

The DRTA

Regulation 15 - Conduct, Discipline and Appeal;-(1)Conducts

The Delhi Road Transport Authority may from time to time issue standing orders governing the conduct of its employees. A breach of these orders will amount to misconduct; (1)(A) Suspension pending enquiry or criminal investigation etc. the appointing authority or any officers delegated with powers by the appointing authority in this behalf may place an employee under suspension (i) Where a disciplinary proceeding against him is contemplated or is pending; or (ii) Where a criminal proceeding against him in a respect of any offence is under investigation or trial or trial. A statement setting out in detail the reasons for such suspension shall be supplied to the employee within a week from the date of suspension. DE-IN, r - t l H a ^ ' d i \ : i i ' ; 4 ' i " ! - - ; ' , . - ' ' ' ' ' ' ' ' , t i - ' - - ' - ' ' - - - - ' * + r s t i l i . . d u r i n g - ' , * ~ i 3 W ^ ^ . , f e h o - H * n " n 3 T T ? ' i - y j - t i i S i i i ; t (i t a n i j ^ a l i o w s a n . e e l i o h i b e " p a i d i n ' M ' 4 r : ^ : : ^ ! % * ^ ^ ^ ^ * * ^ ^ ^ ; ' W ^ ^ ^ ^ P * m l f e i ^ m a y s i - w r . ' - 3 f i 3 ; ; ; g d B ^ r S f - i i u ^ d i ^ g ^ r e g i i m a n d a n d w a c i n g i t o ^ l c - > i e f . . s ^ a i ^ - i 9 . ; : a f e i t o e f " s c a l e . " ^ k i l i i ^ r ^ ^ ^ ^ ^ ^ ^ ^ K W s e c u r i t y o r a n y x : , ; , ! r s t e t . o f a n y p e c u n - i a r y M t e l p e e : e a i i s f e d - t e . . T h e . D e l h i T ^ g j d , T r a n s p o r t . V i t i p r i t y ^ b ^ . a g B ^ a g e n c y d e f a u l t o r b r e a c h o f & & % * * T h e - t e f r r ^ p a . c i i B i a r y > t s s s h a l l i a ' c l u d e * ^ a i p a g e t o ; o r - . I - R e m o v a l ; f r o m " t g e s ' o f t h e . D a l : t r a n s p o r t A u t h o r i t y . . J i s m i s s & l f r b i p j t i h e s e f w - B s t j & g j a s e i o n t , ; f c a - c l i s e n . a r g e - f a j : o f a p e r s o n d u r i n g o r a t t h e e n d o f t h e . p t ; > . o f p r o b a t i o n e x c e p t w h e n , s u c h d i s c h a r g e i s ^ B u e . t o a n y c a u s e w h i c h w o u l d . . j u s t i f y r e m o v a l ' f s e r v i c e o f a n e n j p l o y . e e . ; * s . p t y . o f a p e r s o n - a p p o i n t e d o t h e r w i s e t h e n u n d e r 1 - c o n t r a c t t o s h o l d a t e m p r a r y a p p o i n t m e n t f i r a s p e c i f i e d p e r i o d o n t h e e x p i r a t i o n o f : t h e p e r i o d i f ^ f ^ j s p i i n t m e n t . o r a n y e x t e n s i o n t h e r e o f . ' , c > - o f a p e r s o n e n g a g e d u n d e r c o n t r a c t , i n a c c o r - ' - . ' d a P - c e w i t h t h e t e a c m s ^ o i . n i 6 - c o n t r a c t s d > e s n o t ^ a m o u n t t o r e m o v a l w i t h i n t h e m e a n i n g o f t h - r u l e . * . " > T h ^ > , h i i ' H ^ i f d i * - ' i p l i n a r y a c t i o n . r e f e r r e d t o a b o v e s i l a l l , b e , - c 2 k e n b y t h e G e n e r a l M a n a g e r o r s u c h o t h e r o f f i c e r s a s ^ a m y b a a u t h o r i s e d b y h i m i n t h i s b e h a l f s u b j e c t t o s u c h O r d e r s ^ o r i n s t r u c t i o n s a s . m a y b e i s s u e d b y t h e D e l h i t o a d ; - I r a n s ^ & t t . j V u W i o J e i t y f r o m t i m e - t o t i m e . f e ; - 1 M 5 - i C K W * o u t P r e j u d i c e t o t h e f o r a g o l n s p r w i s i o ^ B 6 O B " o f S d i a m a i , r e m o v a l , o r a n y ; o t h . b r p u n i s h m e n t o i o M X h ^ n a l ^ . P * " * 5 a g a i n s t a n e m p l o y e e a t t h e A u t h o r i t y o t t e r t h a n a n o r d e r b a s e d o n f a c t s b e f o r e a C r i m i n a l C o u r t u n l e s s h e h a s b e e n i n f o r m e d i n . ' w r i t i n g o f t h e g r - u n i s r " w h a c h i t i s p r o p o s e d ' t - t a k e . e c t i a n s h e l l ' . b e - s s f i a c g e l t o t t e t o r m o r s e p a r a t e c h a r g e o r C h a r g e s w h i c h s h a l l b e c o m m u n i - c a t e d t o t h e p e r s o n c h a r g e d a n d i f o f a n y o t h e r c i r c u m s t a n c e s w h i c h i t i s p r o p o s e d t o t a k e i n t o c o n s i d e r a t i o n i n p o s i n g o r d e r s o n t h e c a s e . T h e e m p l o y e e s h a l l b e r e q u i r e d w i t h i n a s p e c i f i e d t i m e t o s u b m i t a w r i t t e n r e p l y t o t h e e h a r a a a a n d t o s t a t e w h e t h e r h e d e s i r e s t o b e h e a r d i n p e r s o n a i s o i t h e s o . d e s i r e s a i d i f t h e c o m p e t e n t a u t h o r i t y s o d i r e c t s , " " a n o r a i * n q u i r , s h a l l b e h e l d . T h e o f f i c e r c o n d u c t i n g t h e n t S f S 2 X r - C C f a C t e * " & & * o u t * * " u f t h e n q u i r y a n d w u t i l i s e t h o n f o r c o m i n g t o a f i n d i n g o n t h e t r u t h o r o t h e r ? 