

MAHARASHTRA STATE ELECTRICITY DIST. CO. LTD.

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Disciplinary Action Section
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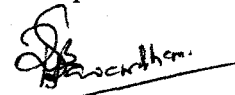
ADMINISTRATIVE CIRCULAR No. 162 dated : 31/7/08

Sub: Procedure to deal with substantiated Vigilance Investigation Reports
 - Clarification thereon.

Some of the field officers have sought clarification on the procedure to deal with vigilance investigations reports added vide C.S.No.440 dated 13/1/2005 to G.O.18(P). The same has been examined and it is decided with the approval of the Hon'ble Managing Director in consultation with the Director (Operation) and Director (Finance) to notify the practices followed by the Disciplinary Action Cell in Corporate Office to field offices with a view to have an uniformity in observing the provisions. The practices followed by the Disciplinary Action Cell are follows :

1. No concurrence is sought from the Directorate of Vigilance for the vigilance cases prior to the issue of the C.S. No.440 dt.13/1/2005 because the Correction Slip is coming into force with immediate effect which has been considered from the date of issue of the Correction Slip.
2. In cases of vigilance reports after issue of Correction Slip the Competent Authority deal with the case as per the procedure laid down in S.R.88 and during the course of departmental enquiry if the employee is found guilty of the charges the major punishment prescribed for acts of misconduct under S.R.91 are imposed keeping with provisions of C.S.No.440 in view. Despite the employee found guilty in the domestic enquiry, if the Competent Authority intends to inflict the punishment other than prescribed for major acts of misconduct or to exonerate the employee by recording his own findings then concurrence of the Directorate of Vigilance is obtained.
3. Similarly, without initiating any departmental proceedings under S.R.88 if Competent Authority feels not to inflict any major punishment or to close the case by issuing minor punishment then also concurrence of the Directorate of Vigilance is sought for.
4. However, when the Competent Authority takes action on the vigilance report and deal with the case as per the procedure laid down in S.R.88 and Enquiry Officer finds that the employee is not guilty [as per the stage at S.R.88(i)] and the Competent Authority accept the findings of the Enquiry Officer and exonerate the employee then no concurrence of Directorate of Vigilance is sought for.

In view of the above, all Competent Authorities are requested to finalise disciplinary action cases accordingly and any references made to Corporate Office on the aforesaid points shall stands disposed-off.



Executive Director(HR)

To: As per mailing list upto Division level.