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INTRODUCTION

The Disciplinary Proceedings (Administrative Tribunal) Rules, 1947 were originally published in English on pages 695-696 in Part 1-A of the *U. P. Gazette*, dated November 8, 1947. Before these Rules were published in *the Gazette*, an advance copy thereof was forwarded along with Confidential Department G. O. no. A-5551/XXV-CX-527-47, dated November 7, 1947 to all Heads of Departments and other officers in the State informing them that the Rules were being published in the *U. P. Gazette* and that they provided for the establishment of Administrative Tribunal for the speedy disposal of certain classes of cases relating to delinquent officials. Thereafter, explaining certain important portions of the Rules in Confidential Department G. O. no. A-6172/XXV-CX-527-47, dated December 10, 1947, all Heads of Departments and other officers in the State were informed that each department should itself hold preliminary enquiries against any official under its control and special attention should be paid in respect of matters specified in rule 4 of the Rules and that enquiries should be made under the orders of the authority empowered to take disciplinary action. Those cases in which disciplinary action could be taken only by Government, should be referred to the Government, who would decide whether a case should be referred to the Administrative Tribunal or should it be dealt with under the normal rules. It was also clarified that these new rules did not supersede the normal rules regulating the conduct of disciplinary proceedings but provided for an expeditious alternative to the cumbersome procedure provided for in the normal rules and that those selected cases would be referred to the Administrative Tribunal in which application of the normal procedure would not be in the public interest.

2. These rules were made under sections 241 (2) and 266 (3) of the Government of India Act, 1935, section 234 (a) and (8) of the U. P. Land Revenue Act, and section 7 of the Police Act, 1861. For the sake of facility, extracts of the aforesaid sections have been given at the end of this volume.

3. Several amendments have since been *made in these* rules, from time to time, which have been indicated at appropriate places by footnotes. A list of the notifications and rules by which the amendments have been made, is given at the end of this volume.
4. Very important amendments were made in these rules by the U. P. Disciplinary Proceedings (Administrative Tribunal) (Second Amendment) Rules, 1975, as a result of which. these rules have become applicable to retired government servants as well [rule 1 (4)]. Now, cases in which action is purposed under Article 351-A of the Civil Service Regulations can also be referred to the Administrative Tribunal for enquiry (rule 10-A). In sub-rule (7) of rule 3, provision has been made for constituting such an Administrative Tribunal, both members of which would be Judicial Officers and which will inquire only into cases against judicial Officers. The setting up of this Tribunal, or transfer of any case, under its consideration, to some other Tribunal, would require the recommendation or concurrence of the High Court. No assessor would be appointed to assist such a Tribunal. The case of disciplinary inquiry against an officer of the judiciary would be referred to the Administrative Tribunal only on the recommendation of the High Court.
5. Formerly, in rule 4 (1) of these rules, there existed *a* provision that the Governor may refer to the Tribunal cases relating to an individual government servant or class of government servants or government servants in a particular area only in respect of matters involving (*a*) corruption, (*b*) failure to discharge duties properly ; (*c*) irremediable general inefficiency in a public servant of more than ten years' standing; (*d*) personal immorality and (*e*) wilful or flagrant violation of the Uttar Pradesh Government Servants' Conduct Rules, 1956, or other Rules, or Orders issued by the Government or any other competent authority. In rule 4 (2) there existed a provision that on a request being made by a gazetted officer, the Government may refer his case to

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the Tribunal in respect of matter's referred to in sub-rule 4 (1) . The following new rule 4 has been put as substitute by the U. P. Disciplinary Proceedings (Administrative Tribunal) (Second Amendment) Rules, 1975 :

"4. The Governor may refer to the Tribunal cases relating to an individual government servant or a class of government servants in respect of any imputation of misconduct or misbehaviour :

Provided that in respect of a case relating to an officer belonging to a service referred to in sub-rule (7) of rule 3, hereinafter in these rules referred to as a 'Judicial Officer', the Governor shall make a reference, if and only if, so recommended by the High Court."

Thus the scope of rule 4 has become very wide and any act of misconduct or misbehaviour committed by a government servant can now be referred to the Administrative Tribunal.

6. Rule 5 has also been modified and it has been clarified therein as to what material ought to be sent to the Tribunal along with a case referred to it. By rule 5 (1-A) the Tribunal has been empowered to amend the articles of charge sent to it by Government but it cannot make such an amendment as may affect the substance thereof.

7. According to rule 7 as it stood formerly, neither the defence nor the prosecution could be represented by counsel in a case under the consideration of the Tribunal. Rule 7 has been amended by U. P. Disciplinary Proceedings (Administrative Tribunal) (Second Amendment) Rules, 1975 and it has been provided therein that the Government may appoint Presenting Officer on its behalf and the charged government servant may take the assistance of another government servant. In case government appoints a legal practitioner or if the Tribunal so permits, the charged government servant may get his case represented by a legal practitioner.

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8. According to the provisions made in rule **10 (1)**, the High Court is now empowered to impose certain penalties on Judicial Officers. The power to impose the penalty of dismissal, removal or compulsory retirement on Judicial Officers vests in the Governor as before. The power to pass orders for the imposition of penalties on all government servant, other than Judicial Officers, rests with the Governor as hitherto.

9. According to provisos added to rule **11**, **the** power to order suspension in the case of a Judicial Officer, can be exercised by the High Court or on its recommendation by the Governor and references to appointing authority in rule 49-A of the Civil Services (Classification, Control and Appeal) Rules, in relation to Judicial Officers shall be deemed **to** include references to the High Court also.

10. According to rule 14 of the Rules, the Administrative Tribunal may, at its discretion supply to the charged officer a copy of a document or an order, on the prescribed charges being paid by him.

11. The power to refer cases of disciplinary inquiry to **the** Tribunal under these rules has not been delegated. As such this power is exercisable only by Government in the Vigilance Department. The power to impose penalties on government servants, other than Judicial Officers, has also not been delegated. Therefore, in all cases, other than those mentioned in rule 10(1), the order to impose penalties can be passed only by the Governor.

12. These rules have certain other specialities as well, such as, the proceedings of the Tribunal are held in camera ; the Tribunal makes in each case such inquiry as is appropriate; in conducting the inquiry the Tribunal observes the principles of equity and natural justice, and it is not bound by formal rule relating to procedure and evidence ; consultation with the Public Service Commission is not necessary for issuing orders of punishment under these rules and no appeal can be made against an order passed by the Governor or the High Court under these rules.

