

No. 74/30/2024-O&M/
Government of India
Department of WR, RD&GR
Central Water Commission
O&M Section
* * * *

Room No. 326(S), SewaBhawan,
R.K. Puram, New Delhi-110066
Dated: 10.10.2024

To,

All Chief Engineers,

Field formation of Central Water Commission.

All Superintending Engineers,

Field formation of Central Water Commission.

Subject: Constitution of Internal Screening Committee (ISC) and Review Committee for group 'C' employee of CWC(Field Organizations) under FR 56(J)(L) & Rule 48 of CCS (Pension)Rules 1972. Periodical Review all Group 'C' employee of CWC posted at Field formation of Central Water Commission under FR 56(J)(L) & Rule 48 of CCS (Pension)Rules 1972.

Sir/Madam,

I am directed to refer DoWR, RD&GR's a mail dated 29.08.2024 (copy enclosed received from Coordination Section of DoWR, RD&GR, vide which it was requested to provide the information for Periodic Review of Group 'A', 'B' and 'C' of Central Water Commission employee under the provision of FR 56 (J) (L) and rule 48 of CCS(Pension) Rules- 1972.

2. In this regard, it is stated that the Internal Screening Committee (ISC) and Review Committee for periodical review for Group 'A' and Group 'B' has been constituted in the Central Water Commission.

3. Vide CWC's Office Order's No. 74/30/2024-O&M/733to740 dated 25.09.2024 and 74/30/2024/741-746 dated 25.09.2024, the Internal Screening Committee(ISC) and Review Committee has been constituted in CWC (Head Quarter) for periodical review for Group 'C' employee posted at (H.Q). copy of above Office Order's are enclosed for ready reference.

4. In this connection, it is requested to constitute the Internal Screening Committee (ISC) and Review Committee (RC) for Periodical Review all Group 'C' employee of CWC

2

posted at field formation of Central Water Commission under FR 56(J)(L) & Rule 48 of CCS (Pension) Rules 1972, and hold the meeting of ISC, RC and submit the reports to this office. The Internal Screening Committee (ISC) may be headed by Superintending Engineer/Director level officer and Review Committee(RC) may be headed by Chief Engineer concerned.

5. As DoWR, RD&GR is pressing hard in this regard, it is requested that the meeting of the ISC may please be convened in a time bound manner and the report of the ISC/RC may be forwarded to this office latest by 14.10.2024 positively.

6. It is also requested that the regular quarterly meeting of ISC may hold (without fail) to ensure timely assessment under the provision of FR 50 (J) of group "C" employees.

7. The matter is being reviewed in the government at the highest level i.e. Secretary, DoPT the matter may be accorded TOP PRIORITY.

Yours faithfully,

Encl:-as above.



(Narinder Kumar)
Under Secretary (O&M)
Tel No. 29583344

Copy for information to:-

(1) PS to Chief Engineer (HRM), CWC,

(2) PS to Secretary, CWC, New Delhi

Fwd: IMPORTANT: Periodic Review of Central Government Employees for strengthening of administration under Fundamental Rule (FR) 56(j)/(I) and rule 48 of CCS(Pension) Rules, 1972 [now, revised as Rule 42 of CCS (Pension) Rules, 2021] - reg.

KV

Kushvinder Vohra <chairman-cwc@nic.in>

Thu, 29 Aug 2024 11:17:58 AM +0530

To "Bhupinder Singh" <cehrmgmt@nic.in>, "Ashis Banerjee" <secy-cwc@nic.in>

Urgent
Pa
30/8

Secy(cwc)

VS (ESH-I, II)

IT 9

TX

===== Forwarded message =====

From: SO Coord. DoWR <coord-mowr@nic.in>

To: "Kundan Lal" <smd@nmcg.nic.in>, <socsmrs@gmail.com>, "Administrative Officer VIG Central Ground Water Board" <apvig-cgwb@nic.in>, "YogendraPrasad Yadav" <yp.yadav48@gov.in>, <mowr-orgnheads@ismgr.nic.in>, "Adhir Kumar Mallik" <ak.mallik@nic.in>, <admin-nds@gov.in>, <secy.mprawah@gmail.com>, <aceohg-kblpa@nic.in>, "Shiv Mohan" <shiv.dixit@gov.in>, <sebrb2008@rediffmail.com>, "Chairman" <chmn-cgwb@nic.in>, "Vinayak Bhat" <dirgw-mowr@nic.in>, "Khushal Singh" <ddadmn-nwda@gov.in>, "Shajatnan K.H." <dirtech-nwda@nic.in>, "Ashok Bhatele" <eehg-nwda@gov.in>, "Archana Verma" <md.nwm@nic.in>, "Sh. Shiv Mohan Dixit" <advisor-nwm@gov.in>, "Rangasamy Azhagesan" <membersecy-grmb@gov.in>, "Shri Pradeep Kumar Agrawal" <js-nrcd@gov.in>, <director.neriwalm@gmail.com>, "NPMU, NHP, DoWR" <nhp-mowr@nic.in>, "DG NMCG" <dg@nmcg.nic.in>, "NPMU, NHP, DoWR" <nhp-mowr@gov.in>, "NWA" <nwa.mah@nic.in>, "Bhopal Singh" <dg-nwda@nic.in>, "Bhopal Singh" <dg-nwda@nic.in>, "J.P SINGH" <jp.singh22@nic.in>, "Sh. Shambhu Nath Gupta" <usnwm-mowr@gov.in>, "Nidhish verma" <rgi-cgwb@nic.in>, "Raj Kumar Mishra" <dir-nwic-mowr@gov.in>, "Shri Kushagra Sharma" <sjc2nhp-mowr@gov.in>, "Pratul Saxena" <dir2-ataljal@gov.in>, "Arvind Prasad Singh" <arvindp.singh@nic.in>, "Sh Anjani Prasad Singh" <ap.singh71@gov.in>, "Atal Bhujal Yojana" <atal-jal@gov.in>, "Brahmaputra" <bbrd-ghy@nic.in>, <bc242433@gmail.com>, "Baleshwar Thakur" <cehg-nwda@nic.in>, "Chairman cwc" <chairman-cwc@nic.in>, "Chairman" <chmn-cgwb@nic.in>, "CMD-NPCC Limited" <cmd.npcc@nic.in>, <cmd@wapcos.co.in>, <cwmacwc@gmail.com>, "R Vasudevan" <dda.nca@nic.in>, "Bhopal Singh" <dg-nwda@nic.in>, "Ajit Kumar" <dir-adm-gfcc@nic.in>, "Dr R Chitra" <director-csmrs@nic.in>, "M K Goel" <director.nihr@gov.in>, "Prasanna Kumar Singha" <gmooffice-fbp@gov.in>, <sebrb2008@rediffmail.com>, <secretarytbb@yahoo.com>, "Sh Ravi Bhushan Kumar" <uyrb-mowr@nic.in>

