

MOST IMMEDIATE

**GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
FINANCE DEPARTMENT
HUMAN RESOURCE DIVISION: CADRE CONTROL UNIT**

'A' Wing, 4th Level, Delhi Secretariat,
I.P. Estate, New Delhi 110 002
Ph: 22392133

No.F.17/1/2019-AC/1201-1209

Dated: 01 / 10 /2026

CIRCULAR

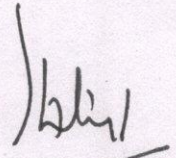
Sub: Review of Mechanism to ensure probity of government servants-Strengthening of administration –periodical review under FR 56(j) and Rule 48 of CCS(Pension) Rules, 1972 by the Review Committee constituted for Govt. of NCT of Delhi Accounts Service Officers (Controller of Accounts/DCAs/Sr.AOs/AOs/AAOs).

Please refer to this department's circulars of even number dated 28.06.2022 and 10.07.2024 and 05.11.2024 (copy enclosed) on the subject cited above.

2. In terms of the instructions issued by Department of Personnel & Training, Ministry of personnel, Public Grievances & Pensions, GOI from time to time and also by the Services Department, GNCTD vide OM dated 17.05.2024, all the Pr. Secretaries/Secretaries/HODs/Corporations/Boards/PSUs and Autonomous Bodies of GNCTD were requested to arrange to furnish the particulars in the prescribed proforma in respect of such Delhi Govt. Accounts Service Officers (Controller of Accounts/DCAs/Sr. AO/Accounts Officers/Assistant Accounts Officers) working under their administrative control, who are covered by the instructions/guidelines issued by the DoPT, GOI and Services Department, GNCTD from time to time, to this department for periodical review of their performance at the earliest. However, the requisite information/particulars are still awaited.

3. It is, therefore, once again requested to look into the matter and arrange to furnish the particulars in prescribed proforma alongwith specific recommendations in respect of such Delhi Govt. Accounts Service Officers(Controller of Accounts/Deputy Controller of Accounts/Sr. Accounts officer/Accounts officer/Assistant Accounts officer) working under your administrative control and who are covered by the instructions/guidelines issued by DoPT from time to time regarding periodic review under FR 56(j) and Rule 48 of CCS(Pension) Rule, 1972 to this department at the earliest so that their cases may be placed before the Review Committee constituted for its consideration and further recommendations.

4. This issues with the prior approval of the Pr. Secretary (Finance), GNCTD.



**(SANDEEP KUMAR SINGH)
SPL. SECRETARY (FINANCE)**

Encls: As above.

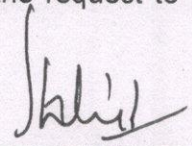
All Pr. Secretaries/Secretaries/Head of Departments,
Corporations/Boards/PSUs and Autonomous Bodies of
Govt. of NCT of Delhi.

No. No.F.17/1/2019-AC/ 1201-1209

Dated: 6/1/2026

Copy to:

1. Principal Secretary to Lt. Governor, Delhi, Raj Niwas, Delhi.
2. OSD to Chief Secretary, Govt. of NCT of Delhi.
3. Pr. Secretary(AR), Govt. of NCT of Delhi.
4. Secretary (Services), Govt. of NCT of Delhi.
5. Secretary (Vigilance), Govt. of NCT of Delhi.
6. PS to Pr. Secretary(Finance), Govt. of NCT of Delhi.
7. System Analyst, Computer Cell, Finance Department, GNCTD with the request to upload this circular on the website of Finance Department.
8. Guard file.



(SANDEEP KUMAR SINGH)
SPL. SECRETARY (FINANCE)

MOST IMMEDIATE

**GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
FINANCE DEPARTMENT
HUMAN RESOURCE DIVISION: CADRE CONTROL UNIT**

'A' Wing, 4th Level, Delhi Secretariat,
I.P. Estate, New Delhi 110 002
Ph: 22392133

No.F.17/1/2019-AC/1196-1204

Dated: 05/11/2024

CIRCULAR

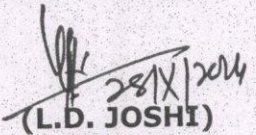
Sub: Review of Mechanism to ensure probity of government servants- Strengthening of administration –periodical review under FR 56(j) and Rule 48 of CCS(Pension) Rules, 1972 by the Review Committee constituted for Govt. of NCT of Delhi Accounts Service Officers (Controller of Accounts/DCAs/Sr.AOs/AOs/AAOs).

Please refer to this department's circulars of even number dated 28.06.2022 and 10.07.2024(copy enclosed) on the subject cited above.

2. In terms of the instructions issued by Department of Personnel & Training, Ministry of personnel, Public Grievances & Pensions, GOI from time to time and also by the Services Department, GNCTD vide OM dated 17.05.2024, all the Pr. Secretaries/Secretaries/HODs/Corporations/Boards/PSUs and Autonomous Bodies of GNCTD were requested to arrange to furnish the particulars in the prescribed proforma in respect of such Delhi Govt. Accounts Service Officers (Controller of Accounts/DCAs/Sr. AO/Accounts Officers/Assistant Accounts Officers) working under their administrative control, who are covered by the instructions/guidelines issued by the DoPT, GOI and Services Department, GNCTD from time to time, to this department for periodical review of their performance at the earliest. However, the requisite information/particulars are still awaited.

