

# Rule 11 of CCS(CCA) Rules

- **Minor penalty**
- (i) censure; (ii) withholding of his promotion; (iii) recovery from pay (iii a) reduction in rank for not exceeding of three years, without cumulative effect and not adversely effecting his pension (iv) withholding of increments of pay

# Rule 11 of CCS(CCA) Rules

## Major penalties

- (v) Reduction in rank, with further directions as to when he will earn increments of pay
- (vi) Reduction in rank, barring promotion
- (vii) Compulsory retirement
- (viii) Removal from service, without disqualification for future employment.
- (ix) Dismissal from service, with disqualification for future employment.

# Rule 14 of CCS(CCA) Rules

- **(9) & (10) For Pleads guilty**
- The IA shall ask the government servant whether he pleads guilty and if the government servant pleads guilty the IA shall record it and obtain his signature and return his finding.

# Rule 14 of CCS(CCA) Rules

## (11) If government servant not appears / does not plead guilty

- The IA shall require the PO to produce evidence and adjourn the case if not more than thirty days asking the government servant to prepare his defence.

# Rule 14 of CCS(CCA) Rules

- (19) the IA may, after completion of evidence, here the PO and the government servant or permit them to file written briefs.

# Rule 14 of CCS(CCA) Rules

- (21) the DA, if competent to impose penalties under Clause (i) to (iv) of Rule 11, may impose the penalty.

but if not competent to impose penalties under Clause v to ix of Rule 11, shall forward to record of inquiry to such competent authority.

# Rule 14 of CCS(CCA) Rules

- (23) (i) Inquiry report shall contain –
- Article of charge and the statement of the imputation of misconduct and misbehaviour
- Defence of government servant
- Assessment of evidence
- Findings on each article of charges with reasons.

# Rule 15 of CCS(CCA) Rules

- (1) the DA may remit the case to the IA for further inquiry and report.
- (2) the DA shall forward inquiry report and its reasons of disagreement with the findings of the IA, to the government servant and ask him to submit written submission to the DA within fifteen days.



# Rule 15 of CCS(CCA) Rules

- [2a] the DA shall consider the representation of the government servant and record its findings before further proceeding.
- (3) the DA on the basis of findings on the articles of charge may impose penalty under Clause (i) to (iv) of Rule 11, irrespective of Rule 16.

# Rule 16 of CCS(CCA) Rules

- **(1) no minor penalty shall be imposed -**
  - a) without informing the government servant and without giving reasonable opportunity.
  - b) Without holding an inquiry under Rule 14, where DA thinks it necessary.
  - c) Without considering the representation.
  - d) Without recording the findings.
  - e) Without consulting the public service commission, where necessary.

# Rule 18 of CCS(CCA) Rules

- Common proceeding –

Where two or more government servant are concerned in any case, the DA may proceed in a common proceeding against all of them.

