



पावर ग्रिड कारपोरेशन ऑफ इंडिया लिमिटेड  
(भारत सरकार का उद्यम)  
**POWER GRID CORPORATION OF INDIA LIMITED**  
(A Government of India Enterprise)



केन्द्रीय कार्यालय: "सौदामिनी" प्लॉट सं. 2, सेक्टर-29, गुडगाँव-122 001, (हरियाणा) दूरभाष: 0124-2571700-719, फैक्स : 0124-2571762,  
"Saudamini" Plot No. 2, Sector-29, Gurgaon-122 001, (Haryana) Tel. : 0124-2571700-719, Fax : 0124-2571762, Web.: www.powergridindia.com

C/CP/RTI/2014/160

Date: 2<sup>nd</sup> December 2014

Shri Liyakhat Ali  
Powergrid Corporation of India Ltd,  
Vill: Daboda Khurd, Jhajjar Road,  
Bahadurgarh Haryana – 124 507.

**Sub: Information under Right to Information Act, 2005.**

Dear Mr. Ali

This has reference to your RTI request dated 19<sup>th</sup> November 2014 (received on 25<sup>th</sup> November 2014) seeking information under RTI Act, 2005.

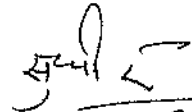
The information sought available with POWERGRID is attached at **Annex-A (16 pages)**.

Details of Appellate Authority, as per the provisions of RTI Act, 2005 is as under:

Shri B. Mishra  
Executive Director (CP & IT) & Appellate Authority  
Corporate Centre  
Power Grid Corporation of India Limited  
"Saudamini", Plot No. 2, Sector-29  
Gurgaon – 122007, Haryana

Thanking You,

भवदीय,

  
(सुधीर मित्तल) 2.12.14

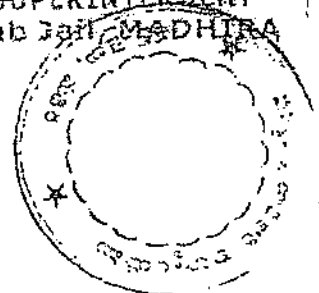
महाप्रबंधक(के.आ.)एवंके.लो.सू.अधिकारी

ANNEXURE - III

CERTIFICATE

Certified that Svi. Sahbiyakathali S/o Rahemu Thulla  
Bearing U No: 7843 and admitted into <sup>Sub Jail</sup> on 02.07.14  
and Released on 17.07.2014 under Cr. No. 226/14 of  
PS Madhira (Town), under Section 498(A) Ipe Section  
324 of DP Act.

①  
SUPERINTENDENT  
Sub Jail MADHIRA  
01/08/14.





**REMAND CASE DIARY**

P.S: Madhira Town.  
F.I.R. No: 226/2014

Dist: Khammam  
Date and Place of Occ: Prior to 27.06.14 at Madhira

C.D.DATED: 02-07-2014

OFFENCE: U/Sec.498-(A),IPC Sec. 3&4 of DP Act.

1.	Date and time of action taken.	::	On 27-06-2014 at 10:30 hours
2.	Name of the complainant.	::	Sk. Farzana Kausar w/o Sd. Liyakhat Ali, age; 26 yrs, Muslim, House wife r/o HNO: 6-06 Muslim colony Madhira
3.	Names of the accused :		
	A-1. Sd. Liyakathaji s/o Raheem Thullah, age: 29 yrs, Muslim, JE in Power Grid corporation of India Bahudurghad Haryana R/o Injupet, Nizamgate Vijayawada HNO 8-34-42: 8221949756		
	A-2. Sd. Habeebunisha w/o Rahamuthullah, age: 52 yrs, Muslim, House r/o Injupet of Vijayawada.		
	A-3. Sd. Raham Thullah s/o Mohiddien, age: 58 yrs, Muslim, Rly. Employee R/o Injupet of vijaywada.		
	A-4. Sd. Asharaf Ali s/o Rahamuthulla, age: 23 Yrs, Coolie R/o R/o Injupet of vijaywada.		
	A-5. Patan Shamshad Begum w/o Mahamod Khan, age; 27 yrs, Muslim, House-wife R/o Injupet of vijaywada.		
	A-6. Patan Mahamad Khan s/o not known age: 35 yrs, Muslim, Private employee R/o Injupet of Vijaywada.		
	A-7. Sd. Mohimuddien s/o Mohiddien age: 54 Yrs; Muslim, Rly. T.C R/o Injupet of Vijaywada.		
4.	Property Lost.	::	Nil
5.	Property recovered	::	Nil
6.	Date of last C.D.	::	FIR Dated 27-06-2014
7.	Name of deceased	::	
8.	List of witnesses examined	::	As under
01.	Sk. Farzana Kausar w/o Sd. Liyakhat Ali, age; 26 yrs, Muslim, House wife r/o HNO 6-06 Muslim colony Madhira		
02.	Sk. Mahamod Khaseem s/o Mastan, age; 56 yrs, Muslim, TVM School Teacher R/o HNO 6-06 Muslim colony Madhira		
03.	Sk. Jaharabee w/o Khaseem, age: 50 yrs, Muslim, House wife R/o Muslim Bazar Madhira		
04.	Patan Masthan Khan s/o Sulthan Khan, age; 52 yrs, Muslim, Agri. R/o Pedda Mandava village of Mudigonda (M) Khammam dist.		
05.	Sk. Mujahid s/o Khaseem Sahab, age; 28 yrs, Muslim, Bajee R/o Muslim colony Madhira		
06.	Sk. Ilyas Ahamad s/o Mohibood, age: 50 yrs, Muslim, Govt. Khajee R/o Panja Center Vijaywada		
07.	Sk. Masthan s/o Khaseem, age; 48 Yrs, Muslim, Jr. Asst. in R&B R/o Babu Saheb road Madhira ( Panch witness for CDF ).		
08.	Abdul Rizwan s/o Ravooof, age: 26 Yrs, Muslim, Reporter R/o Madhira ( Panch witness for CDF ).		