3. It is, therefore, once again requested to look into the matter and arrange to furnish the particulars in prescribed proforma alongwith specific recommendations in respect of such Delhi Govt. Accounts Service Officers(Controller of Accounts/Deputy Controller of Accounts/Sr. Accounts officer/Accounts officer/Assistant Accounts officer) working under your administrative control and who are covered by the instructions/guidelines issued by DoPT from time to time regarding periodic review under FR 56(j) and Rule 48 of CCS(Pension) Rule, 1972 to this department at the earliest so that their cases may be placed before the Review Committee constituted for its consideration and further recommendations.

4. This issues with the prior approval of the Addl. Chief Secretary (Finance), GNCTD.


(L.D. JOSHI)
CONTROLLER OF ACCOUNTS (FD)

Encls: As above.

All Pr. Secretaries/Secretaries/Head of Departments,
Corporations/Boards/PSUs and Autonomous Bodies of
Govt. of NCT of Delhi.

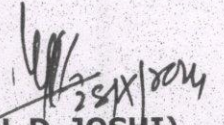
No. No.F.17/1/2019-AC/1196-1204

Dated: 05/11/2024

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Copy to:

1. Principal Secretary to Lt. Governor, Delhi, Raj Niwas, Delhi.
2. OSD to Chief Secretary, Govt. of NCT of Delhi.
3. Pr. Secretary(AR), Govt. of NCT of Delhi.
4. Secretary (Services), Govt. of NCT of Delhi.
5. Secretary (Vigilance), Govt. of NCT of Delhi.
6. PS to Addl. Chief Secretary (Finance), Govt. of NCT of Delhi.
7. System Analyst, Computer Cell, Finance Department, GNCTD with the request to upload this circular on the website of Finance Department.
8. Guard file.


(L.D. JOSHI)

CONTROLLER OF ACCOUNTS (FD)

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MOST IMMEDIATE

**GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
FINANCE DEPARTMENT
HUMAN RESOURCE DIVISION: CADRE CONTROL UNIT**

'A' Wing, 4th Level, Delhi Secretariat,
I.P. Estate, New Delhi 110 002
Ph: 22392133

No.F.17/1/2019-AC/COAF/778-786

Dated: 10/07/2024

CIRCULAR

Sub: Strengthening of administration – periodical review under FR 56(j)/(1) and Rule 43 of CCS(Pension) Rules, 2021 erstwhile known as Rule 48 of CCS(Pension) Rules, 1972 – Review Committee constituted for Govt. of NCT of Delhi Accounts Service Officers (Controller of Accounts/DCAs/Sr. AOs/AOs/AAOs).

Attention is invited to the Department of Personnel & Training, Ministry of personnel, Public grievances & Pensions OM No. 25013/1/2013-Estt.A dated 21.03.2014, OM No. 25013/1/2013-Estt.A-IV dated 11.09.2015, 11.03.2016, 10.08.2017 and 20.06.2019, and Services Department OM No. F. 11/(223)/56(j)/Services/ 2024/783-786 dated 17.05.2024 (copy enclosed) vide which a Review Committee in Government of NCT of Delhi for periodical review under FR-56(j) and Rule 43 of CCS(Pension) Rules 2021 erstwhile known as Rule 48 of CCS(Pension) Rules, 1972 for Group-A and Group-B Officers of organized Accounts Cadre i.e. GNCTD Accounts Service has been constituted.

2. The detailed guidelines on the above subject are already in the public domain at <http://dopt.gov.in> under Notifications-OM & Order-Establishments-premature Retirement. The Services Department had also issued detailed instructions vide their circular No. F.30/03/2016/S.I/2478 dated 12.07.2019(copy enclosed) in this regard.

3. As per these instructions, the case of government servant covered by FR 56(j) or Rule 43 of CCS(Pension) Rules, 2021 erstwhile Rule 48 of CCS(Pension) rules, 1972 should be reviewed six months before he/she attains the age of 50/55 years in cases covered by FR56(j) and on completion of 30 years of qualifying service under rule 48 of CCS(Pension) Rules, 1972 as per the time Schedule prescribed for such review vide DoPTs instructions issued from time to time.

21/7/2024

4. The Criteria to be followed by the Review Committee in making recommendations would be as per the instructions/guidelines issued by DoPT OM No. 25013/1/2013-Estt(A) dated 21.03.2014 and are detailed as under:

- (a) Govt. employee whose integrity is doubtful, will be retired.
- (b) Govt. employees who are found to be ineffective will also be retired. The basic consideration in identifying such employee should be fitness/competence of the employee to continue in the post of which he/she is holding.
- (c) While the entire service record of an office should be considered at the time of review, no employee should ordinarily be retired on grounds 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.

Consideration is ordinarily to be confined to the preceding 5 years or to the period in the higher post, in case of promotion within the period of 5 years, only when retirement is sought to be made on grounds of ineffectiveness. There is no such stipulation, however, where the employee is to be retired on grounds of doubtful integrity.

