

CENTRAL ADMINISTRATIVE TRIBUNAL
ERNAKULAM BENCH

O.A.NO. 187/2000

TUESDAY, THIS THE 2nd DAY OF APRIL, 2002.

C O R A M

HON'BLE MR. G. RAMAKRISHNAN, ADMINISTRATIVE MEMBER
HON'BLE MR. K.V. SACHIDANANDAN, JUDICIAL MEMBER

corrected vide K.T. Thomas, K.T. Thomas,
order dated
3.5.2002 in
M.A.442/02
Ex. Extra Departmental Packer
Aruvithura P.O.
Kottayam.

Applicant

By Advocate Mr. P.C. Sebastian

Vs.

1. The Postmaster General
Central Region,
Kochi-682 016.
2. The Senior Superintendent of Post Offices
Kottayam Division,
Kottayam-1.
3. The Assistant Superintendent of Post Offices
Kottayam East Sub Division,
Kottayam (Adhoc Disciplinary Authority).
4. A.J. Jose
Inquiring Authority
And Sub Divisional Inspector of Post Offices
Vaikom Sub Division
Vaikom
5. The Union of India
represented by Secretary
Ministry of Communications
Department of Posts,
Dak Bhavan, New Delhi

Respondents

By Advocate Mr. S.K. Balachandran, ACGSC for R-1 to 3 & 5

The Application having been heard on 13.2.2002, the Tribunal
delivered the following on 2.4.2002.

O R D E R

HON'BLE MR. G. RAMAKRISHNAN, ADMINISTRATIVE MEMBER

This Original Application has been filed by the
applicant aggrieved by A-1 order dated 26.2.99 issued by the
first respondent imposing upon him the enhanced punishment of
removing him from service and A2 memorandum dated 30.4.98



issued by the second respondent awarding the applicant the punishment of Censure and A-10 enquiry report submitted by the 4th respondent to the 3rd respondent.

2. According to the applicant's averments in Original Application, he was working as an Extra Departmental Packer in Kottayam Postal Division at Aruvithura since 5.3.1965 onwards. During 1994 he became a heart patient and was compelled to avail leave. He submitted A-3 request dated 28.7.94 to the second respondent seeking a transfer as Extra Departmental Stamp Vendor at Aruvithura PO which was not granted. He availed leave without allowance during the period from 3.11.94 to 31.12.94 for undergoing medical treatment nominating his son Shibu Thomas as his substitute and the leave was duly granted by the SDI of Post offices, Palai. He alleged that the incumbent of the post Sub Postmaster, Aruvithura PO was not in good terms with him. He changed applicant's nominee w.e.f. 6.12.94 alleging that his nominee failed to attend duty on 5.12.94. He made complaint to the SDI of alleged misbehaviour of the nominee of the applicant and changed him making false report of unauthorised absence. The applicant's wife who was working as part-time sweeper was denied work without any justifiable reason. In support of the same, applicant produced A-4 complaint dated 1.11.94 submitted by the applicant's wife to the second respondent. The applicant was not in a position to report for duty on expiry of leave nor could he apply for extension of leave in advance. When the SDI directed the applicant to rejoin duty as per his letter dated 19.5.98 the applicant submitted application for extension of leave supported by medical certificate. The applicant alleged that he was not permitted to rejoin duty thereafter and disciplinary proceedings were initiated against him as per memo dated