Cc: "G.S. Panwar" <dscoord-dowr@gov.in>, "US Coord." <uscoord-mowr@nic.in>

Date: Thu, 29 Aug 2024 11:04:18 +0530

Subject: Fwd: IMPORTANT: Periodic Review of Central Government Employees for strengthening of administration under Fundamental Rule (FR) 56(j)/(I) and rule 48 of CCS(Pension) Rules, 1972 [now, revised as Rule 42 of CCS (Pension) Rules, 2021] - reg.

===== Forwarded message =====

IMPORTANT

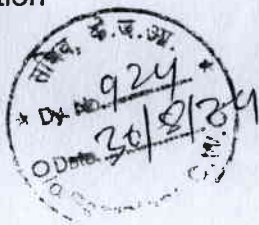
Sir/Madam,

With reference to the trailing email, it is informed that consolidated information is required in the prescribed proforma (copy attached) regarding number of employees reviewed and retired under 56 (j) from April, 2024 to August, 2024. It is requested to furnish the information latest by 30.08.2024.

Please treat the matter urgent.

Regards

Coordination Section
DoWR, RD & GR



for n.a. VS. E-TD to compile and send the info
VS. E-T, E-D, E-M, E-V
SO (04M)
30.08.2024

(2) (4)

From: "Admin Section" <admn-mowr@nic.in>

To: "SO Coord. DoWR" <coord-mowr@nic.in>

Sent: Thursday, August 29, 2024 10:42:48 AM

Subject: IMPORTANT: Periodic Review of Central Government Employees for strengthening of administration under Fundamental Rule (FR) 56(j)/(l) and rule 48 of CCS(Pension) Rules, 1972 [now, revised as Rule 42 of CCS (Pension) Rules, 2021] – reg.

Sir,

With reference to the trailing email, it is informed that consolidated information is required in the prescribed proforma (copy attached) regarding number of employees reviewed and retired under 56 (j) from April, 2024 to August, 2024. It is requested to furnish the information latest by 30.08.2024. A meeting in this regard is being chaired by Secretary (DuPT) today at 11.00 AM, which is being attended by DS(A).

Please treat the matter urgent.

Kind Regards,
Section Officer (Administration)
DoWR, RD&GR
Ministry of Jal Shakti
Tel: 011-23710333

From: "Subodh Yadav" <js-mowr@nic.in>

To: "Shanker Lal" <dsadmn-mowr@nic.in>, "Under Secretary, Admin" <usadmn-mowr@nic.in>, "Admin Section" <admn-mowr@nic.in>

Sent: Wednesday, August 28, 2024 5:21:05 PM

Subject: Fwd: Periodic Review of Central Government Employees for strengthening of administration under Fundamental Rule (FR) 56(j)/(l) and rule 48 of CCS(Pension) Rules, 1972 [now, revised as Rule 42 of CCS (Pension) Rules, 2021] – reg.

O/o
Additional Secretary (Admn/IC&GW and CVO)
Ministry of Jal Shakti
D/o Water Resources, River Development & Ganga Rejuvenation
Government of India
Tel: 011-23710343;
Fax: 011-23730719

From: "Debashree Mukherjee" <secy-mowr@nic.in>

To: "Subodh Yadav" <js-mowr@nic.in>

Sent: Wednesday, August 28, 2024 5:19:43 PM

Subject: Fwd: Periodic Review of Central Government Employees for strengthening of administration under Fundamental Rule (FR) 56(j)/(l) and rule 48 of CCS(Pension) Rules, 1972 [now, revised as Rule 42 of CCS (Pension) Rules, 2021] – reg.