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13. The proposal to publish the Hindi version of these rules had been under the consideration of Government since-long. The Hindi translation of these rules was notified in part 4 section (A) of the Legislative Appendix of the *Extraordinary Gazette*, dated 27th April, 1977. This diglot edition is being brought out now. It is hoped that the publication would prove to be useful to all concerned.

INDRA MOHAN SAHAI,

Dated 8th August, 1977.

Commissioner and Secretary.

**THE DISCIPLINARY PROCEEDINGS
(ADMINISTRATIVE TRIBUNAL)
RULES, 1947**

In force from November 8, 1947

(As amended up to April 27, 1977)

(1)
GOVERNMENT OF THE UNITED PROVINCES
CONFIDENTIAL DEPARTMENT

No. A-5511/XXV/CX

Dated Lucknow, November 4, 1947

NOTIFICATION

In exercise of the powers conferred by section 241 (2) and 266 (3) of the Government of India Act, 1935, as amended, and section 234 (a) and (b) of the United Provinces Land Revenue Act (Act III of 1901) and section 7 of the Police Act (Act V of 1861) and all other powers enabling him to do so, the Governor of the Uttar Pradesh* is pleased to make the following rules for regulating in certain cases the *conduct* of disciplinary proceedings and the award of punishment to members of the public services under the Governor's rule making control.

DISCIPLINARY PROCEEDINGS (ADMINISTRATIVE
TRIBUNAL) RULES, 1947

1. (1) These rules may be called the Disciplinary Proceedings (Administrative Tribunal) Rules, 1947.

(2) They shall come into force with effect from November 8, 1947.

(3) They shall apply to all government servants under the rule-making control of the Governor, and will be applicable to any acts, omissions or conduct arising before the date of the commencement of these rules as they are applicable to those arising after that date.

** (4) They shall also apply to all persons who have retired from such government service as is referred to in subrule (3), in so far as required for purposes mentioned in rule 10-A.

Originally "United Provinces".

"Added by Vigilance Department Notification no. 2565/39—(2)-2 (7) 70.
dated:7-11-1975.

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2. For the purposes of these rules, unless there is anything repugnant in the subject or context :

(a) "Government" means the Government of the Uttar Pradesh.

1 (b) "Tribunal" means an Administrative Tribunal constituted under rule 3.

3. ¹(1) Government may from time to time constitute one or more Administrative Tribunals as it may consider necessary for enquiry into such cases or classes of cases as Government may by general or special order direct.

(2) Each Tribunal shall consist of two members, one of whom shall be an officer of adequate seniority to be the head of a department or the Commissioner of a division and the other a judicial Officer qualified for appointment as a judge of the High Court :

Provided that nothing herein contained shall prevent the appointment of the same person as member of more Tribunals than one.

² (3) Government shall nominate one of the members of each Tribunal to be the Presiding Officer of that Tribunal.

³ (3-A) Without prejudice to the generality of its power to replace any member or assessor whose services cease to be available for functioning as such, Government may, if it is satisfied that it is expedient so to do for the ends of justice . . . (1) transfer any case pending before any Tribunal either to another Tribunal having a new set of members, or to a Tribunal reconstituted by replacing one of its members, or (2) replace the assessor appointed to assist it.

1 "Tribunal" Substituted by notification no. 1844/XXXIX-2(5)-68. dated 12.6.1969.

2 Substituted by notification no. 1844XXXIX 2(⁵)-68, dated 12.6-1969.

3 Added by notification no. 18441/XXXIX-2(5)-68, dated 12-6-1969.

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* (4) The Tribunal shall be assisted by an assessor who will be appointed by the Governor taking into account the rank of the charged government servant, so however that he shall always be a gazetted government servant and shall be an officer drawing pay in a scale higher than that of the charged government servant or, where more than one government servant has been charged in the same proceedings in a scale of pay Higher than that of the highest charged government servant. As far as possible, the Governor will select as assessor an officer serving in the same department as the charged government servant, or where more than one government servant has been charged in the same proceedings, the charged government servant in the highest scale of pay.

** (5) Where no officer serving with the same department as the charged government servant and drawing pay in a scale higher than that of the charged government servant is available for appointment as assessor under sub-rule (4), the Governor may appoint as assessor an officer drawing higher pay than, though in the same scale as, the charged government servant.

** (6) If an officer appointed as assessor fulfilled the qualifications mentioned in sub-rule (4) or sub-rule (5) at the time of his appointment as such, he shall, unless otherwise ordered by the Governor, continue to act as assessor notwithstanding that, during the continuance of the proceedings before **the** Tribunal :

(a) the charged government servant has got into **the** same pay scale as such assessor ; **or**

(b) such assessor has retired from Government bet vice and has been simultaneously reemployed in the post from which he retired.

*Substituted by notification no.937—XXXIX-2(5)-68, dated March 19, 1968.

** Has effect from March 19, 1968. Shall apply to all Government servants under the rule making control of the Governor other than Government servants referred to in section 234(a) of the U.P. Land Revenue Act (Act No. III of 1901) and Section 7 of the Police Act (Act No. V of 1861). Added by Notification no.859/XXXIX-2 (5) 68, dated 8.6-1973.

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* (7) Notwithstanding anything in the foregoing **sub**-rules, a Tribunal to which a case relating to a member of any of the following services is referred shall consist of two officers, each of whom shall be qualified for appointment as a Judge of the High Court, and no assessor shall be appointed to assist such a Tribunal :

- (a) U. P. Higher Judicial Service,
- (b) U. P. State Judicial Service, and
- (c) U. P. Judicial Officers' Service.

Provided that nothing herein contained shall prevent the appointment of a member of a Tribunal referred to in sub-rule (2), who is qualified as mentioned in this sub-rule, as a member of a Tribunal under this sub-rule and the provisions of sub-rules (3) and (3-A) of this rule and rules 8-A and 9 shall '*mutatis mutandis* apply to a Tribunal referred to in this sub-rule :

Provided further that the power under sub-rule (I) or under sub-rule (3-A) shall, in relation to a Tribunal mentioned in this sub-rule, be exercised by the government, only on the recommendation or with the consent of the High Court.

*4. The Governor may refer to the Tribunal cases relating to an individual government servant or a class of government servants in respect of any imputation of misconduct or misbehaviour :

Provided that in respect of a case relating to an officer belonging to a service referred to in sub-rule (7) of rule 3, hereinafter in these rules referred to as a "Judicial Officer", the Governor shall make a reference if, and only if, so recommended by the High Court.

*5. (I) In forwarding any case to the Tribunal, the Government shall state—

- (a) the particulars of the official involved;

*Notification no. 2565/XXXIX-2-2(7)/70, dated 7-11-1975.