14.9.95 under Rule 8 of the P&T Extra Departmental Agents (Conduct & Service) Rules, 1964 issued by the third respondent who was appointed as adhoc Disciplinary Authority as per Chief Postmaster General, Kerala's memo dated 31.5.95. On applicant's denying the charges domestic enquiry was initiated by the 3rd respondent who appointed Shri P. Radhakrishnan Nair, then Inspector of Complaints and Public Grievances, Kottayam as Inquiring Authority. Sri K.M. Koshy, Public Relations Inspector, Kottayam HO was appointed as Presenting Officer. The first sitting of the enquiry was held on 7.3.96. In all the notices issued by the Enquiry Officer the applicant was shown as under 'Put off' duty. The applicant was also under the same impression since he was not permitted to rejoin duty after 1.1.95. Applicant submitted A-6 appeal dated 6.12.97 against the put off duty to the second respondent. No positive action was taken on the appeal. After holding 7 sittings of the enquiry Shri P. Radhakrishnan Nair was substituted by the 4th respondent herein as Inquiring Authority. On 21.3.96 applicant had submitted an additional list of documents to be discovered and witnesses to be examined by the inquiring authority. The said documents were not produced for inspection of the charged official before the examination of the witnesses on the side of the disciplinary authority. The inquiring authority proceeded to examine PW-I the Sub Postmaster, Aruvithura on 3.4.96. In the sitting held on 17.5.1996 Inquiring Authority had observed that the documents requisitioned by the charged official would be produced in the next sitting. Two additional documents called for by the charged official viz. Error Book and order book of Sub Postmaster, Aruvithura were produced. These documents were necessary for the effective cross examination of PW-I but since he was already examined the purpose of requisitioning



these two documents did not materialise resulting prejudice to the applicant. Though PWI was subsequently recalled by the 4th respondent and re-examined PW2 was not recalled at all. Thereafter 4th respondent substituted Shri Radhakrishnan Nair, Inquiry Officer and continued the inquiry. In the sitting held on 5.12.97 the applicant had produced before the Inquiry Officer documents viz. the postal receipt of Regd. letter dated 25.1.98 of Bharananganam PO, the acknowledgments card of the said letter signed by the SDI of Post offices, Palai and copy of the leave application and medical certificate from Carithas Hospital to show that the applicant had actually applied for leave due to his illness. A-8 was the proceedings of Inquiry held on 5.12.97. In view of this PW2 SDI was recalled by the Inquiring Authority after examining the defence witnesses. In the re-examination PW-2 admitted to have received the said letter and conceded that the applicant had applied for leave on medical ground. The applicant reiterated this fact when questioned by the Inquiring Authority. On conclusion of evidence applicant submitted a written brief to the Inquiring Authority stating the real facts of the case and that he was made a victim by the PWI who was in inimical terms with the applicant. Applicant submitted A-9 written brief to the Inquiring Authority. On conclusion, the Inquiring Authority submitted his Inquiry Report to the 3rd respondent with his finding that article of charge No.1 against the applicant was proved and that article of charge No.II except the imputation that the CEDA had abused PWI is also proved. A-10 is a copy of the inquiry report. Based on the inquiry report third respondent imposed the punishment of Censure as per A2 proceedings. However, the first respondent issued A-11 memo dated 18.11.98 proposing to revise the penalty and enhancing the punishment as removal from service and giving the



applicant an opportunity for making representation if any against the said proposal. Applicant submitted A-12 detailed representation dated 18.1.99. However, the first respondent by A1 order imposed the penalty of removal from service on the applicant. According to the applicant the first respondent did not consider properly the points raised by him in his representation and the said order was arbitrary and biased. He also alleged that the order of removal from service was unjust and illegal. Hence he approached this Tribunal seeking the following reliefs:

- (i) to call for the files leading to the issue of Annexure A1, A2 and A-10 and quash the same
- (ii) to declare that the removal of applicant from service is illegal and to direct the respondents to reinstate him in to service with all consequential benefits including arrears of pay and allowance due to him.
- (iii) to grant such other relief which may be prayed for and/or which this Hon'ble Tribunal may deem fit and proper to grant in the facts and circumstances of the case.
- (iv) to award costs in favour of the applicant.