5 f i T * * * ? o i S S S ? * * o r c h a r g e s l e v e l l e d a g a i n s t t h e s a p p l o y e e 3 & J 5 i t S f f i r r f a n y W a S F W * t h e A u t h o r i t y m a y a t t e n d s u c h e n q u i r y t o w a t c h t h e i n t e r e s t o f t h e e m p l o y e e s s t L T h f i n t e r v e n e o r o b t r u d e i n p r o c e e d i n g s a t a n y f ^ n r t f ^ p r o c e e d i n g s s h a l l c o n t a i n a s t a t e m e n t o f t h e f i n d i n g a n d g r o u n d s t h e r e o f . h . n T ^ ^ - ' T t h e p r o v i s i o n s o f t h i s s u b c l a u s e a r w h e r e i t S ' I S f S L * " * * * * * k e r n e d h a s s b s e a n d e d c a t e w i t h u r t h e r e a S n S ^ P ^ t i c a b l e t ^ c o m m u n i - m a v ^ n ^ e x ^ n t f o r f i t h P ^ ^ i o n s o f t h i s s u b c l a u s e ^ n r t o X ^ P r e c o r d e d a S m : ; - b e : S P e C i a l ^ f f i ^ " * C a s e s f a l l i n g u ^ Z l l e l o l T ^ b J " " * * * a u t h o r ! * : ! " " P r o v i d e d f u r t h e r t h a t . t t v s f . a m o u n t o f d e a r n e s s a l l o w a n c e > h o . u l d n o t e x c e e d - a m o u n t a d m i s s i b l e 3 3 s u c h e n t h e s u b s i s t e n c e ' a l l o w a n c e p a i d . r o m A J r o t o - f c i r t & . j J < - (b) W h a n t h e s u s p e n s i o n o f a n e m p l o y e e i s h a l d t . ' 1 f a V e b & e r i . . u n j u s t i f i e d o r w h e n a n e m p l o y e e w h o h a s b e e n ' j V t f s s i ' s s i d , . r e r e v e a o r s u s p e n s e d d i s r e i n s t a t e d , t h e r e v i s i n g - - [' o r ; a p p a l l t a a u t h o r i t y J S H ? g r a n t t o h i s - f o r t h e p e r i o d - o f ' ' ' - h i s - a b s e n c e ' f r o m . d i i t * ; ; , ' V , . . ' : (i) I f h e i s a c q u i t t e d , t h e f u l l p a y t e f . w h i c h h e w o u l d h a v e b e e n e n t i t l e d i f h e h a d n o t b e e n : ; i : d i s m i s s e d , r e m o v e d o r . s u s p e n d e d a n d b y a n o r d e r t o b e s e p a r a t e l y r e c o r d e d , a n y a l l o w a n c e ; ' . > . ; ' ' ' ' ' o f w h i c h h e w a s i n r e c e i p t p r i o r t o h i s d i s - ; j ' - ' . ; . > ' m i s s a l , r e i f & a l o r s u s p e n s i o n ; o r J J) ~ o . t h e r w i s e , s u c h p r t y * 3 i & f l o f s u c h p a y a n d ' a l l o w a n c e s , a s t h e > r t f i s i n g o r a p p e l l a t e \ a u t h o r i t y m a y p r e s c r i b e , % " I n a c a s e j * * f n g u n d e r c l a u s e C A) t h e p e r i o d o f ; \ ' . f ^ a b s e n c e f r o m a ^ e W t y w i l l b e t r e a t e d a s p e r i o d s p e n t o n d u t y \ ! I n / c a s ^ ^ f a l l i n g u n d e r c l a u s e { i l } i t w i l l

not be treated as a period spent on duty unless he is revising or consolidating his duty. 15. Action against conductors for committing shortage, (1) & conductor who commits shortage of more than Rs. 5/- in a day or more than Rs. 15/- in aggregate during a month shall be put off duty until he deposits the amount of the shortage. In the event of his resigning the shortage the "Off duty" period shall be treated as leave without pay. If the conductor does not deposit the amount of the shortage within 14 hours of the intimation of the shortage to him, he shall also be liable to such disciplinary action as may be deemed necessary by the General Manager. A conductor who commits a shortage repeatedly, shall also be liable to disciplinary action including termination of service, at the discretion of the General Manager. (2) In cases of employees entitled to allowances the General Manager may in his discretion consider it necessary to remove or suspend Officers of rank and file from duty. (3) Free Passes for family members of employees in receipt of free passes but not for leave. (4) Employees of rank and file shall be required to attend on a sick leave for family members. (5) The General Manager may withhold whole or part of security to make good any pecuniary loss to the Authority under clause 15(2) (a) (iv).