From: "ANKITA SHARMA" <ankita.sharma29n@gov.in>

To: "K. Sanjay Murthy" <secy.dhe@nic.in>, "Chairman Railway Board Railway Board" <crb@rb.railnet.gov.in>,
"Secretary DFS" <secy-fs@nic.in>, "Secy PNG" <sec.png@nic.in>, "Pankaj Agarwal" <secy-power@nic.in>,
"Commerce Secretary Office" <csoffice@nic.in>, "Shri Tuhin Kanta Pandey" <secy-dpe@nic.in>, "Secy Labour
Employment" <secy-labour@nic.in>, "Shri Kamran Rizvi" <shioff@nic.in>, "Shri T.K. Ramachandran"
<secyship@nic.in>, "SECRETARY MORT&H" <secy-road@nic.in>, "Shri Sanjeev Chopra" <secy-food@nic.in>, "V. L.
Kantha Rao" <secy-mines@nic.in>, "Debashree Mukherjee" <secy-mowr@nic.in>, "Arunish Chawla" <secy-
culture@nic.in>, "Dr. Rajiv Mani" <secylaw-dla@nic.in>, "Dr. Neeraj Mittal" <secy-dot@nic.in>, secy-mca@nic.in, secy-
inb@nic.in, "Secretary Meity" <secretary@meity.gov.in>

Cc: "SATISH KUMAR" <satish.k77@nic.in>, "SANDEEP SANDHU" <sandeep.sandhu@nic.in>, "ANKITA SHARMA" <ankita.sharma29n@gov.in>

Sent: Tuesday, August 27, 2024 7:01:19 PM

Subject: Periodic Review of Central Government Employees for strengthening of administration under Fundamental Rules (FR) 56(j)(i) and rule 48 of CCS(Pension) Rules, 1972 [now, revised as Rule 42 of CCS (Pension) Rules, 2021] – reg.

Respected Sir/Ma'am

Please find meeting notice No. 25013/01/2024-Pers. Policy A-IV dated 27.08.2024 enclosed herewith for appropriate action.

Kind regards

Ankita Sharma
Personnel Policy A-IV Section
Department of Personnel and Training
Ministry of Personnel, Public Grievances and Pensions
202, North Block,
New Delhi - 110001
Tel. +91-11-23040341

☑ ☐ ☐ 2 Attachment(s) • Download as Zip • Add To >



Proforma.jpeg

115.1 KB •



Meeting Notice dated 29.08... .pdf

832.1 KB •

No. 25013/01/2024-Pers.PolicyA-IV
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training
Personnel Policy A-IV

(6)

North Block, New Delhi
Dated: 27th August, 2024

MEETING NOTICE

Subject : - Periodic Review of Central Government Employees for strengthening of administration under Fundamental Rule (FR) 56(j)/(l) and rule 48 of CCS(Pension) Rules, 1972 [now, revised as Rule 42 of CCS (Pension) Rules, 2021] - reg.

The undersigned is directed to say that instructions have been issued vide DoPT's OM of even number dated 27.06.2024 wherein all the Ministries/Departments/ Organisations were requested to strictly adhere to the timelines mentioned in DoPT's OM No. 25013/03/2019-Estt.A-IV dated 28.08.2020 and to furnish a report in the prescribed format to DoPT by 15th day of every month.

2. In this regard, attention is also invited to the meeting chaired by the then Secretary(P) on 14.08.2024 wherein the Ministries/Departments/Organisations having large number of employees were requested to expedite the identification of employees due for review under relevant provisions of FR-56(j)/ Pension rules and furnish report to DoPT. However, despite the clear instructions communicated during the aforesaid meeting and personal persuasion, most of the Ministries/Departments are yet to furnish the requisite action taken reports (ATRs).

3. It may be acknowledged that in order to strengthen the administrative machinery by developing responsible and efficient administration at all levels and to achieve efficiency, economy and speed in disposal of Government functioning, review of the performance of Government employees under the relevant provisions is essential.

4. Accordingly, with a view to have progress/update on the action taken by the Ministries/Departments having large number of employees under the relevant provisions of Fundamental/Pension Rules, a meeting under the chairmanship of Secretary, DoPT is scheduled to be held on 29th August, 2024 at 11.00 AM in Conference room no. 123, North Block, New Delhi.

5. It is therefore requested that the officers not below the rank of Joint Secretary dealing with the subject matter may kindly be deputed to attend the said meeting as per schedule and also to bring the requisite ATRs.

(G.K. Rajnish)

Deputy Secretary to the Government of India

Tel: 23094471

To

1. Secretary, Ministry of Education, Department of Higher Education, Room No. 127-C, Shastri Bhawan, New Delhi.
2. Chairman of Railway Board, Ministry of Railways, Rail Bhawan, New Delhi.
3. Secretary, Department of Financial Services, Room No. 6A, 3rd Floor, JeevanDeep Building, New Delhi.
4. Secretary, Ministry of Petroleum and Natural Gas, Room No. 206A, Shastri Bhawan, New Delhi.
5. Secretary, Ministry of Power, Shram Shakti Bhawan, New Delhi.
6. Secretary, Department of Commerce, Room No. 426, Vanijya Bhawan, New Delhi.
7. Secretary, Department of Public Enterprises, Room No. 305, Lodi Estate, CGO Complex, Lodi Colony, New Delhi.
8. Secretary, Ministry of Labour and Employment, Room No.104, Shram Shakti Bhawan, Rafi Marg, New Delhi.
9. Secretary, Department of Heavy Industries, Room No. 155, Udyog Bhawan, Rafi Marg, New Delhi.
10. Secretary, Ministry of Ports, Shipping and Waterways, Parivahan Bhavan, 1, Parliament Street, New Delhi.
11. Secretary, Ministry of Road Transport & Highways, New Delhi
12. Secretary, Department of Food and Public Distribution (DFPD), New Delhi
13. Secretary, Ministry of Mines, 320-A, Shastri Bhawan, New Delhi
14. Secretary, Ministry of Jal Shakti, Department of Water Resources, River Development and Ganga Rejuvenation, Sharm Shakti Bhawan, New Delhi.
15. Secretary, Ministry of Culture, 502-C, Shastri Bhawan New Delhi.
16. Secretary, Ministry of Law & Justice, Department of Legal Affairs, 404-A, Shastri Bhawan, New Delhi.
17. Secretary, Ministry of Communication, Department of Telecommunications, 210, Sanchar Bhawan, New Delhi.
18. Secretary, Ministry of Corporate Affairs, Shastri Bhawan New Delhi
19. Secretary, Ministry of Information & Broadcasting, Shastri Bhawan, New Delhi.
20. Ministry of Electronics and Information Technology, Electronics Niketan., 6, Lodhi Road, CGO Complex, New Delhi.

