

Penalties for Serving Railway Employees

The Penalties are classified into two categories - Minor and Major. There are six minor penalties and five major penalties, as listed low: —

Minor Penalties:

- (i) Censure;
- (ii) Withholding of promotion for a specified period;
- (iii) Recovery from pay of the whole or part of any pecuniary loss caused to the Government or Railway Administration by negligence or breach of orders;
- (iii-a) Withholding of the Privilege Passes or Privilege Ticket Orders or both;
- (iii-b) Reduction to a lower stage in the time scale of pay for a period not exceeding three years, without cumulative effect and not adversely affecting his pension.
- (iv) Withholding of increments of pay for a specified period with further directions as to whether on the expiry of such period, this will or will not have the effect of postponing the future increments of pay.

Major Penalties:

- (v) Same as provided for in clause (iii-b), reduction to a lower stage in the time-scale of pay for a specified period, with further directions as to whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;
- (vi) Reduction to a lower time scale of pay, grade, post or service, with or without further directions regarding conditions of restoration to the grade or post or service from which the Railway servant was reduced and his seniority and pay on such restoration to that grade, post or service;
- (vii) Compulsory retirement
- (viii) Removal from service which shall not be a disqualification for future employment under the government or Railway Administration;
- (ix) Dismissal from service which shall ordinarily be a disqualification for future employment under the Government or Railway Administration.