3. Respondents 1 to 3 and 5 filed reply statement resisting the claim of the applicant. According to them the enquiry consistent with Article 311 of the Constitution of India was held and the 4th respondent the Inquiry Authority held that both the articles of charge levelled against the applicant were proved. The 3rd respondent Assistant Superintendent of Post Offices, Kottayam East Sub Division who functioned as Disciplinary Authority of the applicant on authorisation by the CPMG, Kerala Circle supplied a Copy of the enquiry report to the applicant. The applicant submitted his representation. On consideration of all the connected records, the third respondent issued A2 proceedings in which he held that both the charges had been proved and that the penalty of removal from service was warranted. However, he took a lenient view and awarded only the penalty of

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"censure". The first respondent issued A-11 notice dated 18.11.98 to the applicant proposing to enhance the penalty of censure awarded to him to that of removal from service. The applicant was given an opportunity for making a representation in writing against the proposed penalty within fifteen days of the receipt of the notice. Applicant sought for extension of time for one more month to submit his representation. The first respondent considered his representation even though it was received after the period of extension granted. After consideration of the whole case the first respondent by A-1 memo dated 26.2.99 ordered removal of the applicant from service with immediate effect.

4. Heard learned counsel for the parties.

5. According to the learned counsel for the applicant, the action of the first respondent enhancing the minor penalty of Censure imposed by the Disciplinary authority to that of removal from service was highly unjust, arbitrary and was an improper exercise of the discretionary powers vested on him. It was vitiated by non-application of mind and was based on irrelevant and extraneous considerations. The applicant was not given adequate opportunity to explain his case and there was violation of the principles of natural justice. The applicant requisitioned to discover and produce the Error book and Order book of Aruvithura Post Office for relevant period. These documents were not produced for applicant's inspection before the witnesses on the side of the disciplinary authority were examined. For want of these documents applicant could not properly cross examine the Postmaster PWI who was the main complainant against the applicant. The finding of the Enquiry Officer was vitiated by non-application of mind and irrelevant considerations. The

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charges against him were his failure to maintain absolute integrity and his failure to maintain devotion to duty which he committed by his unauthorised absence from duty w.e.f. 1.1.95 and his failure to rejoin duty on 1.1.95 after the period of leave from 3.11.94 to 31.12.94. According to him neither the charge memo nor any of the evidence adduced during the enquiry contained anything in support of this charge of failure to maintain absolute integrity. Referring to the enquiry report wherein it had been mentioned that except the imputation that the applicant had abused PWI there was no such imputation at all against the applicant as per the specific articles of charges. Evidently non-application of mind and non-consideration of the material evidence was writ large on the face of the findings of the Inquiry Authority. The Disciplinary Authority had accepted the findings of the Inquiring Authority in toto and had committed the same illegality as the Inquiring Authority. The Disciplinary Authority had passed the punishment order without considering the representation submitted by the applicant against the enquiry report. He had considered the points raised by the applicant in his representation against the enquiry report only after arriving at his own conclusion about the charges and after holding that the charges were proved. He alleged that the Disciplinary Authority's decision was biased and coloured by a predisposed mind. The first respondent did not give weight to the above irregularities elaborated by the applicant in his A-11 representation against the show-cause notice for enhancing the penalty and hence it was arbitrary. The Inquiring Authority and Disciplinary Authority did not consider the evidence adduced by the applicant. The Revisionary authority also did not give any consideration for the same resulting in great prejudice to the applicant. Lastly he mentioned that

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the punishment was shockingly disproportionate to the gravity of the offence alleged to have been established against the applicant.

6. The learned counsel for the respondents took us through the reply statement and submitted that there was no case for interference by this Tribunal as the principles of natural justice had been followed and the enquiry had been conducted as per the rules.

7. We have given careful consideration to the submissions made by the learned counsel for the parties and the rival pleadings and have perused the documents brought on record.

8. As the applicant had been imposed with the punishment of removal from service by A-1 order we shall examine the validity of the order. Annexure A1 Revisionary Authority's order is assailed on the ground that the action of the first respondent in enhancing the minor penalty imposed by the Disciplinary Authority to the extreme penalty of removal from service was highly improper exercise of the discretionary powers vested in him. It was vitiated by non-application of mind and was based on irrelevant and extraneous considerations.