~~16/11/2018~~ 8

Copy to:

1. PSO to Secretary(P)/PSO to Additional Secretary(PP).
2. Ad.II Section for necessary arrangements

9

Periodic review of performance of Government employees

All the Ministries/Departments are requested to furnish the information in respect of Main Secretariat/attached offices/subordinate offices/ Autonomous bodies/Statutory bodies/PSUs/Banks/ etc. under their administrative control in the following format latest by today evening at email : satish.k77@nic.in in word file.

Name of Ministry/Department.....

| | Data from 01.04.2024 to 31.08.2024 | |
|---------|---|--|
| | No. of employees reviewed under FR-56(j)/similar provisions | No. of employees finally retired by Competent authority considering the recommendations of Representation Committee, if any. |
| | Group-wise (A/B/C) | Group-wise (A/B/C) |
| | (1) | (2) |
| Group A | | |
| Group B | | |
| Group C | | |

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92
93
94
95
96
97
98
99
100

North Block, New Delhi
Dated : 26th July, 2024

OFFICE MEMORANDUM

Subject:- Periodic Review of Central Government Employees for strengthening of administration under Fundamental Rule (FR) 56(j)(1) and rule 48 of CCS(Pension) Rules, 1972 (now, revised as Rule 42 of CCS (Pension) Rules, 2021) - reg.

The undersigned is directed to refer to DoPT's OM No. 25013/01/2024-Pers.Policy A-IV dated 27.06.2024 (copy enclosed) on the above mentioned subject whereby all the Ministries/Departments were requested to take immediate action to identify the employees due for review under relevant provisions of Fundamental/Pension Rules and ensure that their cases are expeditiously submitted for consideration before the duly constituted Review Committee as per extant instructions. Further, all Ministries/Departments were also requested to direct the Public Sector Undertakings (PSUs)/Banks, Autonomous Institutions and Statutory bodies under their administrative control to undertake the exercise of periodic review of employees under the relevant provisions.

2. Apart from the above, all the Ministries/Departments/Organisations were also requested to strictly adhere to the timeline mentioned in DoPT's OM No. 25013/03/2019-Estt.A-IV dated 28.08.2020 for undertaking the exercise of review of performance of the Government servants and for the employees of PSUs/Banks/autonomous institutions/statutory organisations under their administrative control to ensure that the employees with doubtful integrity or found to be ineffective are not allowed to continue in Government and to furnish a report to DoPT in prescribed format by 15th day of each month starting from July, 2024. However, despite clear instructions, most of the Ministries/Departments/Organizations have not furnished the requisite report to DoPT as of now.

3. In view of the above, all Ministries/ Department/ Organizations are again requested to ensure that the instructions/guidelines in the subject matter contained in DOPT's OM No. 25013/01/2024-Pers. Policy A-IV dated 27.06.2024 are adhered to both in letter and spirit and the requisite report in the prescribed format is furnished to DoPT within the timelines.

4. This may kindly be accorded "Top Priority".

(Satish Kumar)

Under Secretary to the Government of India
Tel: 011-23040341

To
All Secretaries of Ministries/ Departments of the Govt. of India
(As per the standard list)



F. No. 25013/01/2024-Pers.Policy A-IV
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training
(Personnel Policy A-IV)

North Block, New Delhi
Dated : 27th June, 2024

OFFICE MEMORANDUM

Subject : Periodic Review of Central Government Employees for strengthening of administration under Fundamental Rule (FR) 56(j)/(l) and rule 48 of CCS(Pension) Rules, 1972 [now, revised as Rule 42 of CCS (Pension) Rules, 2021] – reg.

The undersigned is directed to refer to the subject cited above and to state that instructions have been issued from time to time for undertaking periodic review of performance of Government servants with a view to ascertain whether the Government servant should be retained in service or retired from service prematurely, in public interest, as per relevant provisions of Fundamental/ Pension Rules referred to in the subject cited above. In addition to the various instructions/guidelines issued in the subject matter, the DoPT vide its OM No. 25013/03/2019-Estt.A-IV dated 28.08.2020 (copy enclosed) has issued a comprehensive and consolidated guidelines detailing the procedures to be followed in identifying the cases of premature retirement under FR 56 (j)/(l) and Rule 48 of CCS (Pension) Rules directing all the Ministries/Departments to follow the content of the said OM strictly and ensure its wide circulation amongst all concerned. The detailed guidelines on the above subject are already available in public domain at <https://dopt.gov.in> → Archives → Orders → Establishment → Premature retirement.

