

Through BSNL Intranet

Date: 09-12-2020

No. 29-1/2020-VA

To

All Disciplinary Authorities,  
BSNL Circles / Units.

**Sub: DoT instructions regarding ratification of cases of penalties proposed by DA.**

Ref: (i) DoT letter no. 68-25/2020-Vig.II dated 02.12.2020.  
(ii) CMD OM no. CVO/Misc/Policy/2019 dated 09.08.2019.

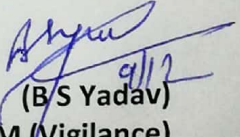
Your attention is invited to DoT letter dated 02.12.2020 mentioned as Ref.(i) above. In this letter, DoT has directed to consider certain points while sending proposals to DoT, for ratification of penalties, in terms of Rule 61 (4) (1) of BSNL CDA Rules, 2006.

2. In point no. 3 of this letter, DoT stressed on quantum of punishment to be commensurate with the gravity of misconduct. In the same matter, CMD BSNL has also issued advisory dated 09.08.2019 mentioned at Ref.(ii) above, to All Directors and All CGMs of BSNL to sensitize all officers working under them.

3. In view of the above, all Disciplinary Authorities are requested to strictly adhere to the DoT instructions and advisory issued by CMD BSNL vide OM dated 09.08.2019.

This issues with the approval of CVO, BSNL.

Encl : As above

  
(B S Yadav)  
GM (Vigilance)



No. 68-25/2020-Vig.II  
Government of India  
Ministry of Communications  
Department of Telecommunications

Sanchar Bhawan, New Delhi,  
Date: 02.12.2020

Gm(wig.)  
DGm(wig.I)  
AGM(CVA) To

04/12/2020

The Chief Vigilance Officer,  
B. S.N.L.  
Eastern Court Complex, Ground Floor,  
Near MTNL Sanchar Haat, Janpath,  
New Delhi-110001.

**Subject: Proposals from BSNL regarding ratification of cases of penalties proposed by Disciplinary Authority.**

Sir,

As discussed in the monthly meeting of CVOs, held on 19.11.2020, the following points may be kept in view while sending proposals to DoT, for Ratification of penalties, in terms of Rule 61 (4) (1) of BSNL CDA Rules, 2006 :-

1. In case of pecuniary loss to the company due to misconduct of charged officer and co-accused in the case, the details of recovery, if any, from them may be indicated in case. Difference in amount of recovery of loss in the composite case should be justified.
2. Status of gratuity of the retired charged official should invariably be mentioned in every ratification case.
- 3. It is observed that at times quantum of punishment is not found commensurate with the misconduct. A uniform yard-stick for awarding quantum of punishment for charged employees may be followed.
4. In case of setting aside of penalty of the charged officer by Higher Court, details of simultaneous Regular Departmental Action (RDA) taken at the stage of prosecution may be intimated. Reasons/justifications for not taking departmental action may also be indicated.

Yours faithfully,

02/12/2020  
(S.C.Ranjan)  
Director (VP)

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