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(b) the substance of the imputations of misconduct or misbehaviour reduced into definite and distinct articles of charge ;

(c) a statement of imputations of misconduct or misbehaviour in support of each article of charge, which shall contain-

(i) a statement of relevant facts, including an admission or confession made by the official ;

(ii) a list of documents by which, and *a list* of witnesses by whom, the articles of charge are proposed to be sustained.

(I-A) The Tribunal shall have the power to amend the articles of charge but not so as to affect the substance thereof and also to make any correction in the statement of the imputations of misconduct or misbehaviour in support of each article of charge.

(1-B) The Tribunal may, where it thinks fit in the interest of justice, summon and examine a witness not included in the list referred to in sub-rule (1).

(2) The Tribunal shall be entitled to the perusal of all records having a bearing on the case before it.

6. Subject to the general or special directions of the Governor, the Tribunal may hold its sitting at any place in the State.

7. ** (1) The proceedings of the Tribunal shall be held *in camera*.

(2) The Government may appoint a Government servant or a legal practitioner to be known as the Presenting Officer, to present the case in support of the articles of charge.

(3) The Government servant may take the assistance of any other Government servant to present the case on his behalf, but may not engage a legal practitioner for the purpose.

Substituted by Notification no. 2565/XXXIX-(2)-2(7)1970, dated 7-11-1975.

pose unless the Presenting Officer appointed by the Governor is a legal practitioner, or the Tribunal having regard to the circumstances of the case, so permits :

Provided that nothing in this sub-rule shall be construed to authorise the payment of any travelling or daily allowance to any Government servant for enabling him to assist the charged Government servant.

(4) If the Government servant who has not admitted any of the articles of charge, in his written statement of defence, or has not submitted any written statement of defence, appears before the Tribunal, the Tribunal shall ask him whether he is guilty or has any defence to make and if he pleads guilty to any of the articles of charge, the Tribunal shall record the plea, sign the record and obtain his signatures thereon.

8. (1) The Tribunal shall in each case make such enquiry as may be appropriate.

(2) In conducting such enquiry the Tribunal shall be guided by rules of equity and natural justice and shall not be bound by formal rule relating to procedure and evidence.

8-A. (1) If a member of the Tribunal ceases at any time to be available for functioning as such, the remaining member shall be deemed to validly constitute the Tribunal for the purposes of cases pending before it.

* (2) The replacement of a member of, or an assessor appointed to assist, a Tribunal during the pendency of any case, or the transfer of any case from one Tribunal to another shall not necessitate the reopening of the proceedings of such case or a *de novo* enquiry into it.

** (3) If a member or assessor, if any, is absent at a particular hearing then in the case of a Tribunal referred to in sub-rule (7) of Rule 3 the remaining member, and in any other case, the remaining member with the assessor, or, as

***Substituted by notification 1844/XXXIX-2(5)-69, dated 12-6-1969.**

****Notification no. 2565 /XXXIX-(2)--2-(7)-70. dated 7-11-1975.-**

the case may be, both the members without the assessor may proceed with the case.

9. (1) After completing its proceedings the Tribunal shall make a record of the case in which it shall state the charge the explanation, its own findings and the views of the assessor. It shall where satisfied that punishment be imposed, also formulate its recommendations about punishment.

*(2) The Tribunal may recommend any punishment mentioned in the Civil Services (Classification, Control an Appeal) Rules or compulsory retirement with or without fu or proportionate pension, or with or without gratuity compassionate allowance as it may deem suitable or may recommend any action under Article 351-A of the Civil Service Regulations.

* (3) Where the Tribunal makes a recommendation compulsory retirement as aforesaid, it shall be competent to the Governor to impose that penalty, notwithstanding that it is not a penalty mentioned in the Civil Services (Classification, Control and Appeal) Rules.

**10. (1) On receipt of the Tribunal's recommendation, the Governor shall, in a case relating to a Judicial Officer send the recommendations to the High Court and the High Court may pass an order awarding a penalty other than one of dismissal or removal or compulsory retirement itself, or recommend to the Governor the imposition of the penalty of dismissal or removal or compulsory retirement or pass such other order as it may deem fit.

(2) In a case relating to a Government servant not being a Judicial Officer, the Governor, on receipt of the Tribunals recommendations, may pass an order awarding the punishment recommended by the Tribunal or a higher or lesser punishment or pass such other order as he may deem fit.

**Substituted by Notification no.2565139-2-(7)1970, dated 7-11-1975.
Rule-10 substituted by Notification no. 7-1-77-Karmik 1, Dated 27-4-1977.

(3) The Governor or *the* High Court as the case may be, may at any time, if he or it considers necessary call for a clarification or supplementary findings from the Tribunal.

(4) No appeal shall lie against an order passed by the Governor or the High Court under this rule.

(5) Consultation with the Public Service Commission not necessary in view of the first proviso to regulation 8 (a) of the U. P. Public Service Commission (Limitation of Functions) Regulations, 1954 before passing an order of punishment under these rules.

*10-A. (1) Notwithstanding anything in these rules, the Governor may refer to the Tribunal a case against a retired Government servant where proceedings are proposed to be held under Article 351-A of the Civil Service Regulations.

(2) Where a Government servant retires during the pendency of any proceedings against *him* under these rules, the Governor may order the proceedings to be continued for purposes of Article 351-A of the Civil Service Regulations.

(3) Any action under this rule in respect of a Judicial Officer shall be taken only on the recommendation or with the consent of the High Court.

(4) For the purposes of proceedings under this rule, an assessor to be appointed in the case of a retired Government servant shall be of a rank not lower than the rank held by the charged Government servant before his retirement.

*11. During or in contemplation of proceedings under these rules a Government servant may be placed under suspension by the authority competent under the ordinary rules :

Provided that in the case of a Judicial Officer the power of suspension may be exercised by the High Court or on recommendation by the Governor :

Rule-10 substituted by U.P. Civil Services (Amendment) Rules, 1977, Notification no. 7-1-77 Karmik-1, dated 27-4-1977.

*Notification no. 2565/39 (2)-2(7)/70, dated 7-11-1975.

Provided further that in relation to Judicial Officers, references in rule 49-A of the Civil Services (Classification, Control and Appeal) Rules to the appointing authority shall be deemed to include references to the High Court.

12. Nothing in these rules shall be deemed to affect the conduct of disciplinary proceedings in cases other than those specifically dealt with under the provisions of these **rules**.