2 Similarly, in so far as strengthening of administration by periodical review under FR 56(j) in respect of Autonomous Institutions and Statutory bodies is concerned, the DoPT's OM No. 25012/8/2022-Estt.A-IV dated 20.12.2022 and OM No.25013/1/2016-Estt.A-IV dated 11.03.2016 (copies enclosed) respectively may be referred to.

3 It may be noted that the objective of Fundamental Rule (FR) 56 (j)/(l) and Rule 48 of CCS (Pension) Rules [now, revised as Rule 42 of CCS (Pension) Rules, 2021] is to strengthen the administrative machinery by developing responsible and efficient administration at all levels and to achieve efficiency, economy and speed in the disposal of Government functions.

4 The Administrative Ministries/Departments have repeatedly been requested to adhere to guidelines issued in this regard and furnish a report to this effect to the Department of Personnel and Training. However, it has come to notice that various Ministries/Departments are not adhering to the said guidelines resulting in delay in identifying the Government employees due for review under relevant provisions of FR- 56 (j)/(l) and Rule 48 of CCS (Pension) Rules [now, revised as Rule 42 of CCS (Pension) Rules, 2021].

5 In view of the above, the Ministries/Departments are requested to take immediate action to identify the employees due for review under relevant provisions of Fundamental/Pension Rules and ensure that their cases are expeditiously submitted for consideration before the duly constituted Review Committee as per extant instructions. Further, all Ministries/Departments are also requested to direct the Public Sector Undertakings (PSUs)/Banks, Autonomous Institutions and Statutory bodies under their

administrative control to undertake the exercise of periodic review of employees under the relevant provisions

6. Further, all the Ministries/Departments/Organisations are also requested to strictly adhere to the timeline mentioned in DoPT's OM dated 28.08.2020 for undertaking the exercise of review of performance of the Government servants and for the employees of PSUs/Banks/autonomous institutions/statutory organisations under their administrative control to ensure that the employees with doubtful integrity or found to be ineffective are not allowed to continue in Government and to furnish a report to DoPT in format given below by 15th day of each month starting from July, 2024:

| Number of employees to be reviewed under FR- 56 (j)/(i)/Rule 42 of CCS (Pension) Rules, 2021, group-wise (A/B/C) | Number of employees reviewed under provisions of FR- 56 (j)/(i)/Rule 42 of CCS (Pension) Rules, 2021 group-wise (A/B/C) | Number of employees reviewed and against whom the provisions of FR- 56 (j)/(i)/Rule 42 of CCS (Pension) Rules, 2021 invoked/ recommended group-wise (A/B/C) | Number of employees retired prematurely invoking FR- 56 (j)/(i)/Rule 42 of CCS (Pension) Rules, 2021 group-wise (A/B/C) |
|--|---|---|---|
| (1) | (2) | (3) | (4) |

7. Hindi version will follow

Encls: as above



(Shankra Nand Bharti)

Deputy Secretary to the Government of India

Tel: 011-23094471

Email: shankra.bharti@nic.in

To,

All Secretaries of Ministries/ Departments of the Govt. of India
(As per the standard list)

Copy to:

1. Comptroller & Auditor General of India, New Delhi
2. Union Public Service Commission, New Delhi.
3. Central Vigilance Commission, New Delhi.
4. Central Bureau of Investigation, New Delhi.
5. Parliament Library, New Delhi.
6. All Union Territory Administrations.
7. Lok Sabha/ Rajya Sabha Secretariat.
8. All Attached and Subordinate Offices of Ministry of Personnel, P.G. & Pensions.
9. Hindi Section for Hindi version.

No.25013/03/2019-Estt.A-IV
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training
Establishment A-IV Desk

North Block, New Delhi-1
Dated : 28th August, 2020

OFFICE MEMORANDUM

Subject: - Periodic Review of Central Government Employees for strengthening of administration under Fundamental Rule (FR) 56(j)/(l) and Rule 48 of CCS (Pension) Rules, 1972

Instructions have been issued from time to time for undertaking periodic review of performance of Government servants with a view to ascertain whether the Government servant should be retained in service or retired from service prematurely, in public interest, as per Fundamental provisions/Rule referred in the subject cited above. In order to bring in better clarity to the existing instructions and enable uniform implementation, an effort has been made to review, consolidate and reiterate the guidelines so far issued on the subject at one place.

2. The objective of Fundamental Rule (FR) 56(j)/(l) and Rule 48 of CCS(Pension) Rules, 1972, is to strengthen the administrative machinery by developing responsible and efficient administration at all levels and to achieve efficiency, economy and speed in the disposal of Government functions. It is clarified that premature retirement of Government servants under these rules is not a penalty. It is distinct from 'Compulsory Retirement', which is one of prescribed penalties under CCS (CCA) Rules, 1965.

3. **Provisions relating to pre-mature retirement in the Fundamental Rules and CCS (Pension) Rules, 1972**

3.1 The Appropriate Authority has the absolute right to retire a Government servant under FR 56(j), FR 56(l) or Rule 48 (1) (b) of CCS (Pension) Rules, 1972 as the case may be, if it is necessary to do so in public interest.

14

3.2 **FR 56(j) :-** The Appropriate Authority shall, if it is of the opinion that it is in the public interest so to do, have the absolute right to retire any Government servant by giving him notice of not less than three months in writing or three months' pay and allowances in lieu of such notice :-

- (i) If he is, in Group 'A' or Group 'B' service or post in a substantive, quasi-permanent or temporary capacity and had entered Government service before attaining the age of 35 years, after he has attained the age of 50 years;
- (ii) In any other case after he has attained the age of 55 years.

