

## **Penalties:**

The following are the penalties which may be imposed on an officer employee, for acts of misconduct or for any other good and sufficient reasons:-

### **Minor Penalties :**

- (a) Censure;
- (b) withholding of increments of pay with or without cumulative effect;
- (c) withholding of promotion;
- (d) recovery from pay or such other amount as may be due to him of the whole or part of any pecuniary loss caused to the Bank by negligence or breach of orders.
- (e) reduction to a lower stage in the time-scale of pay for a period not exceeding 3 years, without cumulative effect and not adversely affecting the officer's pension.

### **Major Penalties :**

- (f) save as provided for in (e) above reduction to a lower stage in the time-scale of pay for a specified period, with further directions as to whether or not the officer will earn increments of pay during the period of such reduction and whether on the expiry of such period the reduction will or will not have the effect of postponing the future increments of his pay.
- (g) reduction to a lower grade or post,
- (h) compulsory retirement;
- (i) removal from service which shall not be a disqualification for future employment;
- (j) dismissal which shall ordinarily be a disqualification for future employment.

## **Explanation :**

The following shall not amount to a penalty within the meaning of this regulation namely :—

- (i) withholding of one or more increments of an officer employee on account of his failure to pass a prescribed departmental test or examination in accordance with the terms of appointment to the post which he holds;
- (ii) stoppage of pay of an officer employee at the efficiency bar in a time scale, on the ground of his unfitness to cross the bar;
- (iii) non-promotion, whether in an officiating capacity or otherwise, of an officer employee, to a higher grade or post for which he may be eligible for consideration but for which he is found unsuitable after consideration of his case;
- (iv) reversion to a lower grade or post, of an officer employees officiating in a higher grade or post, on the ground that he is considered, after trial, to be unsuitable for

such higher grade or post, or on administrative grounds unconnected with his conduct;

- (v) reversion to his previous grade or post, of an officer employee appointed on probation to another grade or post during or at the end of the period of probation, in accordance with the terms of his appointment or rules or orders governing such probation;
- (vi) reversion of an officer employee to his parent organisation in case he had come on deputation;
- (vii) termination of the service—
  - (a) of an officer employee appointed on probation, during or at the end of the period of probation, in accordance with the terms of his appointment or the rules or orders governing such probation;
  - (b) of an officer employee appointed in a temporary capacity otherwise than under a contract or agreement, on the expiration of the period for which he was appointed or earlier in accordance with the terms of his appointment;
  - (c) of an officer employee appointed under a contract or agreement, in accordance with the terms of such contract or agreement; and
  - (d) of an officer employee on abolition of post;
- (viii) retirement of an officer employee on his attaining the age of superannuation in accordance with the rules and orders governing such superannuation;
- (ix) termination of employment of a permanent officer employee by giving 3 months notice or on payment of 3 months pay and allowances in lieu of notice;
- (x) termination of employment of an officer employee on medical grounds, if he is declared unfit to continue in bank's service by the bank's medical officer.