

**Punjab State Electricity Board  
(O/O Secretary/ Legal Section)**

To

1. EIC/ GMs/ CEs in PSEB / Hydel Organisation
2. ADGP (V&S), PSEB, Patiala.
3. GM /Finance, CCCR/ CAO/ CA/ CAO (Revenue) & F.A and CAOs in PSEB
4. Secretary-cum/Chief Engineer, UT Admn. Sector-9, Chandigarh.
5. Secretary /BBMB, Sector 19-B, Chandigarh.
6. All SEs / Directors in PSEB
7. All Sr. Xens /Dy. Directors in PSEB
8. All Dy. Secretaries / Under Secretaries / Dy CAOs/ CAs/ Sr. A.Os in PSEB

Memo No. 18700/1949 LB3 (24) 138/03

Dated 7.2.05

**Subject :- Action to be taken against a convicted employee who retired from the services of the Board before conviction order was passed by the court.**

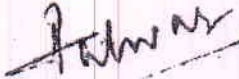
After the retirement of employee the relationship of employer and employee is snapped and for that none of the punishments as prescribed under PSEB Employees (Punishment & Appeal) Regulations-1971 can be imposed on a retiree. The only action which is permissible against a retiree is under Rule 2.2(b) of Punjab CSR Vol.-II (Pension Rules) as also applicable to Board employees. For the purpose of application of the Rule-2.2 (b) of Punjab Civil Services Rules, Vol.-II, following guidelines as approved by WTMs in their 1/05 meeting held on 17.1.2005, should be followed while deciding the cases of employees who were / are convicted after their retirement from Board's service:-

1. Once the order of retirement was issued, the punishment of dismissal/removal should not be imposed retrospectively.

Only pension can be withheld under Rule 2.2(b) of Punjab CSR Vol.-II

2. Instead of withholding the total pension, only some portion thereof ordinarily not exceeding  $1/3^{\text{rd}}$  of the whole admissible pension should be withheld.
3. In case of rare & exceptional circumstances, where pecuniary loss has also been caused to the department and the loss so caused is heavy, the extent to which the pension can be withheld may exceed  $1/3^{\text{rd}}$  depending upon the pecuniary loss and if the loss caused is heavy, whole of the pension may legitimately be withheld.

All the competent authorities may ensure that while decided the cases of aforesaid nature the guidelines approved by WTMs are followed meticulously.

  
Secretary,  
PSEB, Patiala.