C.No 226/Sl-C 1 2014



PS Madhira Town  
DL 11.08.2014

To  
The Manager,  
Power Grid Corporation of India Ltd.  
400/220 K.V Sub Station,  
Daboda Khurd,  
Jhajjar road Bahadurgarh  
Jhajjar Dist.  
Haryana State.

*Dy Mg 2 (HR)*  
*R/ew*  
*22/08/14*

Sir,

Sub:- Intimation of arrest and remand period of  
Exceeding 48 hours of Md. Liyakath Ali S/o  
Rahamathullah, age: 29 yrs, Muslim, JE in Power Grid  
corporation of India Bahudurgarh Haryana R/o Injupet  
Nizamgate Vijayawada.

Ref:- Cr. No. 226/2014 U/s 498(A) IPC Sec. 3 & 4 of DP Act of Madhira  
Town Police Station, Khammam Dist, Telangana.

With reference to the above cited subject it is to submit that a Case in Cr.  
No. 226/2014 U/s 498(A) IPC Sec. 3 & 4 of DP Act was registered at Madhira Town PS  
against Md. Liyakathali s/o Rahamathullah, age: 29 yrs, Muslim, JE in Power Grid  
corporation of India Bahudurgarh Haryana R/o Injupet, Nizamgate Vijayawada as AI  
and he was arrested on 02.07.14 and sent to judicial remand and lodged in Sub-Jail  
Madhira of Khammam Dist and released on 17.07.2014. His family Members Namely  
A-1. Sd. Habeebunisha w/o Rahamathullah, age: 52 yrs, Muslim, House r/o Injupet  
of Vijayawada. A-3. Sd. Raham Thullah s/o Mohiddien, age: 58 yrs, Muslim, Rly.  
Employee R/o Injupet of vijaywada. A-4. Sd. Asharaf Ali s/o Rahamathulla, age: 23  
Yrs. Coolie R/o R/o Injupet of vijaywada. A-5. Patan Shamshad Begum w/o Mahamod  
Khan, age: 27 yrs, Muslim, House wife R/o Injupet of vijaywada. A-6. Patan Mahamad  
Khan s/o not known age: 35 yrs, Muslim, Private Employee R/o Injupet of Vijaywada.  
A-7. Sd. Mohinuddien s/o Mohiddien age: 54 Yrs, Muslim, Rly. T.C R/o Injupet of  
Vijaywada were also involved in this case.

Therefore the kind Manager of power Grid Corporation of India Ltd is  
requested to take disciplinary action against Mr. Md Liyakath Ali who is involved in  
criminal case and was in Sub-Jail Madhira more than 48 hours.

Submitted for favour of kind perusal

Yours faithfully

*[Signature]*  
Sub-Inspector of Police  
Police Station Madhira Town  
Khammam Dist.  
Sub-Inspector Of Police  
P.S.Madhira Town  
Khammam Dist

17211

IN THE COURT OF JUDICIAL FIRST CLASS MAGISTRATE AT MADHIRA

Honoured Sir,

This is a case of cruelty to a married woman by husband, in-laws and other relatives by demanding additional dowry. Which occurred prior to 27.06.2014 at Muslim colony Madhira village, and reported on 27.06.14 at 13:00 hours by the complainant Sk. Farzana Kausar w/o Sd. Liyakhat Ali, age; 26 yrs, Muslim, House wife r/o HNO 6-06 Muslim colony Madhira. Wherein the accused A1 to A7 noted in Col.No.3 of this remand CD.harassed the complainant both mentally and physically by demanding additional dowry. The place of offence comes under the limits of PS Madhira Town and with in the territorial jurisdiction of Hon'ble court.