9. We find from A-1 that the two Articles of charges against the applicant are as follows:

Article-I

That the said Shri K.T. Thomman while functioning as Extra Departmental Packer, Aruvitura S.O. failed to rejoin duty on expiry of leave granted to him upto 31.12.1994 and unauthorisedly absented from duty from 1.1.95 onwards and thereby failed to maintain



absolute integrity and devotion to duty violating Rule 17 of P&T ED Agents (Conduct and Service) Rules, 1964.

Article-II

That the said Sri K.T. Thomman while working as ED Packer, Aruvithura S.O. failed to rejoin duty or nominate another person as his substitute when Sri Shibu Thomas who was nominated as his substitute for the LWA period from 3.11.1994 to 31.12.1994 absented from duty w.e.f. 5.12.1994 and thereby failed to maintain absolute integrity and devotion to duty violating Rule 17 of P & T ED agents (Conduct and Service) Rules, 1964."

10. The above charges were issued to the applicant vide memo dated 14.9.95 by Asst. Superintendent of Post Offices, Kottayam (East) Sub Division. The charges were enquired into and from A-10 enquiry report we find that the Inquiring Authority in his findings held as follows regarding the above two Articles of Charges:

Article of Charge-I

....A scrutiny of P-4 and P-9 reveal that the CEDA did not rejoin duty on 1.1.95. The depositions of PW1 and PW2 corroborate with each other as well as with P-1, P-4, P-7 and P-9. The CEDA has himself admitted in his brief and before me that he did not rejoin duty after expiry of LWA on 31.12.94. He has also accepted the receipt of P-9. He has claimed that no communication was received from the SDI, Pala regarding his leave upto 6.2.95 and hence he neither rejoined duty nor applied for extension of LWA. I am of the view that it is the duty of an E.D. Agent to report for duty on expiry of the LWA granted. If he is unable to do so, he ought to submit application for further grant of LWA till he is able to rejoin duty. The CEDA chose neither to rejoin duty nor to submit application for LWA after 31.12.94. This is an indication of the lack of devotion to duty of the CEDA.

Article of Charge-II

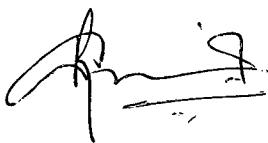
....Exhibits D-1, D-1(b) and D-1(c) indicate that a representation for leave with MC was submitted by CEDA requesting for LWA w.e.f. 23.1.95 to 6.2.95. From the oral evidence of PW-2 it appears that he had not issued a speaking order on it. The CEDA himself has admitted that the leave was not refused. Hence the fact remains that he did not rejoin duty during the periods 1.1.95 to 22.1.95 and after 6.2.95."

The Enquiry Report further records as follows:

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On the basis of the documentary and oral evidences adduced in the case before me and in view of the reasons discussed above, I hold tha article of charge NO.I against Sri K.T. Thommen EDP aruvithkura is proved. I further hold that article of charge NO. II except the imputation that the CEDA had abused PW-1 is also proved.

11. We find from the Articles of charges and the conclusions arrived at by the Inquiring Authority in his A-10 enquiry report that first Article of charge was regarding the applicant being unauthorisedly absent from duty from 1.1.95 onwards, the Inquiring authority had found that the applicant had submitted a leave application for the period from 23.1.95 to 6.2.95 and the PW-1 the leave sanctioning authority did not remember as to whether he had passed a speaking order on that or not. The second Article of Charge against the applicant was that he failed to rejoin duty or to nominate another person as his substitute when Shibu Thomas who was nominated as his substitute absented from 5.12.94. In effect both the Articles I and II of the charges pertain to the same incident but it had been worded as two different charges. What we note is that the findings of the Inquiring Authority is not to the charges especically pertaining to the second Article of Charge against the applicant. As was pointed out by the applicant, there is no indication either in the Article of charge or in the statement of imputations that he abused the PW-I. We find that the respondents had admitted that his leave application for the period from 23.1.95 along with medical certificates had been received. When such is the case, it cannot be stated that the applicant was unauthorisedly absent. Moreover, the Inquiring Authority had not come to the conclusion against the first Article of Charge that the applicant was unauthorisedly absent. What he had stated in the inquiry report was only that the applicant did not join after LWA on 1.1.95. Further against the second charge where the specific charge was that the applicant had



