

**GOVERNMENT OF ANDHRA PRADESH**  
**ABSTRACT**

Public Services – Disciplinary cases – Consultation with the A.P. Vigilance Commission on (1) Inquiry Report and (2) Revocation of suspension – Orders – Issued.

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GENERAL ADMINISTRATION (SER.C) DEPARTMENT

**G.O.MS.No. 81**

**Dated: 07-08-2025**

Read the following:-

- 1) G.O.Ms.No.480, G.A. (Ser.C) Department, dated 07.09.1993.
- 2) G.O.Ms.No.86, G.A. (Ser.C) Department, dated 08.03.1994.
- 3) G.O.Ms.No.526, G.A. (Ser.C) Department, dated 19.08.2008.
- 4) Office Memorandum No.372/19/2011-AVD-III (Pt.1), dated 26.09.2011 issued by Ministry of Personnel, Public Grievances & Pensions, DoPT, Government of India.
- 5) G.O.Rt.No.2285, G.A.(Ser.C) Department, dated 18.05.2012.
- 6) G.O.Ms.No.124, G.A. (Ser.A) Department, dated 04.12.2023.
- 7) G.O.Ms.No.22, G.A. (Ser.C) Department, dated 29.02.2024.

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**ORDER :-**

Whereas, in the O.M. 4<sup>th</sup> read above, with a view to fast track the cases of public servants accused of corruption, the Government of India have issued orders dispensing 2<sup>nd</sup> stage consultation with the Central Vigilance Commission in disciplinary matters, where consultation with the Union Public Service Commission is required as per the extant rules/instructions and it is also ordered that, in those cases, where consultation with Union Public Service Commission is not required as per extant rules/instructions, the 2<sup>nd</sup> stage consultation with Central Vigilance Commission should continue.

2) And whereas, the procedure currently being followed to consult the A.P. Vigilance Commission & the Andhra Pradesh Public Service Commission in respect of the disciplinary cases, is as follows :-

- (I) A.P. Vigilance Commission: The A.P. Vigilance Commission shall be consulted in respect of the following penalties under the APCS (CC&A) Rules, 1991 & the A.P. Revised Pension Rules, 1980, as amended from time to time.

Serving Government Employees -

Minor Penalties -

- (i) *Censure;*

- (ii) *Withholding of promotion;*
- (iii) *[x x x]*
- (iv) *Withholding of increments of pay without cumulative effect;*
- (v)(a) *Suspension, where a person has already been suspended under rule 8 to the extent considered necessary;*
- (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;*

#### Major Penalties –

- (vi) *Withholding of increments of pay with cumulative effect;*
- (vii)(a) *save as provided for in clause (v)(b), Reduction to a lower stage in the time-scale of pay for a specified period, with further directions as to whether or not the Government servant will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;*
- (b) *Reduction to lower time-scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the Government servant to the time-scale of pay, grade, post or service from which he was reduced, with or without further directions, regarding conditions of restoration to the grade or post or service from which the Government servant was reduced and his seniority and pay on such restoration to that grade, post or service;*

#### Retired Government employees –

- (viii) *Withholding of less than 100% pension or gratuity or both.*

- (II) Andhra Pradesh Public Service Commission – The Andhra Pradesh Public Service Commission shall be consulted in respect of the following penalties under the APCS (CC&A) Rules, 1991 & the A.P. Revised Pension Rules, 1980, as amended from time to time.

#### Serving Government Employees -

- (i) *Compulsory retirement,*
- (ii) *Removal from service which shall not be a disqualification for future employment under the Government,*

- (iii) *Dismissal from service which shall ordinarily be a disqualification for future employment under the Government, and*

**Retired Government Employees -**

- (iv) *Withholding of entire pension or gratuity or both.*

3) Government have examined that the responsibilities discharged by the Andhra Pradesh Public Service Commission & the A.P. Vigilance Commission in the State are similar to those that performed by the Union Public Service Commission and the Central Vigilance Commission at the Central level, respectively & that consultation with both the advisory bodies on the same issue may not be warranted. The Government have also examined that the power to review the suspension of an employee & order reinstatement lies with the appropriate reviewing authority.

