

**CENTRAL ADMINISTRATIVE TRIBUNAL LUCKNOW BENCH  
LUCKNOW**

**Original Application No. 264 of 2010**

**Order Reserved on 25.8.2014**

**Order Pronounced on 10/9/14**

**HON'BLE MR. NAVNEET KUMAR MEMBER (J)**  
**HON'BLE MS. JAYATI CHANDRA, MEMBER (A)**

Bhawani Pher Pandey, aged about 67 years, son of Late Shri Ram Baran Pandey, resident of Bindra Pandey Ka Purwa, Post Office Netwari Chaturpu, District Faizabad, (lastly worked as Assistant Station Master, Gosaiganj, Lucknow.

**Applicant**

**By Advocate Sri Prashant Kumar Singh.**

**Versus**

1. Union of India, through Secretary, Ministry of Railway (Railway Board), Rail Bhawan, New Delhi.
2. General Manager, (Personnel) Northern Railway, Baroda House, New Delhi.
3. Senior Divisional Operating Manager, Northern Railway, Lucknow Division Lucknow.
4. Union Public Service Commission, New Delhi, through its Secretary.

**By Advocate Sri S. Verma**

**Sri Pankaj Kumar Awasthi for Sri A. K.  
Chaturvedi**

**ORDER**

**By Hon'ble Mr. Navneet Kumar, Member (J)**

The present Original application is preferred by the applicant under Section 19 of the AT Act, 1985 with the following reliefs:-

(a)issuing/passing of an order or direction setting aside the impugned order dated 3.5.2010, issued/ passed by the respondent No. 1 by means of which full pension and gratuity of the applicant has been withheld, as communicated by the respondent No. 3 under letter dated 18.5.2010 (as

contained in Annexure No. A-1 to this Original Application), after summoning the original records.

(b) issuing/passing of an order or direction to the Respondents to pay the full pension to the applicant as hither-to-fore and also pay the gratuity to him together with interest at the current market rate within a specified period of two months.

(c) Issuing/passing of any other order or direction as this Hon'ble Tribunal may deem fit in the circumstances of the case.

(d) allowing this Original Application with cost."

2. The brief facts of the case are that the applicant was initially appointed in the respondents organization and after serving for a quite long time, he was served with a charge sheet indicating there in certain charges levelled against the applicant. Subsequently, the applicant superannuated from service and finally, the respondents have imposed a punishment of withholding full pension and gratuity. The advice of the UPSC was not provided to the applicant before passing the final order rather it was served after final order is passed by the respondents which is in a mechanical way, as such, the same is totally illegal, arbitrary and based on unreasonable facts. The O.A. was finally disposed of by this Tribunal vide order dated 12<sup>th</sup> December 2011 and thereafter, Writ Petition was filed before the Hon'ble High Court and the Hon'ble High Court finally remanded back the matter to this Tribunal for deciding the issue afresh.

3. The learned counsel for the respondents earlier filed the reply and through reply, it was pleaded by the

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respondents that the scope of judicial review in respect of disciplinary matters is very limited and no interference is called for by this Tribunal and in terms of the decision rendered by the Hon'ble Apex Court, the UPSC advice is not required to be given to the applicant before passing the final order. It is also argued by the learned counsel for the respondents that while passing the order by the disciplinary authority all the material evidence were taken into consideration and there is no illegality in doing so. As such no interference is required by this Tribunal.

4. On behalf of the applicant rejoinder is filed and through rejoinder, mostly the averments made in the O.A. are reiterated and the contents of the counter reply are denied. The learned counsel for the applicant relied upon the decision of Hon'ble Apex Court rendered in the case of Union of India and others vs. S. K. Kapoor reported in 2011(4) SCC 589 as well as in the case of S. N. Narula vs. Union of India and others reported in 2011 (4) SCC 591 and also argued that in terms of the decision rendered by the Hon'ble Apex Court, the advice of the UPSC is required to be served upon the applicant before passing the order by disciplinary authority and in the absence of doing so is violative of principles of natural justice. Not only this, the learned  
counsel for the applicant has also relied upon another

decision of the Hon'ble Apex Court in the case of Union of India & Ors vs R. P. Singh reported in 2014(7) SCC 340 wherein, the Hon'ble Apex Court has once again reiterated that before passing the order by the disciplinary authority, the advice of the UPSC is required to be served upon the delinquent employee.

5. Heard the learned counsel for the parties and perused the record.

6. The applicant who was appointed in the respondents organization was charge sheeted and superannuated from service and after the superannuation, the disciplinary authority imposed a punishment of full cut in pension and gratuity. The advice of UPSC communicated to the Ministry after careful consideration of the matter in the light of the relevant records of the case has accepted the advice of the UPSC for the reasons mentioned therein and accordingly decided that for imposing the punishment upon the applicant. Now the issue which requires determination is whether the UPSC advice is required to be served upon the delinquent employee before passing the order or not. In the case of S. K. Kapoor(Supra) the Hon'ble Apex Court laid down that it is a settled principle of natural justice that if any material is to be relied upon in departmental proceedings, a copy of same must be supplied in advance to the charged sheeted

employee so that he may have a chance to rebut the same. Apart from this, the learned counsel for the applicant has also argued that as per settled law, the supply of copy of advice rendered by the UPSC is a condition precedent before passing the impugned order. It has been further elaborated that if authorities consult UPSC advice and relied on its advice for taking disciplinary action then copy of advice must be supplied in the advance to the employee concerned, otherwise, it would amount to violation of principles of natural justice. In the instant case, UPSC advice has not only been agreed upon but it has been rather accepted in verbatim and in response there of the UPSC has advised to with hold in full both pension and gratuity permanently which was duly accepted by the respondents. In the instant case, the advice of the UPSC was not supplied prior to passing of the punishment order.