13. The Governor may delegate—

(1) the power under rule 4 to refer cases of their subordinate officials to the Tribunal to gazetted officers incharge of districts in their respective departments or to those placed above them, and

(2) the power to pass an order of punishment under rule 10 to a head of department in respect of non-gazetted officers in his department :

Provided that when such a delegation has been made an appeal shall lie against the order so passed by the head of department to the Governor.

***14. Power to issue copies on payment—A copy of an order or other document may be issued to the charged Government servant at the discretion of the Tribunal on payment by him of charge at the rate of Rs.5 for every 1500 words or part thereof.*

Transitory provisions

****14. (1) Were any proceedings have been taken under the said rules as they stood before their amendment by**

****Inserted by Notification no. 2565/39-(2)-2(7)-70, dated 7-11-1975.**

"Said rules" means the Disciplinary Proceedings (Administrative Tribunal) Rules, 1947.

these rules *(hereinafter in this rule referred to as the unamended rules) before the commencement of these rules*, and—

(a) the charged Government servant's request for being represented by Counsel was rejected by the Tribunal on the ground that rule 7 of the unamended rules did not permit such request being granted ; or

(b) after the conclusion of the inquiry by the Tribunal the charged Government servant was asked to show cause against proposed penalty of dismissal, removal or reduction in rank but a copy of the findings of the Tribunal or of its recommendation as to punishment was not furnished to such servant ; or

(c) the inquiry against a charged Government servant being a "judicial officer" (as defined in the amended rules) was held by a Tribunal as constituted under the unamended rules or the punishment was awarded to him without the recommendation of the High Court in this behalf, or the High Court **was** not consulted at some other stage—

then in either of the following cases, namely :-

(i) the proceedings before the Tribunal under the unamended rules are still pending; or

(ii) the proceedings before the Tribunal having been concluded, the matter is pending consideration with the Governor ; or

(iii) the validity of any proceeding before the Tribunal or of the order of imposition of penalty has been challenged in a court of law on any of the aforementioned grounds (a), (b) and (c), and the matter is either pending before the Court or such proceeding or order has been adjudicated void by the Court—

further proceedings shall be taken in the manner hereinafter provided.

* 'These rules' means the 'U.P. Disciplinary Proceedings (Administrative Tribunal) (Second Amendment) Rules, 1975.

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(2) Where the proceedings are pending before the tribunal immediately before the commencement of these rules and the case falls in categories (a) and (i) mentioned in rule (1), then further proceedings shall be taken in accordance with sub-rules (2) and (3) of rule 7 as hereby amended.

(3) Where the case falls in category (a) and category (ii) or (iii) mentioned in sub-rule (1), then subject to the orders if any, of any court of law, the case shall stand referred to the Tribunal for fresh proceedings in accordance sub-rules (2) and (3) of rule 7 as hereby amended.

(4) Where the case falls in categories (b) and (iii) mentioned in sub-rule (1), then subject to the orders, if any, of any court of law, the Governor may recall the notice order of punishment and issue a fresh notice to show cause along with a copy of the findings of the Tribunal or of its recommendations as to punishment, as the case may be, take further action thereafter accordingly.

(5) If the case falls under category (c) and either of categories (i), (ii) and (iii) mentioned in sub-rule (1) then subject to the orders, if any, of any court of law, the shall stand referred to a new Tribunal constituted in accordance with sub-rule (7) of Rule 3 of the amended rules, and the new Tribunal shall proceed afresh in accordance with the amended rules.

Explanation—Nothing in this sub-rule shall be deemed to require the High Court to be consulted again in respect of a stage of the proceedings where proceedings of that stage had been originally taken on the recommendation or **with** the consent of the High Court.

(6) In any further proceedings under sub-rule (2), sub-rule (3) * or sub-rule (5) *, the Tribunal may act on the evidence recorded in the case earlier by itself or by any **other** Tribunal :

*** Of Rule 14 under "Transitory Provisions" inserted by notification no. 2565/39 (2) 2—(7)-70, dated 7.11.1975.**

Provided that if such Tribunal is of opinion that further examination of all or any of the witnesses whose evidence had already been recorded is necessary in the interests of justice it may and where the charged Government servant so requests it shall, resummon, any such witnesses, and after such further examination, cross-examination and re-examination, if any, as it may direct, the witnesses shall be discharged.

(7) In any proceedings pending before the Tribunal under the said rules immediately before the commencement of these rules or in any proceedings **recommenced under the** foregoing sub-rules any reference to a charge of the nature defined in clause (c) , clause (d) **or** clause (e) of rule 2 or **of** the nature mentioned in clause (a) , *or* clause (b)) clause (c), or clause (d) , or clause (e) of sub-rule (1) of rule 1 of the said rules as they stood before their amendment by these rules shall be deemed to be a reference to misconduct or misbehaviour of the charged Government servant.

(8) The provisions of sub-rule (4) of Rule 49-A of the Civil Services (Classification, Control and Appeal) Rules shall apply in relation to any further inquiry provided by **rule as** they apply **relation to** any further inquiry held in pursuance of a consideration and decision referred to in that rule, and references in that sub-rule to the appointing authority shall in relation to a judicial officer be deemed to be substituted by references to the High Court.

15. In the Hindi text of the U. P. Disciplinary proceedings (Administrative Tribunal) Rules, 1947,

(i) wherever for the word "Tribunal" occurring English version a word other than "vf/kdj.k" has been used it shall be substituted by the word "vf/kdj.k"

(ii) for the figures, letters and brackets "2 (b) (3-A) , *and* 8-A" **wherever** occurring the figures, letters and brackets. (2[k), (3-d) and 8-d respectively shall be substituted.

APPENDIX-1

Extracts from the Government of India Act, 1935

(26 GEO 5 and 1 EDM 8)

(As amended up to 15th August, 1943)

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Section 241. *Recruitment and conditions of service-*

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(2) Except as expressly provided by this Act, the conditions of service of persons serving His Majesty in a civil capacity in India shall, subject to the provisions of this section, be such as may be prescribed—

(a) in the case of persons serving in connection with the affairs of the Federation, by rules made by the Governor-General or by some person or persons authorised by the Governor-General to make rules for the purpose;

(b) in the case of persons serving in connection with the affairs of a Province, by rules made by the **Governor** of the Province or by some person or persons authorised by the Governor to make rules for the purpose :

Provided that it shall not be necessary to make rules regulating the conditions of service of persons employed temporarily on the terms that their employment may be terminated on one month's notice or less, and nothing in this sub-section shall be construed as requiring the rules regulating the conditions of service of any class of persons to extend to any matter which appears to the rule-making authority to be a matter not suitable for regulation by rule in the case of that class.

