



No. PERS/DC/1102/Misc/09

Dated 12.01.2010

CPC-2/2010

Subject: Bringing outside influence in service matters – A willful misconduct.

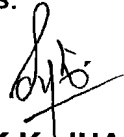
Instructions have been issued in the past, from time to time, advising the employees to refrain from bringing any outside influence in their service matters. However, despite repeated instructions and specific provisions in the ECDA Regulations, 2003, there has been an increasing tendency on the part of the officers and employees bringing outside influence in furtherance of their service matters in blatant violation of the instructions on the subject.

2. As a matter of fact, there should be no reason or necessity for the employees in resorting to this misconduct, as adequate provisions exist within the system and guidelines for the redressal of their grievances relating to their service matters. Apart from designating various functionaries as the Staff Grievance Officers in the respective offices, there is a well laid down Grievance Redressal Mechanism, which was recently reviewed, strengthened and circulated to all concerned vide OM No. A.60011/Misc/2007-RTI-Pers. dated 26.07.2007. Thus, in case any officer or employee is aggrieved in respect of any of his/her service matter, the appropriate course of action for him is to resort to the Grievance Redressal Mechanism, rather than indulging in the willful misconduct of bringing outside / political influence.

3. All the Heads of Deptts./Offices are hereby advised to bring the above instructions to the notice of all the employees and officers working under their administrative control, with the specific advice to desist from bringing any outside influence in their service matters. They may also be informed that a decision has been taken to send a communication to the officer/employee concerned, as soon as an outside influence has been received presumably at the behest and on behalf of the officer / employee, informing him about his indulgence in the misconduct of bringing outside influence. Recurrence of any such an act on the part of the employee/ officer subsequently, will automatically result in the issuance of a Show-Cause Notice with the underlying intention of initiating penalty proceedings with the approval of the competent disciplinary authority without any further reference to him. It will, therefore, be in the interest of all the officers/employees to follow the above instructions scrupulously and strictly, so as to obviate initiation of any unpleasant action on account of this willful misconduct on the part of the employee concerned.

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4. The receipt of this circular may please be acknowledged and widely displayed on AAI's website and Notice Boards of the respective offices.


(K.K. JHA)
MEMBER (P&A)

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