The facts of the case are that on 27.06.14 at 1300 hours, the complainant came to PS Madhira town and lodged a Telugu written petition in which she stated that her marriage was performed with one Sd. Liyakhat Ali R/o Vijayawada on 10.06.2011 at Muslim Shadi Khana Madhira as per Muslim caste & customs. At the time of marriage her parents had given Rs. 10,00,000/- cash and 50 Thulas gold as dowry. Additionally spent Rs. 7,00,000/- on the name of marriage expenses. After marriage her in-laws, younger brother in law, sister in law and cousin father-in-law all of them insulted her husband as you have taken less amount as dowry, you are a Govt. employee, you can get Rs. 50,00,000/- as dowry and harassing her mentally and physically by demanding additional dowry. Her husband working at Kashmir state and as per his job he stay at Kashmir state for some days and some days at her. While she was going to her parents house for delivery her in-laws and relatives threatened her as if she deliver male she will visit in law's house again. If not no chance to come. She blessed with a female baby. On knowing this her husband did not visit her baby up to 6 months. Later her husband transferred to Delhi. He saw her with unwilling, and not saw her-baby. On 28/6/13 she went to Delhi near her husband where he was doing job. He did not take any care of her and harassing her. Even though she faced her harassment. Later she was brought to in-laws house at Vijayawada on 14.10.13. Her mother-in-law made harassment on her. On 03.01.14 her mother-in-law committed attempt to murder by pouring kerosene on her. She escaped from there and reached Madhira. Her father went along with her and held panchayath before Eliyas. Before Eliyas they expressed their opinion as unwilling on her. Their relatives demanded for Thaluk. Again her father taken her to her husband at Delhi on 27.05.14, but he abused them and threatened with dire consequence. She requested for take necessary action and do justice.

On receipt of the above petition from the complainant, I registered a case in Cr.No. 226/14 U/s. 498-A, IPC, Sec. 3& 4 of DP Act, issued FIR to all the concerned and took up the investigation.

::3::

During the course of investigation, I examined and recorded the statement of LW-1. Later visited the scene of offence and secured remaining witnesses LWs 2 to 6 examined and recorded their detail statements in part-II CDs. Drafted rough sketch of the scene of offence and filled in CDF before the mediators LWs 7&8. The gist of the witnesses is as follows.

LW-1	She is the victim and defacto-complainant, speaks the facts of FIR contents.
LWs2&3	Are parents of the victim, they speak facts of the case and corroborates with statement of LW-1.
LW-4	Is the cousin to the LW-1, he knows all the facts about the issue. He speaks facts of the case.
LWs 5&6	Are the panchayathi elders, they settled the matter in panchayathi. Later the accused and other accused deaf ear the issue.
LWs 7&8	Are the panch witnesses for CDF.

Today i.e. on 02.07.2014 at 10:00 hours the accused A-1: Sd. Liyakathali s/o Raheem Thullah, age: 29 yrs, Muslim, JE in Power Grid corporation of India Bahudurgahd Haryana R/o Injupet, Nizamgate Vijayawada HNO 8-34-42 8221949756 was arrested at Madhira Railway station and interrogated him thoroughly on interrogation he admitted his guilty of offence. Affected the arrest of accused by informing the grounds of his arrest to him and his relatives by serving notice U/Sec.50 of Cr.P.C. The arrested accused was brought to PS at 10:30 hours and issued arrest form to the accused after arrest of the accused the accused was sent to Govt. Hospital Madhira for examination and obtained fitness Certificate. The A2 to A7 are absconding since commission of offence. Efforts are being continued to arrest them.

The evidence collected and investigation done sofar it is established that the LW-1 is complainant and wife of the accused. The LWs-2 & 3 are parents of the LW-1 and residing at Madhira. The LW-4 is cousin to LW-1 and resident of Peddamandal village. The LWs 5&6 are the panchayathi elders. The LW-1 marriage was performed with A-1 on 10.06.2011 at Muslim Shadi Khana Madhira as per Muslim caste & customs. At the time of marriage the LWs 2&3 had given Rs. 10,00,000/- cash and 50 Thulas gold as dowry to the A-1. Additionally spent Rs. 7,00,000/- on the name of marriage expenses. After marriage when the LW-1 went for marital life with A-1 at Vijayawada, the A2 to A-7 all of them insulted the A-1 as he has taken less amount as dowry, he is a Govt. employee, he can get Rs. 50,00,000/- as dowry. The accused A1 to A7 harassed her mentally and physically by demanding additional dowry. The A-1 working at Kashmir state and as per his job he stayed at Kasmir state for some days and some days at her. In continuation the LW-1 concealed pregnant. While she was going to her parents house for delivery, the A2 to A7 threatened her if she will bless male baby, she will visit in law's house again. If not no chance to come. Finally she blessed with a female baby. On knowing this her husband (A1-) did not visit her baby up to 6 months. Later the A-1 transferred to Delhi. The LW-1 went to the A-1, but he saw her with

