



Headquarters Office,  
Personnel Department,  
Secunderabad.

No.P[R]227/XVII

Dated: 24-07-2020

All PHODs  
DRMs/CWMs,  
Extra Divisional Officers

Sub: Personal hearing in DAR cases during COVID-19 pandemic.

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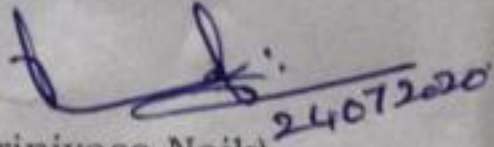
In terms of Rule 24(1) of RS(D&A) Rules, 1968, where the penalty of dismissal, removal, compulsory retirement, reduction or withholding of increment has been imposed, the appellate authority may, at its discretion and if it considers it necessary, give the non-gazetted Railway servant a personal hearing before disposing of the appeal. At this personal hearing, the railway servant may be accompanied if he so chooses, by another railway servant or an official (who is not a legal practitioner) of a recognized Railway Trade Union on which the appellant was/is employed.

In order to contain the spread of COVID-19, preventive measures together with the protocols in Annexure-I were circulated under this office letter No.SCR/P-HQ/478/COVID-19 dated 5.6.2020. Para 2 of Annexure-I to this office letter stipulates that all discussions/consultation in office be made to the extent possible through telephone or other electronic gadgets instead of physical interaction in officer's chamber or in the cell/branch. If requirement arises for physical appearance, proper physical distancing of at least one meter be maintained. Further, as per para 6 of Department of Health and Family Welfare's OM No. Z28015/17/2020-Estt.I dated 3.6.2020, no meeting/conference is to be conducted physically and meetings may be organized through video conference only.

In view of the unprecedented situation which has arisen due to outbreak of COVID-19 and the need for maintaining social and physical distance to contain the spread of virus, the applicant may be given a personal hearing by Appellate Authority(AA)/Revising Authority(RA) over telephone by fixing date and time in advance. However, physical hearing may be given if AA/RA are comfortable doing so and can organize it safely.

These instructions will hold good until the preventive measures and protocols to contain the spread of COVID-19 are in force.

This issues with the approval of PCPO.

  
(G.Srinivasa Naik)  
SPO/Bills  
for Pr.Chief Personnel Officer