3.3 **FR 56(l) :-** Notwithstanding anything contained in clause (j), the Appropriate Authority shall, if it is of the opinion that it is in the public interest to do so, have the absolute right to retire a Government servant in Group C service or post who is not governed by any pension rules, after he has completed thirty years' service by giving him notice of not less than three months in writing or three months' pay and allowances in lieu of such notice.

3.4 **Rule 48 (1) (b) of CCS (Pension) Rules, 1972 :-** At any time after a Government servant has completed thirty (30) years' qualifying service, he may be required by the Appointing Authority to retire in the public interest and in the case of such retirement, the Government servant shall be entitled to a retiring pension, provided that the Appointing Authority may also give a notice in writing to a Government servant at least three months before the date on which he is required to retire in the public interest or three months' pay and allowances in lieu of such notice.

4. **Time Schedule to be followed :-** The time schedule given in the following table, shall be followed for undertaking the exercise of review of performance of Government servants :-

| Quarter in which review is to be made | Cases of Government servants, in the quarter indicated below to be reviewed |
|---------------------------------------|---|
| January to March | July to September of the same year |
| April to June | October to December of the same year |
| July to September | January to March of the next year |
| October to December | April to June of the next year |

5. **Maintenance of Register :-** A register of the Government servants who are due to attain the age of 50/55 years or to complete 30 years of service, has to be maintained. The register should be scrutinized at the beginning of every quarter by a senior officer in the Ministry / Department / Cadre and the review be undertaken according to the above schedule so as to ensure timely completion of the review for retention/pre-mature retirement of the Government servants.

6. Government may, at any time after a Government servant has attained the age of 50/55 years or completed 30 years of service, as the case may be, retire him pre-maturely in public interest. However, non-adherence to the time-lines as indicated in para 4 above due to certain administrative exigencies shall not take away the powers of Appropriate Authority to pre-maturely retire a Government servant under FR 56(j), 56(l) and Rule 48 of CCS (Pension) Rules, 1972. Therefore, review of a Government servant for the purposes of these Rules can be undertaken even after he has attained the age of 50/55 years in cases covered by FR 56 (j) or after he has completed 30 years of qualifying service under FR 56(l) / Rule 48 of CCS(Pension) Rules, 1972.

7. There is also no bar on the Government to review any such case again where it was decided earlier to retain the officer, but the Appropriate/Appointing Authority is of the opinion that it is expedient to undertake the review again on account of changed circumstances, in public interest. In such cases, the Appropriate Authority is expected to demonstrate visible meticulousness as such Government servants have been found effective on earlier occasion for retention in service.

8. **Composition of Review and Representation Committee :-**

8.1 The concerned Secretary of the Cadre Controlling Authority (CCA) will constitute Review Committees of two members at appropriate level as under :-

- (i) **In case of officers holding Group A posts :-**
Review Committee shall be headed by the Secretary of the concerned CCA. Where there are Boards viz CBDT, CBEC, Railway Board,

16

Postal Board, Telecom Commission etc, the Review Committee shall be headed by the Chairman of such Board.

- (ii) **In case of Group B (Gazetted) officers :-**
Additional Secretary/Joint Secretary level officer shall head the Review Committee.
- (iii) **In the case of Non-Gazetted employees :-**
(a) An officer of the level of Joint Secretary will head the Committee. However, in case the Appointing Authority is lower in rank than a Joint Secretary, then an officer of the level of Director/Deputy Secretary will be the head.
(b) In the case of Non-Gazetted employees in other than centralised cadres, Head of Department/Head of the Organisation shall decide the composition of the Review Committee.

Chief Vigilance Officer, in case of Gazetted officers, or his representative in case of non-Gazetted officers, will be associated in case of record reflecting adversely on the integrity of any employee.

8.2 The composition of Representation Committee for all Government servants shall consist of :-


- (a) A Secretary to the Government of India to be nominated by the Cabinet Secretary;
(b) Additional Secretary/Joint Secretary in the Cabinet Secretariat; and
(c) One member nominated by the CCA.

9. **Constitution of Internal Committee :-** In addition to the above, Secretary of the CCA is also empowered to constitute an Internal Committee comprising of such officer(s) as deemed fit to assist the Review Committee. These Committees will ensure that the service record of the Government servants being reviewed, along

with a summary, bringing out all relevant information, is submitted to the Cadre Authorities at least three months prior to the due date of review.

10. **Broad Criteria to be followed by the Review Committee :-** The broad criteria to be followed by the Review Committee while making the recommendations are as follows:-

- (i) Government servants whose integrity is doubtful, shall be retired.
- (ii) Government servants found to be ineffective shall also be retired. The basic consideration in identifying such Government servants should be their fitness/competence to continue in the post held.
- (iii) No Government servant should ordinarily be retired on ground of ineffectiveness, if, in any event, he would be retiring on superannuation within a period of one year from the date of consideration of his case. However, in a case where there is a sudden and steep fall in the competence, efficiency or effectiveness of a Government servant, it would be open to review such a case also for premature retirement. The said instruction of not retiring the Government servant within one year on the ground of ineffectiveness except in case of sudden and steep fall in his performance is relevant only when he is proposed to be retired on the ground of ineffectiveness, but not on the ground of doubtful integrity.
- (iv) No Government servant should ordinarily be retired on ground of ineffectiveness, if, his service during the preceding 5 years or where he has been promoted to a higher post during that 5 year period, his service in the highest post, has been found satisfactory. There is no such stipulation, however, where the Government servant is to be retired on grounds of doubtful integrity. In case of those Government servants who have been promoted during the last 5 years, the previous entries in the ACRs may be taken into account if he was promoted on the basis of seniority cum fitness, and not on the basis of merit.
- (v) The entire service record of a Government servant should be considered at the time of review. The expression 'service record' refers to all relevant records and therefore, the review should not be confined to the consideration of the ACR/APAR dossier. The personal file of the Government servant may contain valuable material. Similarly, his work and



performance could also be assessed by looking into files dealt with by him or in any papers or reports prepared and submitted by him. It would be useful if the Ministry / Department/Cadre puts together all the data available about the Government servant and prepares a comprehensive brief for consideration by the Review Committee. Even uncommunicated remarks in the ACRs/APARs may be taken into consideration.