;; 4::

unwilling, and not saw her baby. On 28/6/13 she went to Delhi near to A-1, where he was doing job. He did not take any care of her and harassed her. Later the LW-1 was brought to in-laws house at Vijayawada on 14.10.13. the A-2 made harassment on her. On 03.01.14 the a-2 committed attempt to murder by pouring Kerosene on her. The LW-1 escaped from there and reached Madhira. On knowing the issue the LWs 2 went along with LW-1 and held panchayath before LWs 5&6. the A1 to A7 expressed their opinion as unwilling on her before LWs 5&6 and demanded for Thalak. Again her father taken her to A-1 at Delhi on 27.05.14, but the A-1 abused them and threatened with dire consequence.

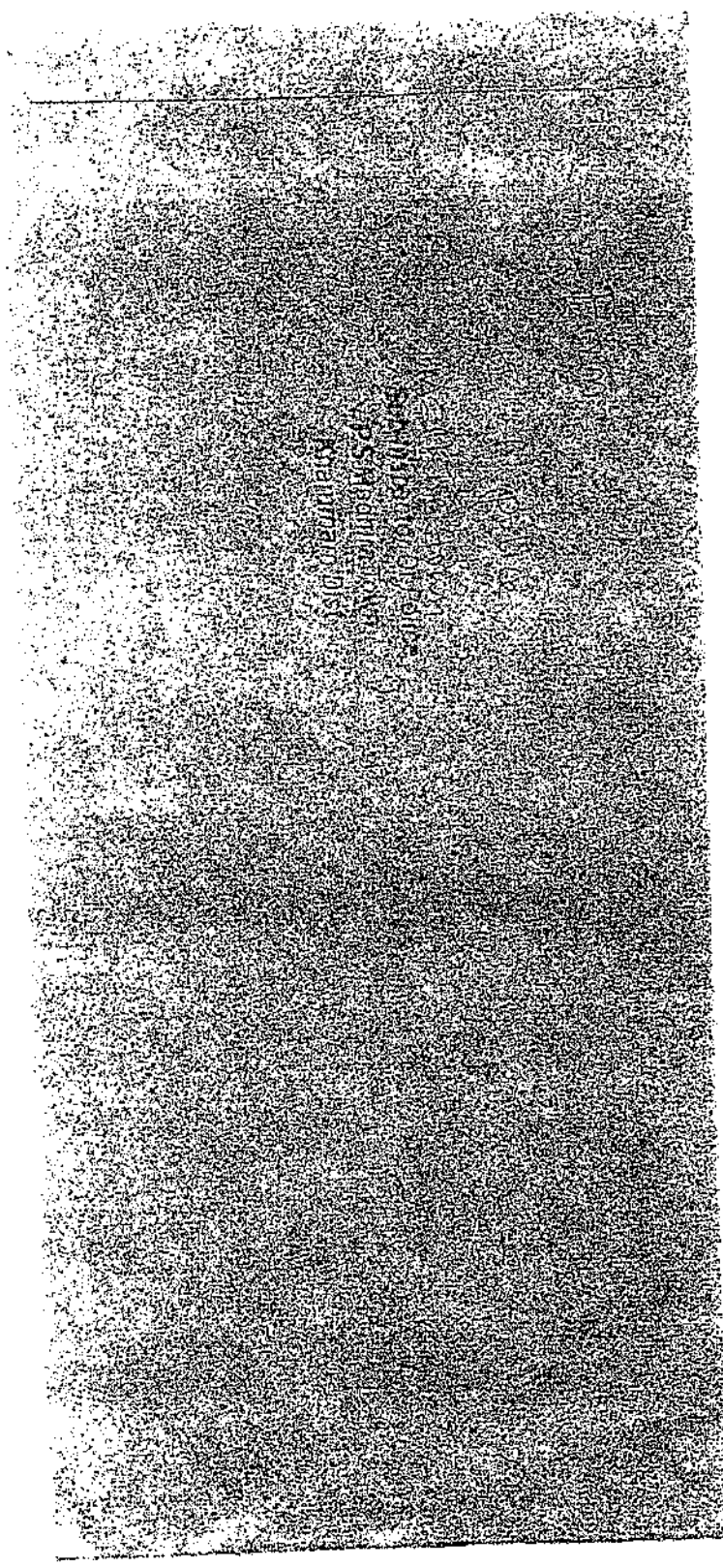
Thus the accused A1 to A7 committed an offence punishable U/s 498(A), IPC, Sec. 3&4 of DP Act.

The arrested accused A-1 is herewith produced before the Hon'ble Court through PC with a request to remand the accused person for Judicial custody for a period of (15) days to enable the Police to complete the investigation and to file charge sheet.