- (d) No employee 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.

Ordinarily no employee should be retired on grounds of ineffectiveness if he is retiring on superannuation within a period of one year from the date of consideration of the case. The DoPT has further clarified that in a case where there is a sudden and steep fall in the competence, efficiency or effectiveness of an officer, it would be open to review his case for premature retirement.

5. In order to facilitate the Review Committee to carry out periodical review exercise of Delhi Govt. Accounts Service Officers as per the instructions/guidelines on the subject issued by the DoPT and Services Department, GNCTD from time to time, a proforma has been devised for departments/autonomous Bodies/Public Undertakings under GNCTD for forwarding the particulars of officers of GNCTD Accounts Service working under their administrative control (copy enclosed). Accordingly, vide this Department's circular dated 28.06.2022 (copy enclosed) all the Pr.Secretaries/Secretaries/HODs, Corporations/Boards/PSUs and Autonomous Bodies of GNCTD were requested to submit the particulars in the prescribed proforma in respect of such Delhi Govt. Accounts Service Officers (Controller of Accounts/Deputy Controller of Accounts/Sr. Accounts officer/Accounts officer/Assistant Accounts officer) working under their administrative control, who are covered by the instructions/guidelines issued by DoPT from time to time for periodical review of their performance.

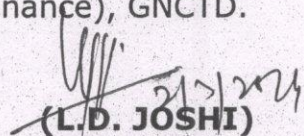
[Signature]
21/7/2024

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6. In terms of the Services Department, GNCTD OM dated 17.05.2024, it is, therefore, once again requested to look into the matter and arrange to furnish the particulars in the prescribed proforma in respect of such Delhi Govt. Accounts Service Officers (Controller of Accounts/Deputy Controller of Accounts/Sr. Accounts officer/Accounts officer/Assistant Accounts officer) working under their administrative control, who are covered by the instructions/guidelines issued by DoPT from time to time for periodical review of their performance at the earliest. This may please be accorded TOP PRIORITY.

7. This issues with the prior approval of the Pr. Secretary (Finance), GNCTD.


(L.D. JOSHI)**CONTROLLER OF ACCOUNTS (FD)****Encls: As above.**

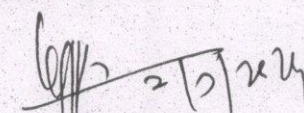
All Pr. Secretaries/Secretaries/Head of Departments,
Corporations/Boards/PSUs and Autonomous Bodies of
Govt. of NCT of Delhi.

No. No.F.17/1/2019-AC/COAF/770-706

Dated: 10/07/2024

Copy to:

1. Principal Secretary to Lt. Governor, Delhi, Raj Niwas, Delhi.
2. OSD to Chief Secretary, Govt. of NCT of Delhi, Delhi Secretariat, New Delhi.
3. Pr. Secretary (AR), Govt. of NCT of Delhi, Delhi Secretariat, New Delhi .
4. Secretary (Services), Govt. of NCT of Delhi, Delhi Secretariat, New Delhi.
5. Secretary (Vigilance), Govt. of NCT of Delhi, Delhi Secretariat, New Delhi.
6. PS to Pr. Secretary (Finance), Govt. of NCT of Delhi, Delhi Secretariat, New Delhi.
7. System Analyst, Computer Cell, Finance Department, GNCTD with the request to upload this circular on the website of Finance Department.
8. Guard file.


(L.D. JOSHI)**CONTROLLER OF ACCOUNTS (FD)**

MOST IMMEDIATE

No.F.17/2/2019-AC/2216 - 2231

**GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
FINANCE DEPARTMENT**

HUMAN RESOURCE DIVISION: CADRE CONTROL UNIT

A' Wing, 4th Level, Delhi Secretariat,
I.P. Estate, New Delhi 110 002

Ph: 22392133

Dated: 28/06/2022

CIRCULAR

Sub: Review of Mechanism to ensure probity of government servants- Strengthening of administration –periodical review under FR 56(j) and Rule 48 of CCS(Pension) Rules, 1972 by the Review Committee constituted for Govt. of NCT of Delhi Accounts Service Officers (Controller of Accounts/DCAs/Sr.AOs/AOs/AAOs).

In pursuance of Department of Personnel & Training, Ministry of personnel, Public grievances & Pensions OM No. 25013/1/2013-Estt.A dated 21.03.2014, OM No. 25013/1/2013-Estt.A-IV dated 11.09.2015, 11.03.2016, 10.08.2017 and 20.06.2019, the Services Department vide their order No. 305 dated 02.07.2019 (copy enclosed) has constituted a Review Committee in Government of NCT of Delhi for periodical review under FR-56(j) and Rule 48 of CCS(Pension) Rules, 1972 for Ex-Cadre Officers/Officials(Other than IAS/DANICS/DASS & steno) of Government of NCT of Delhi.

The detailed guidelines on the above subject are already in the public domain at <http://dopt.gov.in> under Notifications-OM & Order-Establishments-premature Retirement.