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266. *Functions of Public Service Commissions :*

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(3) **The Secretary of State** as respects services and posts to which **appointments are made by him**, the Governor- General

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in his discretion as respects other services and posts in connection *with* the affairs of the Federation, and the Governor his discretion as respects other services and posts in connection with the affairs of a Province, may make regulation specifying the matters in which either generally, or in particular class of case or in the particular circumstances, it shall not be necessary for a **Public Service Commission** to be consulted but, subject to regulations so made and to the provision of the next succeeding sub-section, the Federal Commission or, as the case may be, the Provincial Commission shall be consulted-

a) on all matters, relating to methods of recruitments to civil services and for **civil posts** ;

(b) on the principles to be **followed** in making appointments to civil services and posts **and in making** promotions and transfers from one service to another and on the suitability of candidates for such appointments. promotions or transfers;

(c) on all disciplinary matters affecting a person serving His Majesty in a civil capacity in India, including memorials or petitions relating to such matters ;

(d) on any claim by or in respect of a person who is serving His Majesty in a civil capacity in India, including India that any costs incurred by him in defending legal proceedings instituted against him in respect of acts done or purporting to be done in the execution of his duty should be paid out of the revenues of the Federation or, as the case may be, the Province ;

(e) on any claim for the award of a pension in respect of injuries sustained by a person while serving His Majesty in a civil capacity in India, and any question as to the amount of any such award, and it shall be the duty of a Public Service Commission to advise on any matter so referred to them and on any other matter which the Governor-General in his discretion, or, as the case may be, the Governor in his discretion may refer to **them**.

APPENDIX-2

Extracts from the U.P. Land Revenue Act,
(Act no. 111 of 1901)

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Sections 231 add 234(a) and (b) of the Land Revenue Act (Act no.III of 1901).

234. The State Government may make rules consistent with this Act in respect of matters under clauses (a), (d), (e), (u)(i), (w)(i), (x)(i), and (y) and the Board may from time to time, subject to the sanction of the State Government make rules, consistent with this Act in respect of matter under clauses (v) (ii) , (w) (ii), and (x) (ii) —

(a) prescribing the duties of tahsildars and naib-tahsildars, and regulating their postings and transfers their appointment in temporary vacancies

(b) regulating the appointment and transfer Kanungos and Patwaris, their salaries, qualifications, duties, removal, punishment, suspensions, and dismissal ;

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APPENDIX-3

Extracts from the Police Act (Act V of 1861)
Section 7 of the Police Art (Act V of 1861)

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8. Subject to provisions of Article 311 of the Constitution and to such rules as the Stare Government may from time to time make under this Act, the Inspector General, Deputy Inspector General, Assistant Inspector's General and District Superintendents of Police may at any time dismiss, suspend or reduce and Police Officer of the subordinate ranks, whom they shall think remiss or negligent in the discharge of his duty or unfit for the same; or may award any one or more of the following punishments to any Police Officer of the subordinate ranks who shall discharge his duty in a careless or negligent manner, or who by any act of his own shall render himself unfit for the discharge thereof, namely:

(b) Fine to any amount not exceeding one month's pay;

(b) confinement to quarters for a term not exceeding fifteen days with or without punishment drill, extra guard, fatigue or other duty;

(c) deprivation of good conduct pay :

(d) removal from any office of distinction or special emolument.

Notes-

Any rule authorising the termination of services of a rotary Government servant on one month's notice is not consistent; with section 7 : A . I. R. 1966 A11.92 (D.B.).

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APPENDIX-4

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Extracts from The Civil Services (Classification, Control and Appeal) Rules.

(Ac corrected up to April 27, 1977)

49. The following penalties may, for good and sufficient reason and as hereinafter provided be imposed upon members of the services comprised in any of the classes (1) to (5) specified in Rule 14, namely —

(i) Censure.

(ii) Withholding of increments including stoppage at an efficiency bar.

(iii) Reduction to a lower post or time-scale, or to a lower stage in a time-scale.

(iv) Recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence or breach of orders.

(v) Suspension.

(vi) Removal from the civil service of the State which not disqualify from future employment.

(vii) Dismissal from the civil service of the State which ordinarily disqualifies from future employment.

(17)

Explanation—The discharge—

(a) of a person appointed on probation during or at the end of the period of probation, in accordant with the terms of the appointment and the rules governing the probationary service, or

(b) of a person appointed otherwise than under contract to hold a temporary appointment on the expiration of the period of the appointment, or

(c) of a person engaged under contract, in accordance with the terms of his contract,

does not amount to removal or dismissal meaning of this rule or rule-55.

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55-B. (a) Whenever the punishing fled that good and sufficient reasons exist a course it may impose the penalty of-

(h) censure, or (ii) stoppage at an efficiency bar :

Provided that it shall not be necessary to frame for charges against the Government servant concerned or call for his explanation,

(b) In all cases where a punishing authority imposes penalty of-

(i) withholding of increments in the time scale stages where there is no efficiency bar, or

(ii) recovery from pay of the whole or part of pecuniary loss caused to Government by negligence breach of orders, formal proceedings embodying a statement of the offence fault, the explanation of the person concerned, and reasons for the punishment shall be recorded

Provided that it shall not be necessary to record such proceedings in cases where a Government servant's increment the time-scale of his pay, at any stage other than an efficient bar, is stopped due to his integrity remaining uncertified.

APPENDIX-5

Extracts from Civil Service Regulations

Article 351—Future good conduct is an implied condition of every grant of a pension. The State Government, the Government of India and the Secretary of State-in-Council reserve to themselves the right of withholding or withdrawing a pension or any part of it, if the pensioner be convicted of serious crime or be guilty of grave misconduct.

The decision of the State Government on any question of withholding or withdrawing the whole or any part of pension under this regulation shall be final and conclusive.

