

**TELANGANA STATE PUBLIC SERVICE COMMISSION: HYDERABAD**

**Proceedings No. 74/Admn/2019, DT:04.10.2021.**

**Sub:-** Admn. – TSPSC – Sri M.Ranadev, A.S.O. Disciplinary action under Rule 20 of A.P. Civil Services (CC & A) Rules 1991 – Imposed Major Penalty of Removal from Service – orders Issued-Reg

**Ref:-** 1) Commissions Proceedings No.1592/ADB/03/2013, Dt: 17/07/2013  
2) Joining Report of the individual Dt: 29/07/2013.  
3) G.O.Ms.No.3, GA (Ser.A) Dept, Dt: 08/01/2015 of AP  
4) Proceedings No.229/Admn II/2015, Dt: 18/01/2016  
5) Proceedings No.40/Admn II/2016, Dt: 18/01/2016.  
6) Leave applications of the individual Dt: 04/02/2019,23/02/2019,  
7) Commission's Memo No. 74/Admn/2019, dt: 25.04.2019.  
8) Commission's Memo No. 74/Admn/2019, dt: 11.07.2019  
9) Commission's Charge Memo No.74/Admn/2019, Dt: 04/09/2019.  
10) Commission's Charge Memo No.74/Admn/2019, Dt: 23/02/2021.  
11) Commission's Charge Memo No.74/Admn/2019, Dt: 09/07/2021.  
12) Explanation submitted by the individual Dt: 10/08/2021.  
13) G.O.Ms.No.260, General Administration (Ser.C) Dept, Dt: 04/09/2003.

\* \* \*

Vide ref 1<sup>st</sup> cited, Sri.M.Ranadev, was selected and appointed as Junior Assistant in the erstwhile O/o Andhra Pradesh Public Service Commission in pursuance of Group II services Examination, conducted by APPSC in the combined state of A.P., vide Notification No.39/2011. Accordingly, the individual reported for duty in the O/o APPSC on 29/07/2013. The services of the individual were regularized in the category of Junior Assistant w.e.f. 08/08/2013.

Vide ref 3<sup>rd</sup> cited, the individual was provisionally allotted on order to serve basis (pending final allocation of staff between APPSC and TSPSC) in the O/o TSPSC. Accordingly, he was relieved from the O/o APPSC and reported to duty in the O/o TSPSC on 09/01/2015. Vide ref 4<sup>th</sup> cited, the individual completed his period of probation in the category of Junior Assistant on 13/08/2015 AN. Later on, he was temporarily (on adhoc basis, pending final allocation of staff) promoted to the post of Assistant Section Officer vide ref 5<sup>th</sup> cited. While working in Departmental Examination Section, the individual had applied 77 days EL w.e.f 16/08/2016 to 31/10/2016 and 54 days HPL w.e.f 01/11/2016 to 24/12/2016 for a total of 131 days on medical grounds. He, then transferred as Peshi to Hon'ble Member of the Commission. Later, he was posted to Recruitment Section. It is when, the individual started applying for leave frequently (citing personal reasons/ill health of his father as reason) and was also not punctual to office.

It is further informed that, vide ref 6<sup>th</sup> cited the individual had applied leave (EL) w.e.f. 04/02/2019 to 23/02/2019 and extended up to 11/03/2019 (HPL), citing the reasons of ill-health of his father (mal functioning of kidneys and undergoing dialysis treatment). He was sanctioned leave as requested. But later on, the individual extended leave (EOL) indefinitely for up to 30/07/2019 stating the same reason as mentioned above. As the reason for which he applied EOL was not convincing, Vide ref 7<sup>th</sup> cited, he was served memo for his utter disregard towards the need of the institution and a complete lack of dedication to duty (applying leave on regular basis) and carelessness.

Meanwhile, the wife of the individual, Smt.T.Harini, made a representation requesting to initiate disciplinary action against him for subjecting her to cruelty and domestic violence. As the allegations made against the individual were of serious nature, a memo was served on the individual vide ref 8<sup>th</sup> cited, calling for his explanation regarding the allegations made by his wife. In his explanation he has stated that because of certain acts of misunderstandings, financial problems, his family relation got disturbed and that the allegations against him were baseless.

Later on Dt:14/08/2019, he again made a leave application requesting to extend EOL upto 30/09/2019 citing the reasons that he has to visit hospital on regular basis accompanying his father and to sort out family issues. As his explanation and extension of leave (EOL) were not reasonable, vide ref 9<sup>th</sup> cited, he was issued Charge Memo on the grounds of absconding from duties and for unauthorized absence.