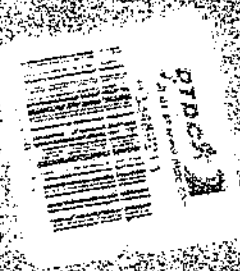
Hence remand report.

*[Signature]*  
Sub-Inspector of Police.  
P.S. Madhira Town  
Khammam Dist.

- Encl: 1) Remand Application
- 2) Part II statements of LWs 1 to 6
- 3) Arrest form of accused
- 4) Ack. Copy of Notice U/s 50 & Cr.P.
- 5) Fitness certificate.







THE MAZEPPE  
COUNCIL ON NURTURING  
COURAGEOUS LEADERSHIP  
COURAGEOUS LEADERSHIP  
COURAGEOUS LEADERSHIP

3. If an employee not governed by the Hindu Marriage Act, desires to contract a marriage while the spouse is living, he has to apply to the Government for permission to marry either under the personal law applicable to him or on other grounds. Such applications will be scrutinized by the Competent Authority as to the adequacy of the grounds for allowing an exception to Government's general policy and orders issued.

4. Any employee, governed by the Hindu Marriages Act, whose spouse is living cannot enter into or contract a second marriage unless the earlier marriage is terminated by means of divorce obtained from a competent Court of Law. Even a marriage which is legally null and void by reason of there being a spouse living at the time of the marriage, would disqualify the person concerned for appointment to / continuation in Government service.

5. A divorcee need not seek permission to contract a second marriage with a divorcee or a person having no spouse living.

6. When a Government servant marries or is married to a foreign national, the fact should be intimated to the Government.— *Rule 21 & GIDs (1) & (2)*

#### 10. Dowry

[ Swamy's — CCS (Conduct) Rules ]

1. Dowry prohibited.— A Government servant shall not—

- (a) give or take or abet the giving / taking the dowry.
  - (b) demand any dowry directly or indirectly from the parent or guardian of a bride / bridegroom.— *Rule 13-A.*
2. "Dowry" defined.— Dowry means any property or valuable security given or agreed to be given either directly or indirectly—
- (a) by one party to a marriage to the other party; or
  - (b) by the parents of either party to a marriage or by any other person to either party to the marriage or to any other person at or before or any time after the marriage in connection with the marriage.

It does not include dower or mahar under the Muslim personal law.— *Section 2, Dowry Prohibition Act, 1961 (Act 28 of 1961).*

"Valuable Security" denotes a document which is or purports to be a document whereby any legal right is created / extended / transferred / restricted / extinguished / released or whereby any person acknowledges that he lies under legal liability or has not a certain legal right.— *Section 30, Indian Penal Code (45 of 1860).*

3. Wedding Gifts.— Voluntary gifts given at the time of marriage to the bride / bridegroom are permissible; but a signed list of such presents should be maintained. The presents should be of a customary nature and their value should be commensurate with the financial status of the giver.— *Section 3 (2) of Dowry Prohibition Act, 1961.*

4. Consequence of violation.— Any violation of the Dowry Prohibition Act by a Government servant will constitute good and sufficient grounds for instituting disciplinary proceedings against him in addition to such legal action as may be taken against him in accordance with the provisions of the Act.

5. Dowry Death.— If a Government servant is involved in a case of "Dowry Death", it is a serious offence. For action to be taken, see under the subject "Suspension" in the Chapter "Discipline Rules".

### 11. Sexual Harassment of working women

[ Swamy's — CCS (Conduct) Rules ]

1. Sexual Harassment defined.— Unwelcome sexually determined behaviour, whether directly or by implication, such as:—

1. Physical contact and advances.
2. Demand or request for sexual favours.
3. Sexually coloured remarks.
4. Showing pornography.
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

2. Unbecoming of a Government servant.— Any act of sexual harassment of women employees attracts the provisions of Rule 3 (1) (ii) of Conduct Rules as an act unbecoming of a Government servant and amounts to misconduct.

3. Criminal Proceedings.— If such an act of sexual harassment amounts to any specified offence under the Indian Penal Code or under any other law, complaint should be made to the appropriate authority for taking criminal action for such misconduct.

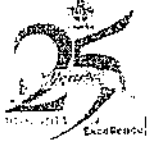
4. Complaint Mechanism.— An appropriate complaint mechanism should be created in every organization for redress of such complaints and time-bound treatment of the complaints should be ensured. Victims or witnesses should not be victimized or discriminated against while dealing with such cases. The report of the Complaints Committee shall be treated as an enquiry report.— *Rule 3-C, GIDs (25) and (25-A to 25-D).*

5. Request Transfer.— The victims of sexual harassment have the option to seek transfer of the perpetrator or their own transfer.— *Rule 3-C.*

### 12. Assistance to Government servants in legal proceedings

[ Swamy's — CCS (Conduct) Rules ]

1. Matters unconnected with official duties.— Government will not give any financial assistance to a Government servant in the conduct of any legal proceedings on matters not connected with his official position or duties.



