he pleads guilty to any of the
articles of charge, the inquiring authority shall record the plea, sign this record, and obtain the signature of the employee concerned thereon. The inquiring authority shall return a finding of guilt in respect of these articles of charge to which the employee concerned pleads guilty.

(3) If the employee does not plead guilty, the inquiring authority shall adjourn the case to a later date not exceeding thirty days, after recording an order that the employee may, for the purpose of preparing his defence:

(i) inspect the document listed with the chargesheet;

(ii) submit a list of additional documents and witnesses that he wants to examine;

(iii) he supplied with the copies of the statements of witnesses, if any, listed in the chargesheet.

Note: Relevancy of the additional documents and the witnesses referred to in clause (ii) will have to be given by the employee concerned and the documents and the witnesses shall be summoned if the inquiring authority is satisfied about their relevance to the charges under inquiry.

(9) The inquiring authority shall ask the authority in whose custody or possession the documents are kept by a requisition notice, for the production of the documents on such date as may be specified.

(10) The authority in whose custody or possession the requisitioned documents are, shall arrange to produce the same before the inquiring authority on the date, place and time specified in the requisition notice:

Provided that the authority having the custody or possession of the requisitioned documents may claim privilege if he is satisfied that the production of such documents will be against the public interest or the interest of the Board and inform in writing the inquiring authority accordingly.

(11) On the dates fixed for the inquiry, the oral and documentary evidence by which the articles of charge are proved to be proved shall be produced by or on behalf of the disciplinary authority. The witnesses shall be examined by or on behalf of the presenting officer, and may be cross-examined by or on behalf of the employee. The presenting officer shall be entitled to re-examine the witnesses on any points on which they have been cross-examined, but not on a new matter, without the leave of the inquiring authority. The inquiring authority may not put such questions to the witnesses as it thinks fit.

(12) Before the close of the prosecution case, the inquiring authority may, in its discretion, allow the presenting officer to produce evidence not included in the chargesheet or may itself call for new evidence or recall or re-examine any witness. In such case the employee shall be given opportunity to inspect the documentary evidence before it is taken on record; or to cross-examine a witness, who has been so examined.

(18) When the case for the disciplinary authority is closed, the employees shall be required to state his defence orally or in writing, as he may prefer. If the defence is oral, it shall be recorded and the employee shall be required to sign the record. In either case a copy of the statement of defence shall be given to the Presenting Officer, if any.

(14) The evidence on behalf of the employee shall then be produced. The employee may examine himself in his own behalf if he so prefers. The witnesses produced by the employee shall then be examined and shall be liable to cross-examination, re-examination and examination by the inquiring authority according to the provisions applicable to the witnesses for the disciplinary authority.

(15) The inquiring authority may, after the employee closes his case, and shall, if the employee has not examined himself, generally question him on the circumstances appearing against him in the evidence for the purpose of enabling the employee to explain any circumstances appearing in the evidence against him.

(16) The inquiring authority may, after completion of the production of evidence, hear the presenting officer, if any, and the employee, or permit them to the written briefs of their respective cases, if they so desire.

(17) If the employee does not submit the written statement of defence referred to in sub-rule (3) on or before the date specified for the purposes of does not appear in person, or through the assistant officer or otherwise fails to comply with any of the provisions of these rules, the inquiring authority may hold the inquiry ex parte.

(18) Whenever any inquiring authority, after having heard and recorded the whole or any part of the evidence in an inquiry cases to exercise jurisdiction therein, and is succeeded by another inquiring authority which has, and which exercises, such jurisdiction, the inquiring authority so succeeding may not on the evidence so recorded by its predecessor or partly recorded by its predecessor and partly recorded by itself:

Provided that if the succeeding inquiring authority is of the opinion that further examination of any of the witnesses whose evidence has already been recorded is necessary in the interest of justice, it may recall, examine, cross-examine and re-examine any such witnesses as hereinbefore provided.

(19) (i) After the conclusion of the inquiry, a report shall be prepared and shall contain:

(a) the articles of charge and the statement of the imputation of misconduct or misbehaviour;

(b) the defence of the employee in respect of each article of charge;

(c) an statement of the evidence in respect of each article of charge;

(d) the findings on each article of charge and the reasons therefor.
Provided further that the findings on such article of charge shall not be recorded, unless the employee has either admitted the facts on which such article of charge is based or has had a reasonable opportunity of defending himself against such article of charge:

(iii) The inquiring authority where it is not itself the disciplinary authority, shall forward to the disciplinary authority the records of inquiry which shall include—

(a) the report of the inquiry prepared by it under clause (i);

(b) the written statement of defence, if any submitted by the employee referred to in sub-rule (b);

(c) the oral and documentary evidence presented in the course of the inquiry;

(d) written briefs referred to in sub-rule (i), if any; and

(e) the orders, if any, made by the disciplinary authority and the inquiring authority in regard to the inquiry.