The Services Department has issued detailed instructions vide their circular No. F.30/03/2016/S.I/2478 dated 12.07.2019(copy enclosed) in this regard stating that Hon'ble Lt. Governor has taken serious note of the issue and has desired that periodical review of all categories of Government servant working with govt. of NCT of Delhi under the FR-56(j) and Rule 48 of CCS(Pension) Rules, 1972 may be taken on priority basis to weed out the "dead wood" and "the dark sheep". An action taken report is to be furnished to Services Department by 15th of each month in the prescribed proforma.

As per these instructions, the case of government servant covered by FR 56(j) or Rule 48 of CCS(Pension) rules, 1972 should be reviewed six months before he/she attains the age of 50/55 years in cases covered by FR56(j) and on completion of 30 years of qualifying service under rule 48 of CCS(Pension) Rules, 1972 as per the time Schedule prescribed for such review vide DoPTs instructions issued from time to time.

The Criteria to be followed by the Review Committee in making recommendations would be as per the instructions/guidelines issued by DoPT OM No. 25013/1/2013-Estt(A) dated 21.03.2014 and are detailed as under:

- (a) Govt. employee whose integrity is doubtful, will be retired.
- (b) Govt. employees who are found to be ineffective will also be retired. The basic consideration in identifying such employee should be fitness/competence of the employee to continue in the post of which he/she is holding.
- (c) While the entire service record of an office should be considered at the time of review, no employee should ordinarily be retired on grounds of ineffectiveness if his service during the preceding 5 years or where he has been promoted to a higher

Sd/- 28/06/22

post during that 5 year period, his service in the highest post, has been found satisfactory. 4311c

Consideration is ordinarily to be confined to the preceding 5 years or to the period in the higher post, in case of promotion within the period of 5 years, only when retirement is sought to be made on grounds of ineffectiveness. There is no such stipulation, however, where the employee is to be retired on grounds of doubtful integrity.

- (d) No employee 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.

Ordinarily no employee should be retired on grounds of ineffectiveness if he is retiring on superannuation within a period of one year from the date of consideration of the case. The DoPT has further clarified that in a case where there is a sudden and steep fall in the competence, efficiency or effectiveness of an officer, it would be open to review his case for premature retirement.

In order to facilitate the Review Committee to carry out periodical review exercise of Delhi Govt. Accounts Service Officers as per the instructions/guidelines on the subject issued by the DoPT from time to time, a proforma has been devised for departments/autonomous Bodies/Public Undertakings under GNCTD for forwarding the particulars of Accounts Cadre Officers of GNCTD working under their administrative control.(copy enclosed).

All HODs are accordingly, requested to submit the particulars in the attached proforma in respect of such Delhi Govt. Accounts Service Officers(Controller of Accounts/Deputy Controller of Accounts/Sr. Accounts officer/Accounts officer/Assistant Accounts officer) working under their administrative control, who are covered by the instructions/guidelines issued by DoPT from time to time regarding periodic review under FR 56(j) and Rule 48 of CCS(Pension) Rule, 1972.

This may be treated as 'Most Urgent' and the information as sought above may be provided to Finance Department, GNCTD at the earliest for placing the same before the Review Committee constituted for its consideration and further recommendations.

This issues with the prior approval of Principal Secretary (Finance), GNCTD.

Encls: As above.

S. N. K. V.
(Ajay Kr. Kapahi)
JT. SECRETARY (HRD) 28/06/22

All Pr. Secretaries/Secretaries/Head of Departments,
Corporations/Boards/PSUs and Autonomous Bodies of
Govt. of NCT of Delhi.

No.F.17/2/2019-AC/2216-2231

Dated: 28/06/2022

Copy to:

1. Principal Secretary to Lt. Governor, Delhi, Raj Niwas, Delhi.
2. Additional Secretary to Chief Minister, Govt. of NCT of Delhi.
3. Secretary to Dy. Chief Minister, Govt. of NCT of Delhi.

4. Secretary to Speaker, Delhi vidhan Sabha, Delhi.
5. Secretary to Deputy Speaker, Delhi Vidhan Sabha, Delhi.
6. Secretaries to all Ministers, Govt. of NCT of Delhi.
7. OSD to Leader of Opposition, Govt. of NCT of Delhi.
8. OSD to Chief Secretary, Govt. of NCT of Delhi.
9. Pr. Secretary(AR), Govt. of NCT of Delhi.
10. Secretary (Services), Govt. of NCT of Delhi.
11. Secretary (Vigilance), Govt. of NCT of Delhi.
12. Special Secretary (Services), Govt. of NCT of Delhi.
13. Special Secretary (AR), Govt. of NCT of Delhi.
14. PS to Addl. Chief Secretary(Finance), Govt. of NCT of Delhi.
15. System Analyst, Computer Cell, Finance Department, GNCTD with the request to upload this circular on the website of Finance Department.
16. Guard file.