11. Important judgements of Supreme Court

11.1 In the judgement in the case of *UOI & Col. J.N.Sinha [1571 SCR (1) 791]*, the Hon'ble Supreme Court had not only upheld the validity of FR 56(j), but also held that no show-cause notice needs to be issued to any Government servant before a notice of retirement is issued to him under the aforesaid provisions. The Apex Court held that –

"Now coming to the express words of Fundamental Rule 56(j), it says that the appropriate authority has the absolute right to retire a government servant if it is of the opinion that it is in the public interest to do so. The right conferred on the appropriate authority is an absolute one. That power can be exercised subject to the conditions mentioned in the rule." one of which is that the concerned authority must be of the opinion that it is in public interest to do so. If that authority bona fide forms that opinion, the correctness of that opinion cannot be challenged before courts. It is open to an aggrieved party to contend that the requisite opinion has not been formed or the decision is based on collateral grounds or that it is an arbitrary decision."

11.2 In the case of *State of Gujarat vs Umedbhai M. Patel, 2001 (3) SCC 314*, Hon'ble Court held that –

"The law relating to compulsory retirement has now crystalized into definite principles, which could be broadly summarized thus:

- (i) Whenever the services of a public servant are no longer useful to the general administration, the officer can be compulsorily retired for the sake of public interest.

19

- (ii) Ordinarily, the order of compulsory retirement is not to be treated as a punishment coming under Article 311 of the Constitution.
- (iii) For better administration, it is necessary to chop off dead wood, but the order of compulsory retirement can be passed after having due regard to the entire service record of the officer.
- (iv) Any adverse entries made in the confidential record shall be taken note of and be given due weightage in passing such order.
- (v) Even un-communicated entries in the confidential record can also be taken into consideration.
- (vi) The order of compulsory retirement shall not be passed as a short cut to avoid Departmental enquiry when such course is more desirable.
- (vii) If the officer was given a promotion despite adverse entries made in the confidential record, that is a fact in favour of the officer.
- (viii) Compulsory retirement shall not be imposed as a punitive measure. "

12. The observations of the Supreme Court with regard to integrity and conduct unbecoming of a Government servant

12.1 As far as integrity is concerned, the following observations of the Hon'ble Supreme Court in the case of S Ramchandra Raju vs State of Orissa {(1994) 3 SCC 424}, while upholding compulsory retirement in the case, may be kept in view :

"The officer would live by reputation built around him. In an appropriate case, there may not be sufficient evidence to take punitive disciplinary action of removal from service. But his conduct and reputation is such that his continuance in service would be a menace to public service and injurious to public interest. The entire service record or character rolls or confidential reports maintained would furnish the backdrop material for consideration by the Government or the Review Committee or the appropriate authority. On consideration of the totality of the facts and circumstances alone; the Government should form the opinion that the Government officer needs to be compulsorily retired from service. Therefore, the entire record more particularly, the latest, would form the foundation for the opinion and furnish the base to exercise the power under the relevant rule to compulsorily retire a Government officer."

12.2 While considering the aspect of integrity of an employee, all material on record, including the actions or decisions taken by the employee which do not appear to be above board, complaints received against him, or suspicious property transactions, for which there may not be sufficient evidence to initiate departmental proceedings, may also be taken into account. The judgement of the Apex Court in the case of *K. Kandaswamy vs Union Of India & Anr*, 1996 AIR 277, 1995 SCC (6) 162 is relevant here. In this case, the apex court upheld the decision of the Government and held that:-

"The rights - constitutional or statutory - carry with them corollary duty to maintain efficiency, integrity and dedication to public service. Unfortunately, the latter is being overlooked and neglected and the former unduly gets emphasised. The appropriate Government or the authority would, therefore, need to consider the totality of the facts and circumstances appropriate in each case and would form the opinion whether compulsory retirement of a Government employee would be in the public interest. The opinion must be based on the material on record; otherwise it would amount to arbitrary or colourable exercise of power."

12.3 Similarly, reports of conduct unbecoming of a Government servant may also form basis for compulsory retirement. As per the judgement of the Hon'ble Supreme Court in *State of U.P. and Others vs Vijay Kumar Jain*, Appeal (civil) 2083 of 2002:

"If conduct of a government employee becomes unbecoming to the public interest or obstructs the efficiency in public services, the government has an absolute right to compulsorily retire such an employee in public interest."

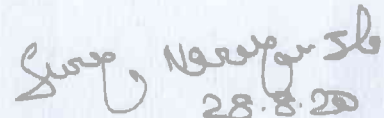
13. **Approval of Appropriate/Appointing Authority :-** The recommendations of Review Committee will be put up for consideration and approval of Appropriate/Appointing Authority in those cases, where it has been recommended to retire the Government servant prematurely.