In view of the allegations made against the individual by his wife and also for his unauthorized absence, disciplinary action was initiated, as a part of which, an enquiry authority was appointed to inquire the charges against him. The inquiring authority served separate notices, each to Sri.M.Ranadev and his wife, to appear before the authority on 07/02/2020 in person. The individual appeared before the inquiry committee stated that he compromised with his wife and that he is willing to join duty. On consideration of the submission that the job is the only livelihood, he was permitted to report for duty immediately. The individual reported for duty on 11/03/2020.

Barely one week after his re-joining the duty, the individual again made a representation Dt:19/03/2020, requesting to sanction him sick leave/EOL as per eligibility from 20/03/2020 to 31/03/2020 citing the spread of corona virus and personal reasons. As he did not wait for any leave to be sanctioned and also for the fact that he reported to duty after remaining absent for one long year, his period of leave was rejected and was instructed to be treated as abscondence. When the administration tried to call him through phone, to inform the same, he didn't respond. Even as per the leave application, the individual was required to report to duty on 01/04/2020; however he did not turn up to his duties since then.

In view of the repeated lapses on part of the individual, he was served charge memo, Vide ref 10<sup>th</sup> cited, on the grounds of reprehensible conduct, dereliction of duties and unauthorized absence from duties and was directed to submit his statement of defense within 10 days from the receipt of the memo. However, the individual did not submit any explanation within the stipulated time. As per rules, it was ordered to impose the punishment of removal/dismissal from the service.

While the procedure for removing the individual for service is under process, the individual submitted his explanation on 03/04/2021, in response to the charge memo and stated that, he was swarmed over by certain problems due to which he landed in a situation where he could not discharge his duty as an employee in the office and requested to give an opportunity by giving a little more time so that he could report to duty. However, he neither specified the reasons for his unauthorized absence for months together nor the time period of leave as to how many days and on what grounds the leave was to be sanctioned. Further he did not mention the date from which he would resume duty.

As the individual has himself stated in his explanation that, he is not in a position to discharge his duties as an employee in the office, vide ref 11<sup>th</sup> cited, he was issued Show Cause Notice as to why he may not be removed from the services and was directed to submit his statement of defense.

Vide ref 12<sup>th</sup> cited, the individual in his explanation stated that because of the personal, financial and family problems (as his father expired on 20/07/2021 and his grandmother also expired on 04/08/2021 ), he could not attend office and requested some more time and stated that he shall join the duty by 15/09/2021.

The attitude of the individual reveals beyond all reasonable doubts that he is not at all interested in the job and his undertaking that the job is his only source of livelihood appears to be not correct. Even after remaining absent/absconding from duties for months together, the individual was provided number of opportunities to report for duty, but he failed to avail the same.

As per Rule 3(1) &(2) of A.P. Civil Services (conduct) Rules, 1964, every government employee shall be devoted to his duty and shall maintain absolute integrity and discipline and shall not behave in a manner which is unbecoming of such employee. As such repeated absence/abscondence, from duties shows his adamant attitude and careless nature towards duties in utter violation of C.C.A Rules. Further, as per the Fundamental Rule 18-A and in accordance to the orders issued in vide ref 13<sup>th</sup> cited, "*in all cases of unauthorized absence to duty for a continuous period exceeding one year, the penalty of removal from service shall be imposed on the Government employee*".

In view of the above orders and also in view of the individual's own confession again and again that he is in a situation where he could not discharge his duty as an employee in the office, Sri.M.Ranadev is hereby removed from the services of Assistant Section Officer in the O/o TSPSC from the date of despatch of this proceedings.

**(BY THE ORDER OF HON'BLE CHAIRMAN )**

**Sd/-  
SECRETARY**

**//f.b.o//**

**ASSISTANT SECRETARY**

To,  
M.Ranadev,  
Asst.Section Officer  
H.No.6-2-115, Sri Krishna Nagar,  
Near Banala Function Hall, Khammam Town  
Mobile No-9666367599

**Copy to:**

1. The Principal Secretary to Government,  
G.A (Services).Dept., Telangana Secretariat, Hyd.
2. The Regional Employment Officer,  
Telangana State, Hyd.
- 3 The P.A.O., TS, Hyderabad.
- 4 The Commission of Printing, Stationery & Stores Purchase with a  
request to publish in T.S. Gazette.
5. Deputy Secretary(Confidential) with a request to host in Commission's website
6. Admn./ Housekeeping Sections.
7. A1/A2 Sections.
8. S.F.