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Sr. Secy Kr. 28/6/22

(Ajay Kr. Kapahi)
JT. SECRETARY (HRD)

436/c

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
SERVICES DEPARTMENT
DELHI SECRETARIAT: 5TH LEVEL: B-WING
I.P. ESTATE: NEW DELHI-110002

F.No.11/(223)/56(j)/Services/2024/ 783-795

Dated: 17/05/2024

OFFICE MEMORANDUM

Subject:- Strengthening of administration- periodical review under FR 56(j) /(l) and Rule 43 of CCS (pension) Rule, 2021 erstwhile known as Rule 48 of CCS(Pension) Rules,1972 – Formation of Review Committees.

1. In Continuation of this Office OM No. F.30/03/2016/S.I/356 dated 06.08.2019 regarding formation of Review Committee for periodical review the service records under FR 56(j)/(l) and Rule 43 of CCS (pension) Rule, 2021 erstwhile known as Rule 48 of CCS(Pension) Rules,1972 of Ex-cadre Officers/officials and DSS/Steno officer/official of Government of NCT of Delhi, to assess the performance of Government servants under the provision of FR 56(j), FR 56(l) and Rule 43 of CCS (pension) Rule, 2021 erstwhile known as Rule 48 of CCS(Pension) Rules,1972 in accordance with the guidelines issued by DOP&T on the subject cited above time to time, the Competent Authority is pleased to order as under: -

(i) For Group-A and Group-B Officers of organized Cadres i.e. DSS, Steno, IT, Accounts and Planning & Statistical, whose Officers/Officials are transferred and posted in various departments, the Review Committee has been reconstituted as under:-

1.	Principal Secretary/Secretary of the Cadre.	Chairperson
2.	Special/Additional Secretary (Finance), for DSS and Steno Cadre. Special/Additional Secretary of the Cadre Controlling Department for other cadres.	Member
3.	Special Secretary/Additional Secretary, Services Department, Govt of NCT of Delhi.	Member
4.	Special Secretary/Additional Secretary Vigilance Department of Govt. of NCT Delhi.	Member
5.	Additional Secretary/Joint Secretary/Deputy Secretary rank officer of Govt. of NCT Delhi representing SC/ST Community to be co-opted by the department concerned.	Member

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(ii) For Group-C Officials of organized Cadres i.e. DSS, Steno, IT, Accounts and Planning & Statistical:

1.	Special Secretary of the Cadre Controlling Department	Chairperson
2.	Joint / Deputy Secretary (Finance), for DSS and Steno Cadre. Joint / Deputy Secretary of the Cadre Controlling Department for other cadres.	Member
3.	Joint / Deputy Secretary, Services Department Govt of NCT of Delhi.	Member
4.	Joint / Deputy Secretary/ Assistant Director, Vigilance Department of Govt. of NCT Delhi.	Member
5.	Joint Secretary/Deputy Secretary rank officer of Govt. of NCT Delhi representing SC/ST Community to be co-opted by the concerned department.	Member

(iii) For Group-A and Group-B Officers of EX-Cadres (Other than DANICS/DSS/ Steno/ IT/Accounts /Planning & Statistical):

1.	Principal Secretary/Secretary of the Concerned department.	Chairperson
2.	Special Secretary /Additional Secretary of the Concerned department.	Member
3.	Special Secretary/Additional Secretary, Services Department Govt of NCT of Delhi.	Member
4.	Special Secretary/Additional Secretary Vigilance Department of Govt. of NCT Delhi.	Member
5.	Additional Secretary/Joint Secretary/Deputy Secretary rank officer of Govt. of NCT Delhi representing SC/ST Community to be co-opted by the department concerned.	Member

(iv) For Group-C/D Officials of EX-Cadres (Other than DSS/ Steno/ IT/ Accounts / Planning and Statistical):

1.	Head of the Department	Chairperson
2.	Joint Secretary / Deputy Secretary of the Concerned department.	Member
3.	Joint Secretary / Deputy Secretary, Services Department Govt of NCT of Delhi.	Member
4.	Joint Secretary / Deputy Secretary/Assistant	Member

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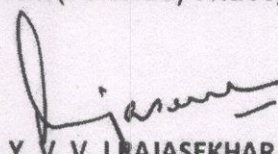
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	Director, Vigilance Department of Govt. of NCT Delhi.	
5.	One Joint Secretary/Deputy Secretary rank officer of Govt. of NCT Delhi representing SC/ST Community to be co-opted by the department concerned.	Member

3. Principal Secretary/Secretary of the Department/Cadre Controlling Authority may co-opt a Member not below the rank of Deputy Secretary in the above said Committees, if need be, from the department where the employee whose case is under consideration under FR 56(j), FR 56(l) and Rule 43 of CCS (pension) Rule, 2021 erstwhile known as Rule 48 of CCS(Pension) Rules, 1972, is physically working.

4. In addition to above, the Secretary of the Department/ Cadre Controlling Authority is empowered to constitute appropriate internal committees to assist the review Committees in reviewing the cases. These committees will ensure that service record of the employee bring reviewed, along with a summary bringing out all relevant information, is submitted before the Review Committee in time bound manner.

5. The review Committee shall carry out periodical review of the service records of Officers/Officials of Government of NCT of Delhi in accordance with the guidelines issued by DOP&T from time to time and submit its recommendations for further consideration by the Appropriate Authority concerned as per the provisions of FR 56(j), FR 56 (l) and Rule 43 of CCS (pension) Rule, 2021 erstwhile known as Rule 48 of CCS(Pension) Rules, 1972.