27. Action on the inquiry report:

(1) The disciplinary authority, if it is not itself the inquiring authority may, for reasons to be recorded by it in writing, return the case to the inquiring authority for fresh or further inquiry and report, and the inquiring authority shall thereupon proceed to hold the further inquiry according to the provisions of rule 26.

(2) The disciplinary authority shall, if it disagrees with the findings of the inquiring authority on any article of charge, record its reasons for such disagreement and record its own findings on such charge, if the evidence on record is sufficient for the purpose.

(3) If the disciplinary authority, having regard to its findings on all or any of the articles of charge, is of the opinion that any of the penalties specified in rule 26 should be imposed on the employee, it shall notwithstanding anything contained in rule 28, make an order imposing such penalty.

(4) If the disciplinary authority, having regard to its findings on all or any of the articles of charge, is of the opinion that no penalty is called for, it may pass an order exonerating the employee concerned.

28. Procedure for imposing minor penalties:

(1) Where it is proposed to impose any of the minor penalties specified in clause (a) to (d) of rule 26, the employee concerned shall be informed in writing of the imputations of misconduct or misbehaviour against him and given an opportunity to submit his written statement of defence within a specified period not exceeding 15 days. The defence statement, if any, submitted by the employee shall be taken into consideration by the disciplinary authority before passing an order.

(2) The record of the proceedings shall include—

(i) a copy of the statement of imputations of misconduct or misbehaviour delivered to the employee;

(ii) his defence statement, if any; and

(iii) the orders of the disciplinary authority together with the reasons therefor.

29. Communication of orders—

Orders made by the disciplinary authority under rule 27 or rule 28 shall be communicated to the employee concerned, who shall also be supplied with a copy of the report of inquiry, if any.

30. Common proceedings—

Where two or more employees are concerned in a case, the authority competent to impose a penalty on all such employees may make an order directing that disciplinary proceedings against all of them may be taken in a common proceeding and an authority to be exercised by him may function as the disciplinary authority for the purpose of such common proceedings.

31. Special procedure in certain cases

Notwithstanding anything contained in rule 26, 27 or 28, the disciplinary authority may impose any of the penalties specified in rule 26 in any of the following circumstances—

(i) where the employee has been convicted of a criminal charge or on the strength of facts or conclusions arrived at by a judicial trial; or

(ii) where the disciplinary authority is satisfied, for reasons to be recorded by it in writing, that it is not reasonably practicable to hold an inquiry in the manner provided in these rules; or

(iii) where the Board is satisfied that in the interest of the security of the Board, it is not expedient to hold any inquiry in the manner provided in these rules.

32. Employees on deputation from the Central Government, the State Government or public sector undertakings etc—

(1) Where an order of suspension is made or disciplinary proceeding is taken against an employee who is on deputation to the Board from the Central Government or a State Government, or another public sector undertaking, or a local authority, the authority hearing his case (hereinafter referred to as the hearing authority) shall forthwith be informed of the circumstances leading to the order of his suspension, or the commencement of the disciplinary proceeding, as the case may be.
(2) In the light of the findings in the disciplinary proceeding taken against such employee—

(a) if the disciplinary authority is of the opinion that any of the minor penalties should be imposed on him, it may pass such orders as it deems necessary after consultation with the lending authority;

Provided that in the event of a difference of opinion between the disciplinary authority and the lending authority, the services of the employee shall be placed at the disposal of the lending authority;

(b) if the disciplinary authority is of the opinion that any of the major penalties should be imposed on him, it shall place the service of such employee at the disposal of the lending authority and transmit to the lending authority the proceedings of the inquiry for such action as it may deem necessary.

(3) If an employee submits an appeal against an order imposing a major penalty on him under clause (a) of sub-rule (2), the same shall be disposed of after consultation with the lending authority.

Provided that if there is a difference of opinion between the appellate authority and the lending authority, the services of the employee shall be placed at the disposal of the lending authority, and the proceedings of the case shall be transmitted to that authority for such action as it may deem necessary.

33. Appeals—

(1) An employee may appeal against an order imposing upon him any of the penalties specified in rule 24 or against the order of suspension referred to in rule 29 and such appeal shall lie to the authority specified in Schedule I annexed to these rules.

(2) An appeal shall be preferred within one month from the date of communication of the order appealed against. The appeal shall be addressed to the appellate authority specified in Schedule I annexed to these rules and submitted to the authority whose order is appealed against. The authority whose order is appealed against shall forward the appeal together with its comments and the record of the case to the appellate authority within 15 days.