पावरग्रिड कारपोरेशन ऑफ इण्डिया लिमिटेड  
POWER GRID CORPORATION OF INDIA LIMITED  
अन्तर कार्यालय ज्ञापन  
INTER OFFICE MEMO

From : Manager (I/c-Bgrh)  
Bahadurgarh

To: Chief Manager (HR)  
RHQ, Jammu

Ref.No. : N2BG/HR./ PF-Liyakat/ 14/

Dated: 25.08.2014

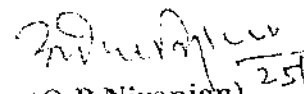
Subject : Regarding absconding of Mr.Liyakat Ali and his police custody.

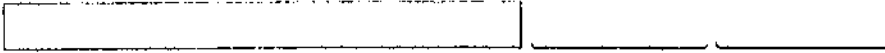
Ref.Letters N2BG/HR./ PF-Liyakat/ 2014/ 401 dt 30.06.14 & N2BG/HR./ PF-  
Liyakat/ 2014/ 434 Dated: 17.07.2014

In reference to the above cited subject and ref.letters , it is to submit that a case was registered at Madhira Town PS against Md.Liyakat Ali s/o Rahamathullah on 02.07.14. In this regard, please find attached herewith intimation of arrest and remand report received from Madhira Town Police Station, Khammam Dist, Telangana for further necessary action at your end.

This is for your kind information and further necessary action please.

Regards

  
(O.P.Niranjana) 25/8/14



ANNEXURE - II

Regarding unauthorized absence of Sh Liakat ...

Me

To Om Prakash Niranjana, O. P. Niranjana, Rajiv Narayana, and 2 more..

A copy of letter dated 30.06.2014 addressed to Sh Liakat Ali, Emp.no 16760, JE has been received from your office, informing therein that the concerned employee is absent from duty without sanctioned leave. Unconfirmed reports inform that the employee has been arrested by Hyderabad Police on account of some domestic dispute. In this regard, it is requested that the matter may please be investigated at your end on priority thru all available contacts and the above mentioned report of arrest of the employee may be got verified as arrest of an employee for more than 48 hours in a criminal charge or otherwise , invites deemed suspension as per CDA rules.This office may please apprised of all the initiatives/actions taken in the matter.

RAMAN  
MANAGER(HR)  
POWERGRID, JAMMU

Reply, Reply All or Forward | More

Received at RHQ on 2/July/2014

ANNEXURE - I



पावर ग्रिड कारपोरेशन ऑफ इंडिया लिमिटेड  
( भारत सरकार का उद्यम )  
POWER GRID CORPORATION OF  
INDIA LIMITED  
( A Government of India Enterprise )



400/200 के वी उपकेंद्र, डाबोदा खुर्द, बहादुरगढ़- झज्जर सड़क, जिला - झज्जर, पिन : 124507, दूरभाष : 01276.329915, 329922  
400/220 KV Sub-Station, Bahadurgarh- Jhajjar Road, Distt - Jhajjar Pin code- 124507, Phone :  
01276 - 276095, 276062, E-Mail : rhqbahadurgarh@yahoo.com

स्वहित एवं राष्ट्रहित में उर्जा बचाए

Ref. No. N2BG/HR/PF-Liyakat/2014/ 401

Dated: 30.06.2014

To

Mr.Liyakhat Ali(Emp No.16760), 3E

8-34-42 Rehman Street,

Nizamgate, Wynchipet,

Vijaywada, Andhra Pradesh-520001

Ph.No. 0195-2234199, Mob No.-8221949756

Email ID: liyakhat203@yahoo.co.in

SUB: Unauthorized absence from Duty.

With reference to the above mentioned subject, you have left the Bahadurgarh substation as on 12.06.2014 without sanctioning the leave and have not reported back till date. You are on unauthorized leave since 12.06.2014.

As per provision contained in leave rules of corporation, an employee who remains unauthorized absent i.e. " Without sanctioned leave or on expiry of sanctioned leave and does not report for duty within 15 days shall lose lien on his post and shall be deemed to have voluntarily left the services of corporation without notice".

As per CDA rules of the corporation "Absence without leave or overstaying the sanctioned leave for more than four consecutive days without sufficient grounds or proper satisfactory explanation shall be treated as misconduct".

You are on unauthorized leave and instructed to join duty immediately without fail. If you fail to join the duty disciplinary action will be taken against you as per corporation rules.