(Y. V. V. J. RAJASEKHAR, IAS)
SPECIAL SECRETARY (SERVICES)

F.No.11/ (223)/56(j)/Services/2024/783 - 795

Dated: 17/05/2024

Copy to:

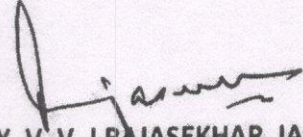
1. Principal Secretary to Lt. Governor, Delhi
2. OSD to Chief Secretary, Govt. of NCT of Delhi.
3. Additional Chief Secretary (Finance/Home/Planning), Govt. of NCT of Delhi.
4. Principal Secretary (AR), Govt. of NCT of Delhi.
5. Pr. Secretary (Services), Govt. of NCT of Delhi.
6. Secretary (Vigilance), Govt. of NCT of Delhi.
7. Special Secretary (Services), Govt. of NCT of Delhi.
8. Special Secretary (Vigilance), Govt. of NCT of Delhi.
9. Special Secretary (AR), Govt. of NCT of Delhi.
10. All Pr. Secretaries/Secretaries/Spl. Secretaries/Addl. Secretaries, GNCTD, Delhi

43314

11. All HODs/Local Bodies/Public Undertakings, Govt. of NCT of Delhi.
12. Section Officer (Coordination), Services Department, Govt. of NCT of Delhi- with the request to upload this order on website of Services Department.
13. Guard File/ Personal file.

Copy forwarded for information to:-

1. Under Secretary (Establishment), Govt. of India, Ministry of Personnel, Public Grievances & Pension, Department of Personnel & Training, New Delhi.
2. Under Secretary (UTS-II), Govt. of India, Ministry of home Affairs, North Block, New Delhi.


(Y. V. V. J RAJASEKHAR, IAS)
SPECIAL SECRETARY (SERVICES)

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
SERVICES DEPARTMENT: SERVICES - I BRANCH
DELHI SECRETARIAT: 7TH LEVEL: B-WING
I.P. ESTATE: NEW DELHI
<http://services.delhigovt.nic.in>
(Tel:011 - 23392038)

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No.F.30/03/2016/S.I/Pt-1A3044

Dated: 07/08/2019

Circular

Sub: Review of mechanism to ensure probity of Government servants- Strengthening of administration - periodical review under FR 56 (j)/FR 56(l) and Rule 48 of CCS (Pension) Rule, 1972.

Attention is invited to this Department's Circulars dated 09.07.2019, 10.07.2019 and 12.07.2019 regarding periodical review of Officers/Officials of Govt. of NCT of Delhi under FR-56 (j) and Rule 48 of CCS (Pension) Rules, 1972.

28/8
DPS

2. All HODs were requested to submit particulars of DANICS and DASS/Steno cadre officers/ officials in the proforma attached with the Circulars, for further consideration by the Review Committee/Sub Committee.

8/9

3. It has been observed that the officers/officials while drawing salary from one department are physically working in some other department. In some cases, the officers are working on deputation in Autonomous Bodies and other organizations.

20/8/19
SME

4. It is clarified that the above said proforma has to be filled up by both departments i.e. where the officer/official is physically working as well as the department where he/she is posted for salary purpose. The information as sought at point nos. 1 to 5 and 10 to 17 shall be provided by the department where the officer/official's service record is available i.e. the department where he/she is posted for salary purpose. The information as sought at point nos. 6 to 10, 18 & 19 will be provided by the department where the officers/officials are physically working in diverted capacity or on deputation. It is highlighted here that information as sought at point no. 10 shall be provided by both the departments.

5. The Cadre Controlling Authority may also prepare its independent report in the given proforma over and above what is provided by the departments. They may take into account overall record of the officers, including APARs, that may be available with the Cadre Controlling Authority.

6. Considering the large number of officers due for review, the departments, in the first instance, may forward the inputs, on officers who in the opinion of the department should be considered under provisions of FR 56(j), 56 (l) and Rule 48 of CCS Pension Rules 1972. The Inputs/Report for remaining officers may be forwarded subsequently. The following may be kept in view while furnishing the Reports:

- (i) The inputs/information over and above what is available in APARs may also be provided.
- (ii) Documents, if any, in support of the inputs provided may be furnished.
- (iii) No column in the format should be left blank.
- (iv) It is further clarified that prescribed proforma need not be signed by the Head of Department as stipulated earlier. The Report in prescribed format may be furnished under the signature and stamp of an officer of Head of Office or an equivalent rank and the same may be issued with the approval of Principal Secretary/Secretary of concerned department (in case of Group-A and B officers) and with the approval of Head of Department concerned (in case of Group-C/D officials). (Copy of the modified proforma enclosed).

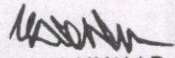
342/17 All HODs are accordingly requested to arrange to forward the particulars in prescribed Proforma keeping in view the instructions at point 6 (iv) above, in r/o Group-A and Group-B Officers of organized Cadres i.e. DASS, Steno, IT, Accounts and Planning & Statistical, including those who are working in diverted capacity, and are covered under FR 56(j)/Fr 56 (l) and Rule 48 of CCS (Pension) Rules, to the concerned Cadre Controlling Departments.