Article 351-A—The Governor reserves to himself the right of withholding or withdrawing a pension or any part of it, whether permanently or for a specified period and the right ordering the recovery from a pension of the whole or part of any pecuniary loss caused to Government, if the pensioner is found in departmental or judicial proceedings to have been guilty of grave misconduct, or to have caused pecuniary loss to Government by misconduct or negligence, during his service, including service rendered on re-employment after retirement:

Provided that—

- (a) such departmental proceedings, if not instituted while the officer was on duty either before retirement or during re-employment :
 - (i) shall not be instituted save with the sanction of the Governor,
 - (ii) shall be in respect of an event which took place not more than four years before the institution of such proceedings, and
 - (iii) shall be conducted by such authority and in such place or places as the Governor may direct and in accordance with the procedure applicable to proceedings on which an order of dismissal from service may be made ;
- (b) judicial proceedings, if not instituted while the officer was on duty either before retirement or during

(19)

re-employment, shall have been instituted in accordance with sub-clause (ii) of clause (a), and

(c) the Public Service Commission, Uttar Pradesh, shall be consulted before final orders are passed. *Explanation—For* the purposes of this Article—

(a) departmental proceedings shall be deemed to *have* been instituted when the charges framed against the pensioner are issued to him, or if the officer has been placed under suspension from an earlier date on such date ;
and

(b) judicial proceedings shall be deemed to have been instituted-

(i) in the case of criminal proceedings on the date on which a complaint is made, or a charge-sheet is submitted to a criminal court ;
and

(ii) in the case of civil proceedings on the date on which the plaint is presented, or as the case may be, an application is made, to a civil court.

Note—As soon as proceedings of the nature referred to in this Article are instituted the authority which institutes such proceedings shall without delay intimate the fact to the Audit Officer concerned.

Article 351-B—In a case in which a pension is not withheld or withdrawn under Article 351-A, but the amount of any pecuniary loss caused to Government is ordered to be recovered from the pension, the recovery should not ordinarily be made at a rate exceeding one-third of the gross pension originally sanctioned including any amount which may have been commuted.

Article 422—Interruptions in service, either between two spells of permanent and temporary service or between a spell of temporary and permanent service or *vice versa* may be condoned by the Pension Sanctioning Authority subject to the following conditions, namely :-

- (1) The interruptions should have been caused by reasons beyond the control of the Government servant concerned ;
- (2) Service preceding the interruptions should not be less than of five years' duration, and in cases where there

are two or more such interruptions, the total service, pensionary benefits in respect of which will be lost if the interruptions are not condoned should not be less than five years ; and

- (3) Interruption should not be more than of one year's duration and in cases where there are two or more such interruptions, the total period of interruptions sought to be condoned should not exceed one year.

Article 470— (a) The full pension admissible under the rules is not to be given as a matter of course or unless the service rendered has been really approved.

(b) If the service has not been thoroughly satisfactory, The authority sanctioning the pension should make such reduction in the amount as it thinks proper :

Provided that in cases where the authority sanctioning pension is other than the appointing authority no order regarding reduction in the amount of pension shall be made without the approval of the appointing authority.

Note—For the purpose of this Article, appointing authority shall mean the authority which is competent to make substantive appointment to the post or service from which the officer concerned retires.

DECISIONS OF THE GOVERNMENT OF INDIA

A Local Government has not the power to reduce a pension already granted when proof, which was not available at the time of sanctioning the pension, is subsequently given of the pensioner's service not having been thoroughly satisfactory.

(Government of India, Finance Department No. 5752-P, dated November 7, 1901).

DECISION OF THE STATE GOVERNMENT

Subject to the provisions of any law for the time being in force, an appeal against an order sanctioning a reduced pension under clause *(b)* of the above Article shall lie to the authority to whom an appeal would ordinarily lie against an order of punishment under Chapter XIII of the Classification, Control and Appeal Rules or under the Appeal Rules promulgated in Government notification no. 2628/II-264, August 3, 1932.

(G.O. No 843/X-325, dated March 3, 1919) .

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APPENDIX-7

No. A-5551/XXV-CX-527-47

FROM

B. N. JHA. Esq., I.C.S.,

CHIEF SECRETARY To GOVERNMENT,

UNITED PROVINCES,

To

ALL HEADS OF DEPARTMENTS, COMMISSIONERS OF
DIVISIONS, DISTRICT AND SESSIONS JUDGES, DISTRICT
OFFICERS AND OTHER PRINCIPAL HEADS OF OFFICES, UNITED
PROVINCES.

Dated Lucknow, November 7, 1947.

SUBJECT:-*Establishment of an Administrative Tribunal.*

SIR,

* the Hon'ble Court' s

I am directed to forward for **the Commissioner's information an advance copy of the Disciplinary Proceedings (Administrative Tribunal) Rules, 1947, which Will be published in the next issue of the United Provinces *Gazette*. It will be seen that these rules provide for the establishment of an Administrative Tribunal for the speedy disposal of certain classes of cases relating to delinquent officials in a fair and judicious manner.

2. The names of the Members of the Tribunal will be notified later.

3. As the rules are being published in the *Gazette*, all government servants will of course be deemed to have notice of them, but I am to request that, so far as may be possible, all concerned under you may be informed of these rules.

I have the honour to be,

SIR,

Your most obedient servant,

B. N. JHA,

Chief Secretary.

* For the Hon'ble High Court and Chief Court.

**For the Public Service Commission.

(22)

No. A-5551 (1) /XX-V—CX-527-47

Copy forwarded to all Departments of the Secretariat,
for information.

By order,

B. N. JHA,

*Chief Secretary to Government,
United Provinces.*

FINANCE DEPARTMENT

No. A-5551 (2) /XXV-CX527-47

Copy also forwarded to the Accountant General, United Provinces, for
information.

By order,

P. A. GOPALAKRISHNAN,

*Secretary to Government,
United Provinces*

(23)

APPENDIX— 8

No. A-6172/XXV-CX-527-47

FROM

B. N. JHA, Esq., *I.C.S.*,

CHIEF SECRETARY TO GOVERNMENT,

UNITED PROVINCES,

To

ALL HEADS OF DEPARTMENTS, COMMISSIONERS OF DIVISIONS, DISTRICT AND SESSIONS JUDGES, DISTRICT OFFICERS AND OTHER PRINCIPAL HEADS OF OFFICES, UNITED PROVINCES.

Dated Lucknow, December 10, 1947.

*Subject :—*Disciplinary Proceedings (Administrative Tribunal) Rules, 1947.

SIR,

I am directed to refer to circular G. O. no. A-5551/XXVCX-527-47, dated November 7, 1947 forwarding a copy of the Disciplinary Proceedings (Administrative Tribunal) Rules, 1947, and to explain the following further points connected therewith :

(1) The Anti-Corruption Department as such has virtually ceased to exist. Henceforth each department should itself hold preliminary enquiries against officials and special attention should be paid in respect of matters specified in rule 4 of the said rules, viz.—

- (a) corruption ;
- (b) failure to discharge duties properly.
- (c) irremediable general inefficiency in *a* public servant of more than ten years' standing, and
- (d) personal immorality.