7. In accordance with law settled on the point by the Hon'ble Apex Court is to supply copy of UPSC advise is a condition precedent putting the same has been considered and relied upon while imposing the punishment. As observed by the two decisions of the Hon'ble Apex Court in the case of **Union of India and others Vs. S.K.Kapoor (Supra)** and in the case of **S.N.**

**Narula Vs. Union of India and others (Supra).**


8. In the case of **Union of India and others Vs. S.K.Kapoor (supra)**, the Hon'ble Apex Court observed as under:-

"8. There may be a case where the report of the Union Public Service Commission is not relied upon by the disciplinary authority and in that case, it is certainly not necessary to supply a copy of the same to the employee concerned. However, if it is relied upon, then a copy of the same must be supplied in advance to the employee concerned, otherwise there will be violation of the principles of natural justice. This is also the view taken by this Court in **S.N. Narula Vs. Union of India.**"

9. In the case of **S.N. Narula Vs. Union of India and others (supra)**, the Hon'ble Apex Court observed as under:-

"6. We heard the learned counsel for the appellant and the learned counsel for the respondent. It is submitted by the counsel for the appellant that the report of the Union Public Service Commission was not communicated to the appellant before the final order was passed. Therefore, the appellant was unable to make an effective representation before the disciplinary authority as regards the punishment imposed.

7. We find that the stand taken by the Central Administrative Tribunal was correct and the High Court was not justified in interfering with the order. Therefore, we set aside the judgment of the Division Bench of the High Court and direct that the disciplinary proceedings against the appellant be finally disposed of in accordance with the direction given by the Tribunal in para 6 of the order. The appellant may submit a representation within two weeks to the disciplinary authority and we make it clear that the matter shall be finally disposed of by the disciplinary authority within a period of 3 months thereafter."



10. Not only this, the Hon'ble Apex Court in the case of **Union of India & Ors vs R.P. Singh** passed an order in **Civil Appeal No. 6717 of 2008 on 22<sup>nd</sup> May 2014** and has been pleased to observe as under:-

**"26. We have referred to the aforesaid decision in extenso as we find that in the said case it has been opined by the Constitution Bench that non-supply of the enquiry report is a breach of the principle of natural justice. Advice from the UPSC, needless to say, when utilized as a material against the delinquent officer, it should be supplied in advance. As it seems to us, Rule 32 provides for supply of copy of advice to the government servant at the time of making an order. The said stage was in prevalence before the decision of the Constitution Bench. After the said decision, in our considered opinion, the authority should have clarified the Rule regarding development in the service jurisprudence. We have been apprised by Mr. Raghvan, learned counsel for the respondents, that after the decision in S. K. Kapoor's case, the Government of India, Ministry of Personnel, PG & Pensions, Department of Personnel & Training vide Office Memorandum dated 06.01.2014 has issued the following directions:**

**"4. Accordingly, it has been decided that in all disciplinary cases where the Commission is to be consulted, the following procedure may be adopted"-**

- (ix) On receipt of the Inquiry Report, the DA may examine the same and forward it to the Commission with his observations;**
- (x) On receipt of the Commission's report, the DA will examine the same and forward the same to the Charged Officer along with the Inquiry Report and his tentative reasons for disagreement with the Inquiry Report and/ or the advice of the UPSC;**
- (xi) The Charged Officer shall be required to submit, if he so desires, his written representation or submission to the Disciplinary Authority within fifteen days, irrespective of whether the Inquiry report/advice of UPSC is in his favour or not.**

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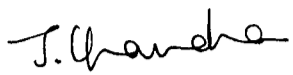
(xii) **The Disciplinary Authority shall consider the representation of the Charged Officer and take further action as prescribed in sub-rules 2(A) to (4) of Rule 15 of CCS (CCA) Rules, 1965.**

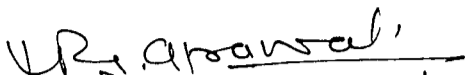
**27. After the said Office Memorandum, a further Office Memorandum has been issued on 05.03.2014, which pertains to supply of copy of UPSC advice to the charged officer. We think it appropriate to reproduce the same:**

**“The undersigned is directed to refer to this Department’s O.M. of even number dated 06.01.2014 and to say that it has been decided, in partial modification of the above O.M. that a copy of the inquiry report may be given to the Government servant as provided in Rule 15 (2) of Central Secretariat Services (Classification, Control and Appeal) Rules, 1965. The inquiry report together with the representation, if any, of the Government servant may be forwarded to the Commission for advice. On receipt of the Commission’s advice a copy of the advice may be provided to the Government servant who may be allowed to submit his representation, if any, on the Commission’s advice within fifteen days. The Disciplinary Authority will consider the inquiry report, advice of the Commission and the representation(s) of the Government servant before arriving at a final decision.”**

11. Considering the submissions made by the Hon’ble Apex Court in the case of S.K. Kapoor (supra) and in the case of S.N. Narula (supra), as well as the office memorandum we are of the considered view that non supply of copy of UPSC advice is violative of principles of natural justice. As such, it requires interference by this Tribunal. Accordingly, the impugned orders dated 03.5.2010, and 18.5.2010 as contained in Annexure A-I to the O.A. are quashed. The applicant is entitled for all consequential benefits.

12. With the above observations, O.A.is allowed. No  
order as to costs.

  
**(Jayati Chandra)**  
**Member (A)**

  
**(Navneet Kumar)**  
**Member (J)**

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