8. This may be treated as 'Most Urgent' and the information as sought above may be provided at the earliest, for placing the same before the Review Committee/Sub-Committee constituted for further consideration.

9. Similar modalities, as recorded above, shall be adopted for all other Ex Cadre Posts (Other than DANICS/DASS/Steno/IT/Accounts/Planning and Statistical), under the Government of NCT Delhi while reviewing the working of officers/officials under FR 56(j)/FR 56(l) and Rule 48 of CCS (Pension) Rules 1972.

10. Copy of DoPT OMs dated 21.03.2014 and 11.09.2015 on the subject is enclosed herewith for further reference.

11. This issues with the approval of Competent Authority.


(ASHWANI KUMAR MEHTA)
DEPUTY SECRETARY-I (SERVICES)

All Pr. Secretaries/Secretaries/Head of Departments, Corporations, Boards, PSUs and Autonomous Bodies of Govt. of NCT of Delhi.

Copy to:

1. Principal Secretary to Lt. Governor, Delhi.
2. Additional Secretary to Chief Minister, Govt. of NCT of Delhi.
3. Secretary to Dy. Chief Minister, Govt. of NCT of Delhi.
4. Secretary to Speaker, Delhi Vidhan Sabha, Delhi.
5. Secretary to Deputy Speaker, Delhi Vidhan Sabha.
6. Secretaries to all Ministers, Govt. of NCT of Delhi.
7. OSD to Leader of Opposition, Govt. of NCT of Delhi.
8. OSD to Chief Secretary, Govt. of NCT of Delhi.
9. Additional Chief Secretary (Finance/Home/Planning), Govt. of NCT of Delhi.
10. Principal Secretary (AR), Govt. of NCT of Delhi.
11. Secretary (Services), Govt. of NCT of Delhi.
12. Secretary (Vigilance), Govt. of NCT of Delhi.
13. Special Secretary (Services), Govt. of NCT of Delhi.
14. Special Secretary (Vigilance), Govt. of NCT of Delhi.
15. Special Secretary (AR), Govt. of NCT of Delhi.
16. All Pr. Secretaries / Secretaries / Spl. Secretaries / Addl. Secretaries, GNCTD.
17. Section officer (Coordination), Services Department, Govt. of NCT of Delhi - with the request to upload this order on website of Services Department.
18. Guard file/Personal file.

Copy forwarded for information to: -

1. Under Secretary (Establishment), Govt. of India, Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training, New Delhi.
2. Under Secretary (UTS.II), Govt. of India, Ministry of Home Affairs, North Block, New Delhi.

5. As far as integrity is considered, the following observations of the Hon'ble Supreme Court may, while upholding compulsory retirement in a 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.

S. Ramachandra Raju vs. State of Orissa

[(1994) 3 SCC 424]

Thus while considering integrity of an employee, 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 be taken into account. Judgement of the Apex Court in the case of Shri K. Kandaswamy, I.P.S. (TN:1966) in *K. Kandaswamy vs Union Of India & Anr*, 1996 AIR 277, 1995 SCC (6) 162 is relevant here. There were persistent reports of Shri Kandaswamy acquiring large assets and of his getting money from his subordinates. He also indulged in property transactions which gave rise to suspicion about his bonafides. The Hon'ble Supreme Court upheld his compulsory retirement under provisions of the relevant Rules.

6. Similarly, reports of conduct unbecoming of a Government servant may also form basis for compulsory retirement. As per 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.

7. Many changes in the nomenclature and in the areas of responsibility of various departments/Ministries have taken place. In order to simplify and speed up the procedure of review, a need is felt to reconstitute the Review Committees. In partial modification of the OM 25013/15/86-Estt (A) dated 27/06/1986, it has been decided that the Secretaries of the Cadre Controlling Authorities will constitute Review Committees consisting of two Members at appropriate level. The Review Committees in the case of various levels of employees will be as under:

(A) In case of officers holding Group A posts:

(a) In r/o ACC appointees:

Review Committee may be headed by the Secretary of the concerned Ministry/Department as Cadre Controlling Authority.

(b) In r/o Non-ACC appointees:

(i) Where there are Boards viz CBDT, CBEC, Railway Board, Postal Board, Telecom Commission, etc. the Review Committee may be headed by the Chairman of such Board.

290/1

No.25013/01 /2013-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
Dated 11th September, 2015

OFFICE MEMORANDUM

Subject: Strengthening of administration-Periodical review under FR 56(j) and Rule 48 of CCS (Pension) Rules, 1972

The undersigned is directed to refer to this Department's OM No. 25013/1/2013-Estt(A) dated 21/03/2014 on the periodical review under Fundamental Rule 56 or Rule 48 of CCS (Pension) Rules.

2. Various instructions issued on the subject deal with compulsory retirement under the above mentioned provisions. The Supreme Court has observed in *State of Gujarat Vs. Umedbhai M. Patel*, 2001 (3) SCC 314 as follows:

- (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.
- (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.