In making these enquiries, particularly regarding corruption, the department concerned may take the assistance, wherever necessary, of the superintendent of Police of the district or, in important cases, of the Range Deputy Inspector General or the Inspector General of Police.

(2) Enquiries should be made under the orders of *the* authority empowered to take disciplinary action against the delinquent official. Where this authority is the Government a reference should be made to the administrative department of the Secretariat giving the necessary particulars.

(3) If preliminary enquiries disclose a *prima facie* case against the official concerned, Government will decide whether the case should be referred to the tribunal or should be dealt with departmentally under the normal rules.

(4) It is to be borne in mind that the Disciplinary Proceedings (Administrative Tribunal) Rules do not supersede the normal rules regulating the conduct of disciplinary proceedings against government servants—vide rule 12 of the above rules. The new rules, however, provide an expeditious alternative to the rather cumbersome procedure provided for in the normal rules. The authorities empowered to take disciplinary proceedings against their subordinates should, therefore, make full use of the Tribunal and take necessary steps to refer to it, in particular, selected cases in which they consider that the application of the normal procedure would not be in the public interest. In other cases, particularly those concerning petty officials or petty matters, the authorities are free to take action under the ordinary rules. In cases of doubt a reference might be made to the Government.

2 Government attach great importance to the purity of the services. On them depends the efficiency of the administrative machinery which is essential to secure the welfare of the people of the province. Government trust that all concerned will act with vigour so that abiding moral effect may be produced by their concerted action. It should be clearly realized that any one failing to take the necessary steps in this direction should be considered as failing in his primary duty.

(25)

I am, however, to make it clear that honest, conscious, devoted and impartial officials should not in any way feel embarrassed by these measures which are intended to secure the integrity and efficiency of the service. Government have no doubt that they will continue to discharge their duties to the best of their ability and judgment without feeling embarrassed in any way.

I have the honour to be,
SIR,
Your most obedient servant,
B. N. JHA,
Chief Secretary.

No. A-6172 (1) /XXV—CX-527-47

COPY, with an extract from the Hon'ble Premier's minute, tinted November 19, 1947, forwarded to all Secretaries to Government and the Commissioner for Food and Civil Supplies and Refugees, for information and necessary action.

COPY (with extract) also forwarded to all Departments of the Secretariat.

COPY, with copies of the earlier Government Order and the rules, forwarded to the Director of Information for favour of giving **full** publicity to the rules and the connected instructions.

By order,
B. N. JHA,
Chief Secretary to Government,
United Provinces.

APPENDIX-9

Extracts from the Uttar Pradesh Public Service Commission
(Limitation of Functions) Regulations, 1954.

8. *Disciplinary matters*—It shall not be necessary to consult the Commission before an order is passed in any disciplinary case except when_

(a) an original order is passed by the Governor imposing any of the following penalties-

(i) withholding of increments in the time-scale at stages where there is no efficiency bar ;

(ii) reduction to a lower post or time-scale or to a lower stage in a time-scale ;

(iii) recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence or breach of rules or orders ;

(iv) removal from service ;

(v) dismissal from service ; and

(vi) reducing or withholding the maximum pensions as admissible under the rules governing pensions : -

Provided that if the order is passed by the Governor under proviso (c) to clause (2) of Article 311 of the Constitution or the Uttar Pradesh Disciplinary Proceedings (Administrative Tribunal) Rules, 1947, as amended from time to time or the increment is stopped as a result of withholding of the integrity certificate, it shall not be necessary to consult the Commission :

Provided further that if in any case, the Commission have already at any previous stage, given advice as to the order to be passed, and no fresh question of substance has, in the opinion of the Governor thereafter arisen for determination, it shall not be necessary for the Commission to be consulted again before a final order is passed by the Governor.

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APPENDIX-10

GOVERNMENT OF UTTAR PRADESH

VIDHAYIKA SECTION-1

No. 1504/XVII-V-1-166-75

Dated Lucknow, April 13, 1977

IN pursuance of the provisions of clause (3) of Article 348 of the Constitution of India, the Governor is pleased to order the publication of the following English translation of the Uttar Pradesh Vibhagiya Janch (Sakshivon Ko Hajir Hone Aur Dastavez Pesh Karne Ke Liye Badhya Karna) Adhiniyam, 1976 (Uttar Pradesh Adhiniyam Sankhya 4, 1976) as passed by the Uttar Pradesh Legislature and assented to by the Governor on April 12, 1976.

THE UTTAR PRADESH DEPARTMENTAL INQUIRIES
(ENFORCEMENT OF ATTENDANCE OF WIT-
NESSES AND PRODUCTION OF
DOCUMENTS) ACT. 1976.

(U. P. Act **NO. 4 OF** 1976)

(As passed by the Uttar Pradesh Legislature)

AN

ACT

to provide for the enforcement of attendance of witnesses and production of documents in certain departmental inquiries and for matters connected therewith or incidental thereto.

IT IS HEREBY enacted in the Twenty-seventh Year of the Republic of India as follows :-

1. *Short title, extent and commencement*— (1) This Act may be called the Uttar Pradesh Departmental Inquiries (Enforcement of Attendance of Witnesses and Production of Documents) Act, 1976.

(2) It extends to the whole of Uttar Pradesh.

(3) It shall be deemed to have come into force on **September 17, 1975.**

(28)

2. *Departmental inquiries to which the Act shall apply*—The provisions of this Act shall apply to every departmental inquiry made in relation to—

(a) persons who are members of any civil service of the State or who hold any civil post under the State;

(b) persons who are in the service of or hold any post under :-

(1) any local authority ;

(ii) any Board or Corporation [not being a company within the meaning of the Companies Act, 1956 (Act I of 1956)], owned or controlled by the State Government ;

(iii) any Government Company, within the meaning of section 617 of the Companies Act, 1956, in which not less than fifty per *cent* of the paid-up share capital is held by the State Government, or any company which is a subsidiary of such Government Company ;

(iv) any society registered under the Societies Registration Act, 1860 (Act 1 of 1860), the governing body whereof consists, under rules or regulations of the society, wholly of public officers, or nominees of the State Government, or both ;

(C) persons who have ceased to be members of a service or holders of a post referred to in clause (a) or clause (b) , in relation to their acts or omissions while they were members of such service or holders of such post.

