



UNIVERSITY OF HYDERABAD

Office of the Registrar,
Establishment Section -II.

No. UH/E-II/C1/2024/2697

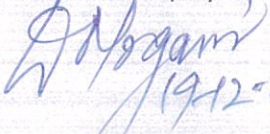
Date: 19-12-2024

CIRCULAR

Sub:- Periodic review of the performance of employees for strengthening of administration under FR 56(j)(I) and Rule 48 of CCS (Pension) Rules, 1972 [now, revised as Rule 42 of CCS (Pension) Rules, 2021 – Reg.

- Ref:-
- 1) Secretary, Department of Higher Education, Ministry of Education DO Lr. No. A.44011/14/2024-E.I, dated 19-09-2024.
 - 2) DoPT OM No. 25013/01/2024-Pers.Policy A-IV, dated 27-06-2024.
 - 3) Executive Council Resolution No. 193:2024:5 (iii), dated 04-11-2024.
 - 4) Vice-Chancellor's orders dated 18-12-2024.

In compliance with the directions of the Executive Council in its 193rd meeting held on 04-11-2024, the D.O. letter first cited from the Secretary, Ministry of Education and the DoP&T's letter second cited referred to therein, seeking progress of the review of the services of the employees of the University under the provisions contained in FR 56(j)(I) and Rule 48 of CCS (Pension) Rules, 1972 [now revised as Rule 42 of CCS (Pension) Rules, 2021] about their retention in service or premature retirement in public interest, are brought to the notice of all the employees of the University, teaching and non-teaching to create awareness.


19-12-24
REGISTRAR

To
All the Teaching & Non-Teaching Employees.

Copy to:

1. All Deans of Schools/Heads of Departments/Centres.
2. Finance Officer.
3. Controller of Examinations.
4. Librarian, IGML.
5. Dean, Student's Welfare.
6. Chief Warden.
7. University Engineer.
8. All Controlling Officers of Administrative Units.
9. Joint Registrars (F&A)
10. Joint Registrar (Guest House/Horticulture/Sanitation).
11. Joint Registrar (RCC).
12. Deputy Registrar (Acad. & Exams)
13. Assistant Registrar (Security).
14. Internal Audit Officer.
15. Hindi Officer: With a request to arrange for translation of the Circular.
16. Director, Computer Centre / CNF: With a request to send through GApps to all the employees for information and compliance.
17. Webmaster, UoH: With a request to upload the Circular on the University website.

कै. संजय मूर्ति, भा.प्र.सं.
सचिव
K. SANJAY MURTHY, IAS
Secretary

Tel. : 011-23386451, 23382698
Fax : 011-23385807
E-mail : secy.dhe@nic.in



सत्यमेव जयते



आजादी का
अमृत महोत्सव

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भारत सरकार
Government of India
शिक्षा मंत्रालय

Ministry of Education
उच्चतर शिक्षा विभाग

Department of Higher Education

127 'सी' विंग, शास्त्री भवन, नई दिल्ली-110 001
127 'C' Wing, Shastri Bhawan, New Delhi-110 001

D.O. No. A.44011/14/2024-E.I

Dated the 19th September, 2024

Dear Sir / Madam,

I may like to draw your kind attention to the provisions contained in FR 56(j)/(I) and Rule 48 of CCS (Pension) Rules, 1972 [now revised as Rule 42 of CCS (Pension) Rules, 2021] which stipulates periodic review of employees about their retention in service or premature retirement in public interest with a view to strengthen the administrative machinery by developing reasonable and efficient administration at all levels and to achieve efficiency, economy and speed in the disposal of work in the Ministries / Departments and PSUs / autonomous institutions and statutory bodies of Government of India.

2. The periodic review is to be undertaken by a Review Committee constituted for aforesaid purpose and the broad criteria for reviewing shall be:

- I. Doubtful integrity
- II. Ineffectiveness
- III. Conduct unbecoming of Government Servant

3. The entire service record, including APAR, Personal file or any other relevant records shall also be taken into account at the time of review, which is to be done on a quarterly basis. The decision of the review committee to retire any employee is required to be put up for consideration and approval of the appropriate / appointing authority, as applicable. There is also a provision for submitting a representation within three weeks from the date of order of premature retirement by the concerned employee. The representation committee is required to dispose of the representation in a time bound manner i.e. within six weeks time. It is also relevant to mention that premature retirement under these rules is not a penalty and is distinct from 'Compulsory Retirement'.

4. The validity of FR 56 (j) has also been upheld by in a series of judgements delivered by Supreme Court in the matter of UOI & Col. J.M. Sinha (1571 SCR (1)791), State of Gujarat Vs Umedbhai M. Patel, 2001 (3) SCC 314 and S Ramchandra Raju vs State of Orissa {(1994) 3 SCC 424}. DoPT vide OM No. 25013/01/2024-Pers.Policy A-IV dated 27.6.2024 (copy enclosed along with its enclosures) has reiterated the relevant O.Ms. dated 11th March, 2016 and 20th December, 2022 for instituting / activating a mechanism for periodic review of all employees of statutory bodies / autonomous bodies / PSUs under Ministries / Departments

5. The status of periodic review of all employees is monitored by DoPT and is required to be updated in a prescribed format as in DoPT's letter dated 27.6.2024 by 15th of each month by the Ministry / Department and their allied organizations. As such, this information may be sent at gupta.bimalkumar@gov.in / prateeksagar.edu@gov.in and also uploaded on the probity portal (<https://probity-dopt.nic.in>).

Contd.---

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6. I therefore request all the CFHEIs / Research and Language Councils / PSU / Regulatory bodies under this Department to provide an update regarding action taken with regard to periodic review as per Department of Personnel and Training OM No. 25013/01/2024-Pers.Policy A-IV dated 27.6.2024.