Thanking you,

Sincerely yours

  
(B.K.Meena)

Dy.Manager (S/S)

Copy to:

1. Chief Manager (HR), RHQ, Jammu: For kind information please.
2. Manager(I/c-Bgrh): For kind information please

POWER GRID CORPORATION OF INDIA LTD.  
NORTHERN REGION-II, RHQ, JAMMU  
HUMAN RESOURCE DEPARTMENT



REF: N2JM/HR/  
DATE: 28.08.2014

SUBJECT: REGARDING JUDICIAL REMAND OF SH LIYAKHAT ALI, EMP.NO. 16760, J.E GR-III.

Case background:

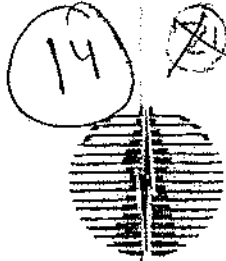
01. A copy of letter dated 30.06.2014 addressed to Sh Liyakhat Ali, Emp.no. 16760, JE GR-III, Bahadurgarh notifying therein to join duty immediately as he was on unauthorized absence from 12.06.2014 onwards (Annexure-I). In the meanwhile unconfirmed reports regarding the arrest of the employee by Hyderabad Police were also received in this office. Considering the gravity of the matter, In-charge Bahadurgarh was requested to investigate the same through available resources and furnish a report on the issue (Annexure-II).
02. In response, In-charge Bahadurgarh emailed a copy of a certificate dated 01.08.2014, issued by Superintendent, Sub Jail, Madhira(AP), certifying therein that Sh Liyakhat Ali S/o Sh Raheem Jhulla( Sh. Rehmathulla as per official records) was lodged in the said jail from 02.07.2014 to 17.07.2014 under section 498A of IPC as well as Section 3 and 4 of Dowry Prohibition Act(Annexure-III).
03. In order to seek more clarity on the case, copies of Police Report was solicited from the concerned Police Station. The same was forwarded to this office by In-charge, Bahadurgarh, vide IOM dated 25.08.2014, furnishing therein a letter dated 11.08.2014 from the Sub Inspector of Police, Madhira(Investigating Officer in the case) informing that a case under section 498A of IPC as well as Section 3 and 4 of Dowry Prohibition Act has been filed against Sh Liyakhat Ali and that he was arrested on 02.07.2014 and released on 17.07.2014. The IO also recommended for initiating departmental disciplinary action against the accused employee, while furnishing a copy of charge sheet filed in the Hon'ble Court of First class Magistrate, Madhira as well as Remand case diary (Annexure-IV).
04. It was further confirmed by In-charge, Bahadurgarh over phone that the employee has not reported back at the Station till date.

Rule position

05. Rule 20(1) and 20(2) of CDA Rules of the Corporation deal with such cases. As per Rule 20(1) "The appointing authority or any authority to which it is subordinate or the disciplinary authority or any other authority empowered in that behalf by the management by general or special order may place an employee under suspension;  
(a) Where a disciplinary proceeding against him is contemplated or is pending,  
or  
(b) Where a case against him in respect of any criminal offence is under investigation or trial

Contact: NP-2

हिन्दी में काम करना आसान है। शुरू तो कीजिए।



पावशक्ति

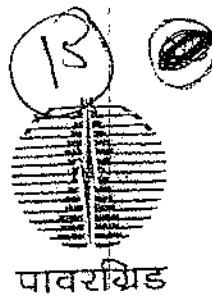
Further as per Rule 20(2)

" An employee who is detained in custody, whether on criminal charge or otherwise, for a period exceeding 48 hours shall be deemed to have been suspended with effect from the date of detention, by an order of the appointing authority & shall remain under suspension until further orders".

It is would be pertinent to note that the concerned employee was in custody for more than 48 hours and for such a situation, Rule 20(2) requires that he needs to be deemed to have been suspended with effect from the date of detention (02.07.2014 in this case), by an order of the appointing authority. As Director (Pers.) is the appointing authority in the instant case, accordingly the case needs to be referred to his good offices for approval and affecting the suspension from the said date.

06. It would also be pertinent to note that the employee has been charged u/s 498A of IPC dealing with cruelty against a women by her husband or relatives punishable upto maximum of 3 years. He has also been charged u/s 3& 4 of Dowry Prohibition Act,1961 which carry a punishment of not less than 5 years and 6 months extendable up to 2 years, respectively. Rule 12A of CDA rules of the Corporation also deals with prohibition of employees from giving, taking, abetting, demanding, directly or indirectly from the parent or guardian of a bride or bride groom any dowry and constitutes misconduct on the part of delinquent employee for which he can be proceeded against. *It is pertinent to mention that I.D. in case has also recommended disciplinary action against the delinquent employee.*
07. On perusal of Conduct Rules on dowry enshrined in Swamy's Handbook for Central Govt. Staff it is observed that clause 10 (4) of chapter 6 provides that "**any violation of Dowry Prohibition Act by the Govt. Servant will constitute a good and sufficient reason for instituting disciplinary proceedings against him, in addition to such legal action as may be taken against him in accordance with the provisions of the Act**". (Annexure-V)
08. In view of the averments made in para 07, a decision also needs to be taken as to whether departmental disciplinary inquiry needs to be undertaken against the employee or outcome of the judicial proceedings instituted against him may be awaited for.
09. It would also not be out of place to mention clause clause 8.2(b) of the guidelines for disciplinary procedure as per which " *The disciplinary authority has the right to keep an employee under suspension, if he is accused in a court of law for any criminal offence, until the disposal of the trial....*". Though the custody of the employee ended on 17.07.2014 and he has not till date reported back for duty, however a decision also needs to be taken whether to keep him suspended until the disposal of the trial.