The appellate authority shall consider whether the findings are justified or whether the penalty is excessive or inadequate and pass appropriate orders within three months of the date of appeal. The appellate authority may pass order concurring, enhancing, reducing or setting aside the finding or remitting the case to the authority which imposed the penalty or to any other authority with such discretion as it may deem fit; in the circumstances of the case:

Provided that if the enhanced penalty which the appellate authority proposes to impose is a major penalty specified in clauses (e), (f) and (g) of rule 24 and an inquiry as provided in rule 25 has not already been held in the case, the appellate authority shall direct that such inquiry be held in accordance with the provisions of rule 25 and thereafter consider the record of the inquiry and pass such order as it may deem proper. If the appellate authority decides to enhance the punishment, but an inquiry has already been held as provided in rule 25, the appellate authority shall give a show cause notice to the employee as to why the enhanced penalty should not be imposed upon him. The appellate authority shall pass final order after taking into account the representation, if any submitted by the employee.

34. Review

Notwithstanding anything contained in these rules, the reviewing authority, as specified in Schedule I annexed to these rules, may call for the record of the case within six months of the date of the final order and after reviewing the case pass such orders thereon as it may deem fit:

Provided that if the enhanced penalty which the reviewing authority proposes to impose is a major penalty specified in clauses (e), (f) or (g) of rule 24 and an inquiry as provided under rule 25 has not already been held in the case, the reviewing authority shall direct that such an inquiry be held in accordance with the provisions of rule 25 and thereafter consider the record of the inquiry and pass such order as it may deem proper. If the appellate authority decides to enhance the punishment but an inquiry has already been held in accordance with the provisions of rule 25, the reviewing authority shall give show cause notice to the employee as to why the enhanced penalty should not be imposed upon him. The reviewing authority shall pass final order after taking into account the representation, if any, submitted by the employee.

35. Service of orders, notices, etc.

Every order, notice and other process made or issued under these rules shall be served in person on the employee concerned or communicated to him by registered post at his last known address.

36. Power to relax time-limits and to condone delay

Save as otherwise expressly provided in these rules, the authority competent under these rules to make any order may, for good and sufficient reasons or if sufficient cause is shown, extend the time specified in these rules for anything required to be done under these rules or condone any delay.

37. Removal of doubts

Where a doubt arises as to the interpretation of any of these rules, the matter shall be referred to the Central Government for its decision.

[F. No. 7/59-EH-I (IV)]

S. BALACHANDRAN, Jt. Secy.
SCHEDULE I

(Number 8(b), (g) and (k), 25, 33 and 34)

<table>
<thead>
<tr>
<th>Category of Employees</th>
<th>Disciplinary Authority</th>
<th>Appellate Authority</th>
<th>Reviewing Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group D</td>
<td>Sr. Accounts/Adminis-</td>
<td>Financial Adviser &amp;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>trative Officer</td>
<td>Secretary</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>-Chief Accounts Officer</td>
<td></td>
</tr>
<tr>
<td>Group C</td>
<td>Financial Adviser &amp;</td>
<td>Secretary</td>
<td>Chairman</td>
</tr>
<tr>
<td></td>
<td>Chief Accounts Officer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Group B</td>
<td>Secretary</td>
<td>Chairman</td>
<td>Board</td>
</tr>
<tr>
<td>Group A</td>
<td>Chairman</td>
<td></td>
<td>Central Government</td>
</tr>
</tbody>
</table>

SCHEDULE II

[See rule 17 (4)]

RETURN OF ASSETS AND LIABILITIES ON FIRST APPOINTMENT AS ON THE 31ST DECEMBER, 19...

1. Name of the employee (in block letters)
2. Post held and place of posting
3. Total annual income from all sources during the Calendar year immediately preceding the 1st day of January, 19...
4. Declaration

I hereby declare that the return enclosed namely, Forms I to V, are complete, true and correct as on to the best of my knowledge and belief, in respect of information due to be furnished by me under the provisions of sub-rule (4) of the rule 17 of the Oil Industry Development Board Employees (Conduct, Discipline and Appeal) Rules, 1983.

Date.................................Signature.................................

Note: -- 1. This return shall contain particulars of all assets and liabilities of the Employee, either in his own name or in the name of any other person.

2. If an Employee is a member of Hindu Undivided Family with co-penurious rights in the properties of the family either as a 'Karta' or as a member he should indicate in the return in Form No. I the value of his share in such property and where it is not possible to indicate the exact value of such share, its approximate value. Suitable explanatory notes may be added, wherever necessary.
**FORM NO. 1**

Statement of Immoveable property on first appointment(s) on the 31st December 19....

