



## East Coast Railway

Office of the  
Principal Chief Personnel Officer Rail  
Sadan, IInd Floor  
Bhubaneswar – 751017

No. ECoR/Pers/R/D&AR/37

Date: 11.10.2019

All PHODs/CHODs/HODs-ECoR/BBS,  
DRMs- KUR, WAT & SBP,  
Sr.DPOs – KUR, WAT & SBP,  
Dy.CPO(Con)/BBS & SPO/Con/VSKP,  
WPO/CRW/MCS.  
Genl. Secy./ECORSC, Genl. Secy./ECORSU  
Genl. Secy./AIOBCREA, Genl. Secy./AISCSTREA

Sub: Imposition of Penalties of Dismissal, Removal or Compulsory Retirement on Non-Gazetted staff- Clarification of 'Appointing Authority'.

Ref: Board's Letter No-E(D&A)2002/RG 6-36 dated-02.09.03 (RBE-No-155/2003) and RBE No-10/2011.

It has come to notice that on the Railway disciplinary powers as appointing authority for the purpose of imposing the penalties of dismissal, removal or compulsory retirement are, at times, exercised by the authorities who have merely issued the offer of appointment or order of promotion.

The contents of Rule-2(1)(a) of RS(D&A) Rules,1968 relating to definition of 'Appointing Authority' have been elaborated in RBE-211/2003 and RBE-10/2011 circulated under Estt.Srl-21/2011 dated-03.02.2011 by this Railways.

In this connection attention is invited that the intention of the Rule is that the penalties of dismissal, removal or compulsory retirement from service on a Railway servant should be imposed only by the highest of these authorities i.e. either by the authority which actually appointed the railway servant to the relevant grade or post or the authority which is empowered to make appointment to that grade or post at the time of imposition of penalties, whichever is the higher authority. The penalty of dismissal, removal or compulsory retirement from railway service should obviously not be imposed by an authority which have merely issued the offer of appointment or order of promotion, with regard to the appointment or promotion ordered by the competent authority higher to that authority. The Appointing Authority in respect of each grade/level of staff has been indicated in Model SOP-2018, Srl.No-5(NG) (Estt. Matter).

Now, in order to bring a uniform policy on RS(D&A)Rules-1968,in respect of appointing authority, the same is being reiterated hereunder for ready reference and guidance.

S.No	Category of staff	Scale/Grade/Pay-Matrix	Authority who may appoint.
1.	Group'D' (Erstwhile)	Level-1of 7 <sup>th</sup> CPC Pay Matrix	Jr. Scale /Asstt. Officer and above.
2.	Group-'C'	Level-2 to L-5 of 7 <sup>th</sup> CPC Pay Matrix	Sr. Scale Officer and above
3.	Group 'C'	Level-6 and above of 7 <sup>th</sup> CPC Pay Matrix	Senior Scale Officer (Independent charge) JAG/ADRM/DRM/SAG Officer/CHOD/PHOD/CWM/AGM

(M. Ganga Bhawani)

Dy. Chief Personnel Officer (Gaz.)

For Principal Chief Personnel Officer.