4) Government, in order to eliminate redundant procedures and reduce the timelines in the processing of suspension & disciplinary cases, have considered that in disciplinary cases, if the A.P. Vigilance Commission is consulted for advice, then the Andhra Pradesh Public Service Commission need not be consulted & if the Andhra Pradesh Public Service Commission is consulted for advice, then the A.P. Vigilance Commission need not be consulted & have also considered that, seeking advice from the A.P. Vigilance Commission may not be necessary for reinstating employees.

5) After careful examination of the matter, and in alignment with the Government of India orders issued in O.M. fourth read above, and after obtaining the advice of the Advisory Authority, Government hereby direct that :-

- (i) A.P. Vigilance Commission / Andhra Pradesh Public Service Commission shall be consulted for advice in the disciplinary cases against the serving Government Employees & retired Government Employees, in respect of the following penalties under the APCS (CC&A) Rules, 1991 & the A.P. Revised Pension Rules, 1980, as amended from time to time -

Sl.No.	Proposed Penalty	Consultation shall be with
1.	Censure	APVC
2.	Withholding of promotion	APVC
3.	Withholding of increments of pay without cumulative effect	APVC
4.	(a) Suspension, where a person has already been suspended under rule 8 of APCS (CC&A) Rules, 1991 to the extent considered	APVC

	necessary	
	(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	APVC
5.	Withholding of increments of pay with cumulative effect	APVC
6.	(a) save as provided at (4)(b), Reduction to a lower stage in the time-scale of pay for a specified period, with further directions as to whether or not the Government servant will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay	APVC
	(b) Reduction to lower time-scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the Government servant to the time-scale of pay, grade, post or service from which he was reduced, with or without further directions, regarding conditions of restoration to the grade or post or service from which the Government servant was reduced and his seniority and pay on such restoration to that grade, post or service	APVC
7.	Withholding of <u>less than</u> 100% pension or gratuity or both	APVC
8.	Compulsory retirement	APPSC
9.	Removal from service which shall not be a disqualification for future employment under the Government	APPSC
10.	Dismissal from service which shall ordinarily be a disqualification for future employment under the Government	APPSC
11.	Withholding of <u>entire</u> pension or gratuity or both	APPSC

- (ii) The consultation with the A.P. Vigilance Commission is not required for the revocation of suspension of a Government employee, as the proposals for review of suspension are placed before the Committee, as per the G.O. third read above and as amended.

6) All the Departments of Secretariat/Heads of Departments/District Collectors and other Competent Disciplinary Authorities shall take necessary further action in the matter accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

K.VIJAYANAND  
CHIEF SECRETARY TO GOVERNMENT

To

All Departments of A.P. Secretariat.

All Heads of Departments.

All the District Collectors in the State.

All the District Judges in the State.

The Director General, Anti-Corruption Bureau, Andhra Pradesh, Vijayawada.

The Secretary to Vigilance Commissioner, A.P. Vigilance Commission.

The Secretary, Andhra Pradesh Public Service Commission, Vijayawada.

Copy to:-

The Registrar General, Andhra Pradesh High Court, Nelapadu, Guntur District (by covering letter).

The Administrative Officer, G.P. Office, AP High Court Buildings, Nelapadu, Amaravati.

The Special G.P., O/o Learned Advocate General, AP High Court, Nelapadu, Amaravati.

All Service Sections in G.A.D.

G.A.(SC.D) Department.

G.A.(SC.F) Department.

The Finance Department.

The Law Department.

P.S. to Prl.Secy. to C.M.

P.S. to Chief Secretary.

P.S. to Spl.C.S. (SER & HRM), GAD.

SF/SC.

// FORWARDED:: BY ORDER //

SECTION OFFICER