14. **Representation against Premature Retirement :-** After issue of the orders of premature retirement, the concerned Government servant may put up representation for orders otherwise, within three weeks from the date of service of such notice / order and the matter may be placed before Representation Committee

along with fresh input, if any. The examination of the representation should be completed by the Cadre Authorities within two weeks from the date of receipt of representation. The Representation Committee considering the representation shall make its recommendations within two weeks from the date of receipt of the reference from the Cadre Authorities concerned and the Appropriate/Appointing Authority should pass its orders within two weeks from the date of receipt of the recommendations of Representation Committee.

15. In so far as the provisions which are not covered in this OM, the provisions in the earlier OMs shall continue to be applicable.

16. All Ministries/Departments are requested to follow the contents of this OM strictly and to ensure its wide circulation amongst all concerned.


28.8.20

(Surya Narayan Jha)

Under Secretary to the Government of India

Tel: 23040341

To

The Secretaries of All Ministries/Departments
(as per the standard list)

Copy to:

1. President's Secretariat, New Delhi.
2. Vice-President's Secretariat, New Delhi.
3. The Prime Minister's Office, New Delhi.
4. Cabinet Secretariat, New Delhi.
5. Rajya Sabha Secretariat/ Lok Sabha Secretariat, New Delhi.
6. The Comptroller and Auditor General of India, New Delhi.
7. The Secretary, Union Public Service Commission, New Delhi.
8. The Secretary, Staff Selection Commission, New Delhi.
9. All attached offices under the Ministry of Personnel, Public Grievances and Pensions.

2024

22

No. 74/30/2024-O&M/ 73310740
 Government of India
 Central Water Commission

Room No. 326(S), Sewa Bhawan,
 R.K. Puram, New Delhi-110066
 Dated:- 25.09.2024

OFFICE ORDER

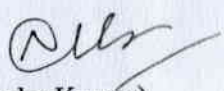
In pursuance to the direction received from the MoWR, RD & GR New Delhi and with a vision of better & efficient administration, it has been decided to hold the periodical review of performance of all Group 'C' officers of CWC (H.Q.) for whom CWC is Cadre Controlling Authority, under Rule 56 (J) and rule 48 of the CCS (Pension) Rules, 1972 on the attaining the age of 55 years or on completion of 30 year of qualifying services respectively. With the approval of Competent Authority, an Internal Screening Committee (ISC) comprising five members has been constituted as under:-

- | | | |
|--------------------------------------|---|-------------------|
| 1. Director (Admin), CWC | - | Chairman |
| 2. Under Secretary, (Estt.VII), CWC | - | Member |
| 3. Under Secretary, (Estt.XI), CWC | - | Member |
| 4. Under Secretary, (Estt.XIII), CWC | - | Member |
| 5. Under Secretary, (Estt.VIII), CWC | - | Member- Secretary |

2. At the head quarter level back ground work for ISC will be undertaken by the respective establishment and concerned Under Secretary will also assist the ISC in its functioning.

3. The Internal Screening Committee will make assessment of all Group 'C' employee of CWC (HQ), New Delhi and send the recommendation of ISC to the undersigned on quarterly basis who are within the criteria of rules under FR 56 (J)/L and Rule 48 of CCS (Pension) Rules, 1972, and will recommend such employees for review by the Review Committee in the CWC, (H.Q.), New Delhi.

This issues with the approval of Chairman, CWC.


 (Narinder Kumar)
 Under Secretary(O&M)
 Central Water Commission

To,

1. PPS to Chairman, CWC
2. PS to Chief Engineer, (HRM), CWC
3. PS to Secretary, CWC
4. Director,(Admn.), CWC
5. Under Secretary, (Estt.VII),(Estt.XI, Estt-XIII and Estt.VIII), CWC
6. Guard File

No. 74/30/2024-O&M/741-746
Government of India
Central Water Commission

Room No. 326(S), Sewa Bhawan,
R.K. Puram, New Delhi-110066
Dated:- 25.09.2024

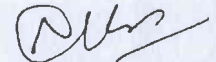
OFFICE ORDER

In pursuance of the direction received from MoWR, RD&GR, with the approval of the Competent Authority, the Review Committee (RC) has been constituted comprising of the following officers, for conducting periodical review of the Group 'C' employees of CWC (H.Q.) in compliance of the provision of the Fundamental Rules 56 (J) and Rule 48 of CCS (Pension) Rules, 1972.

- | | | |
|--------------------------------|---|-------------------|
| 1. Chief Engineer (HRM), CWC | - | Chairman |
| 2. Secretary, CWC | - | Member |
| 3. Director, (Estt.I), CWC | - | Member |
| 4. Director, (Estt.II), CWC | - | Member |
| 5. Director, (Admn.), CWC | - | Member |
| 6. Under Secretary, (O&M), CWC | - | Member- Secretary |

2. The Review Committee will make assessment the performance of all Group 'C' employee of CWC (HQ), New Delhi, whose case will be referred to them by the Internal Screening Committee constituted in the CWC, (H.Q.), New Delhi.

3. This issues with the approval of Chairman, CWC.



(Narinder Kumar)
Under Secretary (O&M)
Central Water Commission

To:

1. PPS to Chairman, CWC
2. PS to Chief Engineer, (HRM), CWC
3. PS to Secretary, CWC
4. Director, (Estt.I), CWC
5. Director, (Estt.II), CWC
6. Director (Admn.)
7. Guard File.