

From

The Chief Secretary to Government, Haryana.

To

1. All the Heads of Departments in Haryana.
2. The Registrar, Punjab and Haryana High Court.
3. The Commissioners Rohtak, Gurgaon, Hisar and Ambala Divisions and all the Deputy Commissioners in Haryana.
4. The Managing Directors/ Chief Executives/Member Secretaries of all Boards and Corporations in Haryana.
5. The Registrars, Maharishi Dayanand University, Rohtak, Kurukshetra University Kurukshetra, Ch. Charan Singh Haryana Agriculture University, Hisar, Guru Jambheshwar University, Hisar and Ch. Devi Lal University, Sirsa,

Dated, Chandigarh, the 05-07-2004

**Subject:- Grant of personal hearing to the delinquent before imposition of any penalty under Rule 8 of the Haryana Civil Services (Punishment and Appeal) Rules, 1987.**

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Sir,

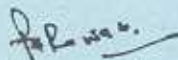
I am directed to refer to the subject noted above and to say that as per the existing rules and procedure of the Government, the disciplinary authorities normally impose a minor penalty upon the employees charge sheeted under rule 8 of the Haryana Civil Services (Punishment and Appeal) Rules, 1987, after considering their reply and without giving personal hearing into the charges levelled against such delinquent. It has come to the notice of the Government that number of cases are dismissed/rejected by the Courts on the basis of the fact that personal hearing has not been given to the delinquent.

2. Keeping in view the point of equity and natural justice and in case the delinquent officers/officials wants a personal hearing to be given, the appointing authority should grant him personal hearing also, before imposing a minor penalty to

the delinquent charge sheeted under rule 8 of the Haryana Civil Services (Punishment and Appeal) Rules, 1987.

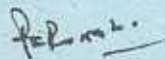
It is requested that these instructions may be strictly followed.

Yours faithfully,



Deputy Secretary General Administration.  
for Chief Secretary to Government Haryana

A copy is forwarded to all the Financial Commissioners and Principal Secretaries/ Commissioners and Secretaries to Government Haryana for information and necessary action.



Deputy Secretary General Administration.  
for Chief Secretary to Government Haryana

To

All the Financial Commissioners and Principal Secretaries/  
Commissioners and Secretaries to Government Haryana