Contd NP-



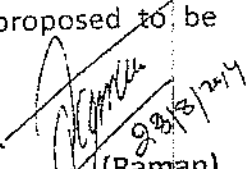
11/11/14

Considering the facts of the case , legal aspects as well as rule position delineated above pertaining to the case, the following is submitted for consideration of the Competent Authority:-

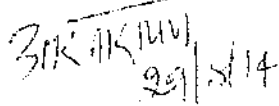
01. Sh Liyakhat Ali, Emp.No. 16760, J.E GR-III, Bahadurgarh, may be deemed to have been suspended w.e.f 02.07.2014 and order to this effect may be issued in line with 20(2) of CDA Rules.
02. Further it is also proposed that a decision may be taken as to whether a disciplinary inquiry is to be initiated against the employee or outcome of the judicial proceedings instituted against him is to be awaited for.
03. A decision may also be taken as to whether the employee is to be kept under suspension until the disposal of the trial

Appointing authority being Director (Pers.) in this case, the case is proposed to be forwarded to corporate center for further necessary action.

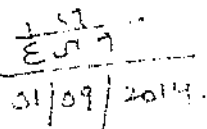
Submitted please.

  
(Raman)  
Manager(HR)

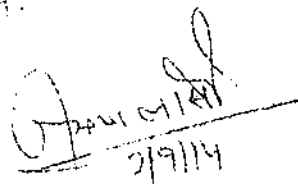
Chief Manager (HR)

  
29/08/14

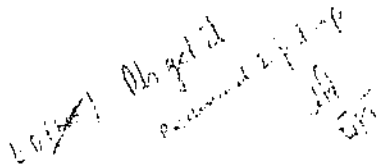
Manager (Law)

  
31/09/2014.

ED, NRTS-II

  
2/9/14

Director(Pers.)

  
24/8/14

505205  
01/09/14

मानव संसाधन (सचिव) जम्मा  
पापि/प्रमाण संख्या 469  
दिनांक 01/09/14

165-177 (3/0)  
49

चिन्ता में काम करना आसान है। शुरु तो कीजिए।





पावर ग्रिड कारपोरेशन ऑफ इंडिया लिमिटेड.

(भारत सरकार का उद्यम)

POWER GRID CORPORATION OF INDIA LIMITED

(A Government of India Enterprise)



केन्द्रीय कार्यालय: "सौदामिनी" प्लॉट सं. 2, सेक्टर-29, गुडगाँव-122 001, (हरियाणा) दूरभाष: 0124-2571700-719, फैक्स: 0124-2571762, वेब: www.powergridindia.co  
"Saudamini" Plot No. 2, Sector-29, Gurgaon-122 001, (Haryana) Tel. : 0124-2571700-719, Fax : 0124-2571762, Web.: www.powergridindia.co

ORDER OF SUSPENSION

Ref. No. : CC/HR-Estt./Disp.Matt./16760

Date : 07/10/2014

Name : Sh. Liyakhat Ali,  
Employee No: 16760  
Designation : JE GR-III  
Place of Posting: Bahadurgarh S/S

01. Whereas it has been reported that you have been detained in the custody for a period exceeding 48 hrs.i.e. from 02.07.2014 and a charge sheet has been filed against you in the Hon'ble Court of Judicial First Class Magistrate at Madhira, Khamam District, Andhra Pradesh under Section(s) 498A of the Indian Penal Code pertaining to cruelty against a woman by her husband as well as Section 3 & 4 of Dowry prohibition Act which are of serious nature.
02. You are, therefore, deemed to have been placed under suspension with effect from 02.07.2014 in accordance with Rule 20(1) and 20(2) of Conduct, Discipline and Appeal Rules.
03. During the period of your suspension you shall not enter the Works Premises except with the permission of the Station in-charge, Bahadurgarh nor should you leave the Station without the written permission of the Station in-charge, Bahadurgarh.
04. You are required to surrender your identity card to Station in-charge, Bahadurgarh immediately.
05. During the period of suspension, you will be entitled to the Subsistence Allowance as admissible under the rules.
06. Please acknowledge receipt of this order on the duplicate copy enclosed.

*R.P. Singh*  
(Ravi P. Singh)  
Director (Personnel) &  
Disciplinary Authority