<table>
<thead>
<tr>
<th>S.I.</th>
<th>Description of property</th>
<th>Place of Location (Name of District, Division, Taluk, Village in which the property is situated and also its distinctive number, etc.)</th>
<th>Area of Land (in case of land and buildings)</th>
<th>Nature of land (in case of land and buildings)</th>
<th>Extent of interest</th>
<th>If not in own name, state in whose name held, and his/her relationship, if any, to the Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Date of Acquisition</th>
<th>How acquired? (whether by purchase, mortgage, lease, inheritance, gift of otherwise) and name with details of person/persons from whom acquired. (address and connection of the Employee, if any with the person/persons concerned) (Please see note 1 below)</th>
<th>Value of the property (see note 2 below)</th>
<th>Particulars of sanction of prescribed authority, property if any</th>
<th>Total Annual Income from the property</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

**Date:...................................**

**Signature:........................................**

**Note:**—(1) For purpose of Column I, the term “lease” would mean a lease of immovable property from year to year or for any term exceeding one year or reserving a yearly rent. Where, however, the lease of immovable property is obtained from a person having official dealings with the Employee, such a lease should be shown in this column irrespective of the term of the lease, whether it is short term or long term and the periodicity of the payment of rent.

**Note:**—(2) In column 10 should be shown:

(a) where the property has been acquired by purchase, mortgage or lease, the price or premium paid for such acquisition;

(b) where it has been acquired by lease, the total annual rent thereof also; and

(c) where the acquisition is by inheritance, gift or exchange, the approximate value of the property so acquired.
Statement of Liquid Assets on First Appointment as on the 31st December, 19... (1) Cash and Bank balances exceeding 3 months' emoluments.

(2) Deposits, loans advanced, and investments (such as shares, securities, debentures, etc.)

<table>
<thead>
<tr>
<th>Sl. Description</th>
<th>Name and address of Company, Bank, etc.</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If not in own name, name, and address of person in whose name held and his/her relationship with the Government servant.

<table>
<thead>
<tr>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

Date: ........................................ Signatures: ........................................

Note: (1): In column 7, particulars regarding sanctions obtained or report made in respect of the various transactions may be given.

Note: (2): The term "emoluments" means the pay and allowances received by the Employee.

FORM NO. III

Statement of Movable property on First Appointment as on the 31st December, 19...

<table>
<thead>
<tr>
<th>Sl. Description of Items</th>
<th>Price or value at the time of acquisition and the total payment made into the date of return, as the case may be, in case of articles purchased on hire-purchased or installment basis</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>If not in own name, name &amp; address of the person in whose name and his/her relationship with the Employee</td>
</tr>
</tbody>
</table>

How acquired: Remarks: ........................................

Date: ........................................ Signatures: ........................................

Note 1: In this form information may be given regarding items like (a) jewellery owned by him (total value) (b) silver and other precious metals and precious stones owned by him not forming part of jewellery (total value); (c) (i) Motor Cars, (ii) Radio sets, (iii) Refrigerators/Air-conditioners; (iv) Radios/radio sets; (v) Value of items of movable property individually worth less than Rs. 1,000 other than articles of daily use such as clothes, utensils, books, crockery, etc., added together.

Note 2: In column 5, may be indicated whether the property was acquired by purchase, inheritance, gift or otherwise.

Note 3: In column 6, particulars regarding sanction obtained or report made in respect of various transactions may be given.
FORM No. IV

Statement of provident fund and life insurance Policy on first appointment/as on the 31st December, 19...

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Sl. Policy No. and date of Policy</th>
<th>No. of Policy</th>
<th>Name of Insurance Company</th>
<th>Sum insured/maturity</th>
<th>Amount of annual Premium</th>
<th>Type of Provident Funds/G.P.F./C.P.F.</th>
<th>Account No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

Closing balance as last reported by the Audit/Accounts Officer along with date of such balance

<table>
<thead>
<tr>
<th></th>
<th>Contributions made subsequently</th>
<th>Total</th>
<th>Remarks</th>
<th>(if there is dispute regarding balance the figures according to the Employees should also be mentioned in this column).</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

Date..........................Signature..........................

FORM No. V

Statement of Debts and other Liabilities on First Appointment/as on the 31st December, 19...

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Amount</th>
<th>Name and address of Creditor</th>
<th>Date of incurring Liability</th>
<th>Details of Transaction</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Date..........................Signature..........................

Note 1: Individual item of loans not exceeding three months emoluments need not be included.

Note 2: In column 6, information regarding permission, if any, obtained from or report made to the competent authority may also be given.

Note 3: The term “emoluments” means Pay and allowances received by the Employee.

Note 4: The statement should also include advance for purchase of conveyance, house building advance, etc. advances from the G.P. Fund, and loans on Life Insurance Policies and fixed deposits.

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