not arranged for a substitute from 6.12.94, the conclusion was that the applicant had been absenting from 1.1.95 to 22.1.95 and beyond 6.2.95 onwards. Thus what we find from the enquiry report is that the finding of the Inquiring Authority are not in line with the Articles of Charges.

12. Further we find that the applicant's plea that he was not permitted to rejoin duty w.e.f. 6.2.95 when he reported for duty and his further plea that he was under "put off duty" had not received attention from any of the authorities. He also brought it to the specific notice of the Disciplinary Authority through his statement submitted on receipt of the inquiry report. We find from A-2 order of the adhoc Disciplinary Authority that he came to the conclusion he arrived at on the basis of the following:

" I have gone through all the records of the case carefully. The article of charge No.I in brief is that Shri K.T. Thomman failed to rejoin duty on the expiry of the leave granted to him upto 31.12.94 vide exhibit P-1. The leave was granted by the SDI vide Exbt.. P-7 Ext. P-4 is the report of the SPM Aruvithura to the SDI Pala, regarding non-joining of Shri K.T. Thomman on 1.1.95. Exbt. P-9 shows that the SDI directed the C.O to rejoin duty. The deposition of PW-1 and PW-2 clearly show that Sri K.T. Thomman, neither rejoined duty on the expiry of the leave granted to him upto 31.12.94 nor applied for extension of leave from 1.1.95. Moreover Shri K.T. Thomman at the time of questioning by inquiring officer admitted that he did not rejoin duty after the expiry of LWA granted to him upto 31.12.94. He has also admitted the receipt of Ext. P-9 letter from SDI, Pala. Hence it is clearly established that Shri K.T. Thomman failed to rejoin duty on expiry of the leave granted to him upto 31.12.94 and thus article of charge-I is proved beyond doubt."

Article of Charge NO.II in that Shri K.T. Thomman failed to rejoin duty or nominate another person as his substitute when Shri Shibu Thomas who was nominated as his substitute for the LWA period from 3.11.94 to 31.12.94 absented from duty w.e.f. 5.12.94. Exbt. P-1 is the application for LWA submitted by Shri K.T. Thomman, nominating Shri Shibu Thomas as his substitute. Exhibit P-7 is the leave sanctioning memo of the SDI approving the substitute arrangement. The deposition of PW-1 and PW-2 clearly show that neither Shri K.T. Thomman nor his nominate Shri Shibu Thomas attended duty from 5.12.94. The exhibits marked as P2, P3, P5 and P6



and P8 also reveal this fact. Sri K.T. Thomman EDP has also admitted that he did not rejoin duty. Hence article of charge No.II is proved beyond doubt.

I have carefully considered all the arguments of the C.O. in his representation against the Inquiry report.

The arguments of the C.O. are that:-

1. The IA has taken a one sided stand.
2. He has suffered a lot by remaining out of service.
3. SDI Pala failed to grant leave from 23.1.95 to 6.2.95 even though the applicant was supported by Medical Certificate.
4. IA has simply relied upon the statements and deposition of Shri P.J. George, SPM, Aruvithura.
5. The only allegation against him unauthorised absence.
6. The ED Commission report will be approved by the Government shortly and that if he is in service he will also get some benefits like pension, etc.