3. In every review, the entire service records should be considered. The expression 'service record' will take in all relevant records and hence the review should not be confined to the consideration of the ACR / APAR dossier. The personal file of the officer may contain valuable material. Similarly, the work and performance of the officer 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 puts together all the data available about the officers and prepares a comprehensive brief for consideration by the Review Committee. Even uncommunicated remarks in the ACRs/APARs may be taken into consideration.

4. In the case of those officers who have been promoted during the last five years, the previous entries in the ACRs may be taken into account if the officer was promoted on the basis of seniority cum fitness, and not on the basis of merit.

3846

13. ACR/APAR grading during entire career. If there are any adverse entries, please specify.

Sl. No.	Year	ACR/APAR Grading	Remarks, if any

14. Please specify whether the officer/official has initiated his ACRs/APARs timely in last 5 years:

Sl. No.	Year	Date of initiation	Whether initiated timely or not/Remarks, if any

15. No. of promotions obtained:

16. Whether the officer/official has got timely promotions along with his batch mates (Yes/No):
(If no, please provide details)

17. Any promotion during the last 05 years(Yes/No):
(If yes, please provide details of the promotions)

18. Overall conduct of the officer/official and remarks, if any:

19. Recommendations:

3881

Proforma to review the performance in respect of officers/officials of GNCTD.

1. Name and Designation of the Officer/official:
2. Grade/Pay Band/Grade Pay:
3. Date of Birth: Age as on 01.07.2019.
4. Date of Joining in Govt. Service:
5. Leave availed during the past five years (from the service book)
(please provide break up as well as the total period)
6. State of health:
7. Whether the health of the officer/official has a bearing on discharge of his duties (Yes/No):
(If yes, please elaborate)
8. Whether services of the officer are considered useful to the Govt. (Yes/No):
(If no, please provide reasons)
9. Whether the officer/official is considered competent and effective and fit to continue to hold the post occupied by him or to continue in Cadre (Yes/No):
(If no, please provide reasons)
10. Status of Integrity:
11. Is there any reason to doubt the integrity viz. Complaints of suspicious transaction in property, corruption, informal feedback etc. (Yes/No):
(If yes, Please specify)
12. Details of Penalties, if any, imposed on the officer/official during the entire career:

(ii) Where no such Boards/Commissions exist, the Review Committee may be headed by Secretary of the Ministry/Department.

(B) In case of Group B (Gazetted) officers:

Additional Secretary/Joint Secretary level officer will head the Review Committee.

(C) In the case of Non-Gazetted employees:

(i) 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.

(ii) 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.

8. CVO in the case of gazetted officers, or his representative in the case of non-gazetted officers, will be associated in case of record reflecting adversely on the integrity of any employee.

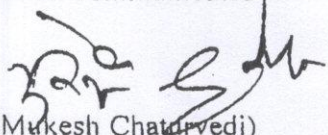
9. In addition to the above, the Secretary of the Ministry/Department is also empowered to constitute internal committees to assist the Review Committees in reviewing the cases. These Committees will ensure that the service record of the employees being reviewed, alongwith a summary bringing out all relevant information, is submitted to the Cadre Authorities at least three months before the due date of review.

10. The procedure as prescribed from time to time has been consolidated and enclosed as Appendix to the OM issued by this Department on 21/03/2014. As per these instructions the cases of Government servant covered by FR 56(j), FR 56(l), or Rule 48(1) (b) of CCS (Pension) Rules, 1972 should be reviewed six months before he/she attains the age of 50/55 years, in cases covered by FR 56(j) and on completion of 30 years of qualifying service under FR 56(l)/Rule 48 of CCS (Pension) Rules, 1972 as per the following calendar:

Sl No	Quarter in which review is to be made	Cases of employees who will be attaining the age of 50/55 years or will be completing 30 years of service or 30 years of service qualifying for pension, as the case may be, in the quarter.
1	January to March	July to September of the same year
2	April to June	October to December of the same year
3	July to September	January to March of the next year
4	October to December	April to June of the next year

11. All Ministries/Departments are requested to follow the above instructions and periodically review the cases of Government servants as required under FR 56(j)/FR56(I)/Rule 48(1)(b) of CCS (Pension) Rules, 1972.

12. Instructions on composition of the Representation Committees will be communicated separately.

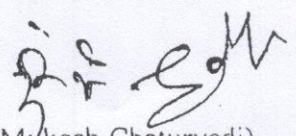

(Mukesh Chaturvedi)
Director (Establishment)
Tel: 23093176

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.
10. National Commission for Scheduled Castes, New Delhi.
11. National Commission for Scheduled Tribes, New Delhi.
12. National Commission for OBCs, New Delhi.
13. Secretary, National Council (ICM), 13, Feroze Shah Road, New Delhi.
14. CVOs of all Ministries/Departments.
15. ADG (M&C), Press Information Bureau, DoP&T
- ✓ 16. NIC, Department of Personnel & Training, North Block, New Delhi (for uploading the same on the website of this Ministry under the Head OM's & Orders → Establishment → Premature Retirement.
17. Hindi Section, DoP&T


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