Regards.

Encl.: As above.

Yours sincerely,


(K. Sanjay Murthy)

Heads of all CFHEIs as per the list enclosed.

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F. No. 25013/01/2024-Pers.Policy A-IV

Government of India

Ministry of Personnel, Public Grievances and Pensions

Department of Personnel and Training

(Personnel Policy A-IV)

North Block, New Delhi

Dated : 27th June, 2024

OFFICE MEMORANDUM

Subject: - Periodic Review of Central Government Employees for strengthening of administration under Fundamental Rule (FR) 56(j)/(l) and rule 48 of CCS(Pension) Rules, 1972 [now, revised as Rule 42 of CCS (Pension) Rules, 2021] -- reg.

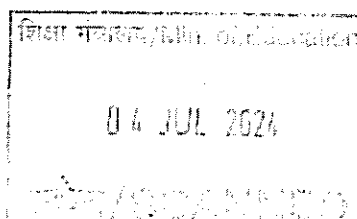
The undersigned is directed to refer to the subject cited above and to state that instructions have been issued from time to time for undertaking periodic review of performance of Government servants with a view to ascertain whether the Government servant should be retained in service or retired from service prematurely, in public interest, as per relevant provisions of Fundamental/Pension Rules referred to in the subject cited above. In addition to the various instructions/guidelines issued in the subject matter, the DoPT vide its OM No. 25013/03/2019-Estt.A-IV dated 28.08.2020 (copy enclosed) has issued a comprehensive and consolidated guidelines detailing the procedures to be followed in identifying the cases of premature retirement under FR 56 (j)/(l) and Rule 48 of CCS (Pension) Rules directing all the Ministries/Departments to follow the content of the said OM strictly and ensure its wide circulation amongst all concerned. The detailed guidelines on the above subject are already available in public domain at <https://dopt.gov.in> → Archives → Orders → Establishment → Premature retirement.

2. Similarly, in so far as strengthening of administration by periodical review under FR 56(j) in respect of Autonomous Institutions and Statutory bodies is concerned, the DoPT's OM No. 26012/8/2022-Estt.A-IV dated 20.12.2022 and OM No.25013/1/2016-Estt.A-IV dated 11.03.2016 (copies enclosed) respectively may be referred to.

3. It may be noted that the objective of Fundamental Rule (FR) 56 (j)/(l) and Rule 48 of CCS (Pension) Rules [now, revised as Rule 42 of CCS (Pension) Rules, 2021] is to strengthen the administrative machinery by developing responsible and efficient administration at all levels and to achieve efficiency, economy and speed in the disposal of Government functions.

4. The Administrative Ministries/Departments have repeatedly been requested to adhere to guidelines issued in this regard and furnish a report to this effect to the Department of Personnel and Training. However, it has come to notice that various Ministries/Departments are not adhering to the said guidelines resulting in delay in identifying the Government employees due for review under relevant provisions of FR- 56 (j)/(l) and Rule 48 of CCS (Pension) Rules [now, revised as Rule 42 of CCS (Pension) Rules, 2021].

5. In view of the above, the Ministries/Departments are requested to take immediate action to identify the employees due for review under relevant provisions of Fundamental/Pension Rules and ensure that their cases are expeditiously submitted for consideration before the duly constituted Review Committee as per extant instructions. Further, all Ministries/Departments are also requested to direct the Public Sector Undertakings (PSUs)/Banks, Autonomous Institutions and Statutory bodies under their



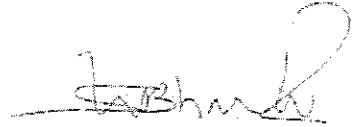
administrative control to undertake the exercise of periodic review of employees under the relevant provisions

3. Further all the Ministries/Departments/Organisations are also requested to strictly adhere to the timeline mentioned in DoPT's OM dated 28.08.2020 for undertaking the exercise of review of performance of the Government servants and for the employees of PSUs/Banks/autonomous institutions/statutory organisations under their administrative control to ensure that the employees with doubtful integrity or found to be ineffective are not allowed to continue in Government and to furnish a report to DoPT in format given below by 15th day of each month starting from July, 2024

Number of employees to be reviewed under FR- 56 (j)/(1)/Rule 42 of CCS (Pension) Rules, 2021, group-wise (A/B/C)	Number of employees reviewed under provisions of FR- 56 (j)/(1)/Rule 42 of CCS (Pension) Rules, 2021 group-wise (A/B/C)	Number of employees reviewed and against whom the provisions of FR- 56 (j)/(1)/Rule 42 of CCS (Pension) Rules, 2021 invoked/ recommended group-wise (A/B/C)	Number of employees retired prematurely invoking FR- 56 (j)/(1)/Rule 42 of CCS (Pension) Rules, 2021 group-wise (A/B/C)
(1)	(2)	(3)	(4)

* Hindi version will follow

Encls: as above.



(Shankra Nand Bharti)

Deputy Secretary to the Government of India

Tel: 011-23094471

Email: shankra.bharti@nic.in

To

All Secretaries of Ministries/ Departments of the Govt. of India
(As per the standard list)

Copy to.

1. Comptroller & Auditor General of India, New Delhi.
2. Union Public Service Commission, New Delhi.
3. Central Vigilance Commission, New Delhi.
4. Central Bureau of Investigation, New Delhi.
5. Parliament Library, New Delhi.
6. All Union Territory Administrations
7. Lok Sabha/ Rajya Sabha Secretariat.
8. All Attached and Subordinate Offices of Ministry of Personnel, P G & Pensions
9. Hindi Section for Hindi version.