The arguments are not tenable, IA has discussed each and every point carefully and dispassionately. There is nothing in record to show that the IA has taken a one sided stand. The C.O. was not kept under put off duty at any time, grant of leave from 23.1.95 to 6.2.95 is not relevant on the case. Records show that the IA has considered all the exhibits and depositions of all witnesses. Unauthorised absence is a grave offence warranting severe action. ED Commission reports etc. are irrelevant considering the gravity of the case.

The charges are proved conclusively. I have considered all the aspects of the case carefully. The charges are of grave nature warranting removal from service. However considering the long service of the C.O. and the assurance given that he will not come up for such adverse noticed in future, I take a lenient view this time.

O R D E R

I, C.J.JOHN, ASP, Kottayam East Sub Dn and Adhoc disciplinary authority order that Shri K.T. Thomman ED Packer, Aruvithura be 'Censured'.

Sd/- C.J. John
ASP, Kottayam (E) Sub Dn

13. It is evident from the above that the Disciplinary Authority has come to the conclusions that the the applicant did not resume duty after the expiry of sanctioned LWA on 31.12.94 and remained unauthorisedly absent from 1.1.95

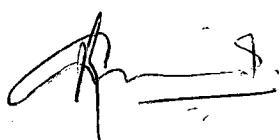


onwards after stating that he did not consider the grant of leave from 23.1.95 to 6.2.95 as relevant at all. However, the Disciplinary Authority considering the totality of the circumstances and the facts as emerging from the enquiry report and taking into account the length of service of the applicant had come to the conclusion that the penalty of 'Censure' would meet the end of justice. Thus, what we find is that the flaw in the disciplinary authority's A-2 order did not materially affect the applicant. We find from A-1 Revisionary order that applicant raised all the points in his reply to the show cause notice. In para 3, 4 and 5 of A1 the Revisionary Authority stated as follows:

"3. I have considered the whole case especially the representation dt. 18.1.99 which was submitted after the expiry of time allowed. It may be stated at the outset that the CEDA had not preferred any appeal against the penalty. The revision of penalty was proposed in exercise of powers conferred by Rule -16 of P & T ED Agents (Conduct & Service) Rules, 1964. The penalty awarded by the ASP was after giving reasonable opportunity to the CEDA. It is seen that all the existing documents demanded by him were proved in the inquiry. The CEDAs arguments that some of the documents requisitioned by him were produced only after examination of concerned witnesses is not tenable now as he was free to request the IA to recall such witnesses. The IA's findings are well reasoned. As holder of an ED post, the CEDA was not supposed to absent himself from duty. There is nothing wrong in alleging that by unauthorised absence he failed to maintain absolute integrity also. Since he has not produced any order of the competent authority placing him under put off duty the arguments join this lack merit.

4. I agree with the findings of the disciplinary authority that the proven charges against the EDA are of grave nature warranting removal from service. The work of a Post Office is operative in nature. The ED Packer is to assist the Postmaster and his/Assistants in discharge of their duties. The unauthorised absence of such an official for a considerable period has to be viewed very serious. If the CEDA was really interested in his job, he would have definitely applied for leave providing his own substitute. In the circumstances, I am unable to accept the personal and other grounds put forward by him.

5. Therefore, I Meera Datta, Postmaster General, Central Region, Kochi order that Sri K.T. Thomman, ED Packer, Aruvithura be removed from service with immediate effect."



