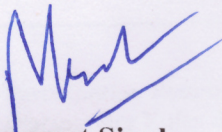


Activity Summary

Two days Online Workshop on Disciplinary Rules & Procedures was conducted by NAHRD from 08.12.2020 to 09.12.2020 (10:00 to 13:15 hours). First two sessions were taken by Sh. M. Sethu Ramalingam. In the first session, he covers the different topics focusing on constitutional provisions and principles of natural justice, issue of charge sheet and appointment of IO (Inquiry Officer) and PO (Presenting Officer), role and functions of the IO and PO. In the second session, Sh. Ramalingam covered the topics of preliminary and regular hearing, examination of witnesses, conduct of inquiry, identify the actions/omissions which vitiate the inquiry. These two sessions were very interactive. With the help of different case studies, he elaborated on the different aspects related to investigation, minor penalty and major penalty.

The third session was conducted by Sh. N. Bhardwaj. He covered the topics of appreciation of evidence, ingredients of inquiry officer's report, action by disciplinary authority. His special focus was on the common mistakes during inquiry and evidence collection. The fourth and final session was conducted by Sh. Apendu Ganguly. He focused on Appeal and revision process including the courts/tribunals and judicial review. He also elaborated the topics with related case studies.

All the four sessions were very interesting. The doubts of the participants were cleared and the teaching material was shared with everyone. One short quiz was also conducted for the clear understanding of the topics.



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