3. *Definitions-for the purposes of this Act*—

(a) "departmental inquiry" means an inquiry held under and in accordance with-

(i) any law made by the State Legislature or any rule made thereunder, or

(ii) any rule made under the proviso to Article 309, or continued under Article 313 of the Constitution, into any charges against any person referred to in section 2;

(b) "inquiring authority" means any officer or authority who is empowered by or under any law or rule for the time being in force to hold a departmental inquiry, and includes an officer or authority to whom the power to hold such inquiry is delegated by the competent authority ;

(c) "charges" include any allegation in respect of which disciplinary action is proposed to be taken against a person while he is in service or while he holds a post, or where he has ceased to be in service or to hold a post, any misconduct or negligence on account of which action by way of withholding or withdrawing pension or any part of it or of recovery from pension of any pecuniary loss caused to the employer is proposed to be taken against him.

4. *Power of authorised inquiring authority to enforce attendance of witnesses and production of document*—(1) Every inquiring authority shall have the same powers **as** are vested in a civil court under Code of Civil Procedure, **1908 (Act I Of 1908)** , **while trying a suit**, in respect of the following matters, namely :-

(a) the summoning and enforcing the attendance of any witness and examining him on oath ;

(b) requiring the discovery and production of any document or other material which is producible as evidence ;

(c) subject to any claim of privilege [in respect of which sections 123 and 124 of the Indian Evidence Act, 1872 (Act 1 of 1872), shall *mutatis mutandis* apply but section 162 thereof shall not apply], the requisitioning of any public record from any court or office.

(2) Notwithstanding anything contained in sub-section (1), the authorised inquiring authority shall not compel the Reserve Bank of India, the state Bank of India, any subsidiary bank as defined in clause (k) of section 2 of the State Bank of India, (Subsidiary Banks) Act, 1959 (Act XXXVIII of 1959), or any corresponding new Bank constituted under section 3 of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970 (Act V of 1970) :—

(a) to produce any books of account or other documents which the Reserve Bank of India, the State Bank of India, the subsidiary bank or the corresponding new bank claims to be of a confidential nature, or

(b) to make any such books or documents a part of the record of the proceedings of the departmental inquiry, or

(c) to give inspection of any such books or documents, if produced, to any party before it or to any other person.

(3) Any process issued by an inquiring authority for the attendance of any witness or for the production of any document may *be* served and executed either direct (by post or by messenger) or through the District Judge within the local limits of whose jurisdiction the witness or other person on whom the process is to be served or executed, voluntarily resides or carries on business or personally works for gain.

(4) Where a process is served and executed through the District Judge in accordance with sub-section (3), it shall, for the purposes of taking any action for the disobedience thereof, be deemed to be a process issued by the Court of the District Judge.

(5) Where a process is issued by a tribunal constituted under the Uttar Pradesh Disciplinary Proceedings (Administrative Tribunal Rules, 1947, and is served and executed without its being routed through the District Judge, the tribunal shall, for the purposes of taking any action for the disobedience of any such process, have the same powers as are vested in a civil court under rules 10 to 18 of order 16 in the First Schedule to the Code of Civil Procedure, 1908 (Act V of 1908).

(6) Every inquiring authority making any departmental inquiry under this Act shall be deemed to be a civil court for the purposes of sections 345 and 346 of the Code of Criminal Procedure, 1973 (Act 2 of 1974).

5. Territorial limits in which powers specified in section 5 may be exercised—For the purposes of exercising the powers specified in section 4, the territorial jurisdiction of every authorised inquiring authority shall extend to the limits of the territory to which this Act extends.

6. *Power to make rules*—The State Government may, by notification make rules for the purpose of giving effect to the provisions of this Act.

7. *Repeal and Savings*— (1) The 'Uttar Pradesh Disciplinary Proceedings (Summoning of Witnesses and Production of Documents) Act, 1953 (Act XX of 1953), is repealed with effect from September 17, 1975.

(2) The Uttar Pradesh Departmental Inquiries (Enforcement of Attendance of Witnesses and Production of Documents) Ordinance, 1976 (U. P. Ordinance no. 1 of 1976) is hereby repealed.

(3) Notwithstanding such repeal or the repeal of the Uttar Pradesh Departmental Inquiries (Enforcement of Attendance of Witnesses and Production of Documents Ordinance, 1975, by the aforesaid Ordinance of 1976, anything done or any action taken under the said Ordinances shall be deemed to have been done or taken under the corresponding provisions of this Act, as if this Act was in force on all material dates.

APPENDIX-11

List of notifications constituting Administrative Tribunals
under the Rules

- | | |
|-------------------------------------|--|
| 1—Administrative
Tribunal No. 1. | Constituted by notification
no. A-6318/XXV-CX,
dated December 11, 1947. |
| 2—Administrative
Tribunal No. 2. | Constituted by notification
no.2591/XXXIX-8(4)-1969,
dated July 29, 1969. |
| 3—Administrative
Tribunal No. 3. | Constituted by notification
no.3742/39(2)/8(4-1)-1973
dated November 11, 1975. |

(33)

APPENDIX-12
List of Amendment

Serial no.	Reference to Rule	Reference to notification	Reference to Gazette
1	2	3	4
1-		2515/XXV/CX-108-54, dated 16-7-1956.	U. P. Gazette, Part 1-A, dated 28-7-1956.
2- U. P. Disciplinary Proceedings (Administrative Tribunal) (Amendment) Rules, 1966.		1288/XXXIX—VGL)-1966, dated 28-1-1966.	U. P. Gazette. Part 1-A, dated 19-2-1966.
3- U. P. Disciplinary Proceedings (Administrative Tribunal) (Amendment) Rules, 1968.		937/XXXIX-2(3)-1968, dated 19-3-1968.	U. P. Gazette. Part I-A. dated 23-3-1968
4-		1692/XXXIX-2(3)-68, dated 1-8-1968.	U.P.Gazette, Part 1-A,dated 17-8-1968.
5- U. P. Disciplinary Proceedings (Administrative Tribunal) (Amendment) Rules. 1969.		1 844/XXXIX-2(5)-68, dated 12-6-1969.	U. P. Gazette Extraordinary, dated 12-6-1969.
6- U. P. Disciplinary Proceedings (Administrative Tribunal) (First Amendment), Rules, 1973.		859/XXXIX-(2)-2(5)-1968, dated 8-6-1973.	U. P. Gazette Extraordinary, dated 8-6-1973.
7- U. P. Disciplinary Proceedings (Administrative Tribunal) Second Amendment) Rules, 1975		2565/39-(2)-2(7)-70, dated 7-11-1975.	U. P. Gazette Extraordinary, dated 7-11-1975
8- U. P. Civil Services (Amendment) Rules 1977		7/1/77-Karmik- 1, dated 27-4-1977.	U. P. Gazette Extraordinary, dated 27-4-1977.