14. We find from the above that the Revisionary Authority without coming to any conclusion regarding the points raised by the applicant as to what period the applicant was unauthorisely absent except calling the period as "considerable" enhanced the punishment from one of 'Censure' to Removal from Service. In what way the consideration shown by the Disciplinary Authority in imposing a punishment of 'Censure' is erroneous had not been brought out. The Revisionary Authority had also not found out as to whether the applicant was actually placed under 'put off duty' and if he was not on 'put off' why he was not allowed to rejoin on 6.2.1995. During the course of the enquiry it emerged that the applicant had filed an application for leave accompanied by medical certificate for the period from 23.1.95 to 6.2.95 and his case was that when he reported after 6.2.95 he was not allowed to rejoin duty. It also came out that the SDI had not issued any letter to the applicant after the one issued on 19.1.95 when he asked him to report for duty. Why it is so is not explained in the enquiry nor the Revisionary authority had gone into it. The applicant had been attending the disciplinary enquiry since its commencement on 7.3.96 onwards. In that proceedings of the enquiry on 7.5.96 (A5) the applicant had been shown as " ED Packer, Aruvithura Post Office (under Put off duty)". In his communication dated 6.12.97 (Annexure A-6) addressed to the Senior Superintendent of Post Offices, Kottayam division the applicant requested the said Sr. Supdt. to reinstate him. In his reply to the enhancement of the punishment notice also the applicant refered to he being under the impression that he was on "put off duty". He had also referred to the appeal dated 6.12.97 in his A-12 representation addressed to the Revisional Authority. Without going into any of these matters and analysing the same the Revisional Authority had



come to the conclusion that the punishment imposed on the applicant was inadequate and had to be enhanced to removal from service. Under such circumstances, we have no hesitation in holding that this order, even though running into three pages is without any application of mind. We are of the view that the same is arbitrary and an improper exercise of the revisional power vested in that authority.

15. From the materials placed before us we find that at the most the applicant can be said to be absent unauthorisedly only for a period of 22 days i.e. from 1.1.1995 to 22.1.1995. For such an offence the extreme punishment of removal from service is very harsh. It is totally disproportionate to the offence committed. The applicant is an E.D. Packer. He had not been able to attend his duties immediately after the expiry of the leave without allowance sanctioned to him because of heart sickness. By this punishment not only the applicant but his family also would suffer. The applicant's service which he had put in since 1965 onwards becomes nullity by this punishment.

16. In the above background we are unable to sustain A-1 order of the Revisional Authority. Accordingly we set aside and quash A-1 order. We direct the respondents to grant all the consequential benefits flowing out of setting aside and quashing of A1 order to the applicant as early as possible and in any case within three months from the date of receipt of a copy of this order.

17. The Original Application is disposed of as above without any order as to costs.

Dated the 2nd April, 2002.



K.V. SACHIDANANDAN
JUDICIAL MEMBER

kmn



G. RAMAKRISHNAN
ADMINISTRATIVE MEMBER

A P P E N D I X

Applicant's Annexures :

1. A-1: True copy of the Memo No.VIG/4-5/3/93 dated 26.2.99 (Revisional order) issued by the 1st respondent.
2. A-2: True copy of Memo No.ASP/Disc.I dated 30.4.98 (punishment order) issued by the 3rd respondent.
3. A-3: True copy of the representation dated 28.7.96 submitted by applicant to the 2nd respondent.
4. A-4: True copy of the representation dated 1.11.1994 submitted by the applicant's wife to the 2nd respondent.
5. A-4(a) True English translation of Annexure A4.
6. A-5: True copy of the Inquiry proceedings dated 7.3.1996 of the Inquiry Officer.
7. A-5(a) True English translation of Annexure A5.
8. A-6: True copy of the appeal dated 6.12.1997 submitted by applicant to the 2nd respondent.
9. A-7: True copy of the Inquiry proceedings dated 17.5.96.
10. A-7(a) True English translation of Annexure A7.
11. A-8: True copy of the Inquiry proceedings dated 5.12.1997.
12. A-9: True copy of the written brief submitted by applicant to the 4th respondent.
13. A-10: True copy of the Inquiry Report of the 4th respondent.
14. A-11: True copy of the Memo No.Vig/4-5/98 dt.18.11.98 issued by the 1st respondent.
15. A-12: True copy of the representation dt.18.1.1999 submitted by applicant to 1st respondent.

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