

No. 2020/HQ/Admin/RTI-97

New Delhi: 08.07.2020

**Sh. Awanish Kumar**  
Bihar

**Subject: Providing information w.r.t. Original Application received under the RTI Act.2005.**

Reference: Your RTI Application dated 12.02.2020 received through DOPT.

In continuation to this office letter of even number dated 05.03.2020, some additional information is received from record holding office and the same is sent herewith at no cost.

Appellate Authority's name and address is as under;

**Ms. Renu Pushkar Chhibber**  
**GM/Administration, DFCCIL,**  
**5th Floor, Supreme Court Metro Station Building,**  
**Pragati Maidan, New Delhi-110001.**



**(S.K. Roy)**

**Dy. G.M/Admn.(PIO)**

E-mail: skroy@dfcc.co.in

Ph- 011-23454707

DA: 26 sheets

No. ALD(E)/EN/P.File/A.Kumar/177

Date: 06.08.2019

**JGM /HR**  
Corporate office  
New Delhi.

**Sub: - Grievance status of Sh. Awanish Kumar/Allahabad/East.**  
**Ref: Corporate Office E-Mail, Dated: 01.08.2019.**

In reference to above, it is communicated that Sh. Awanish Kumar Sr.Executive/Civil/Allahabad/East has already been transferred to DFCCIL/Kolkata on 12.04.2019. However, as desired, case history of the above named employee alongwith relevant papers are sent herewith for your kind information and necessary action please.

**DA: As above (17 Pages).**

7-8/19  
**(Om Prakash)**  
Chief General Manager  
DFCCIL/ALD (E)

Case History of Shri Awanish Kumar, Ex-Sr.Executive/Civil, Emp.Code: 100255

- On 09.03.2019, Sh. Awanish Kumar, Ex-Sr.Executive/Civil, Emp.Code: 100255 had applied LAP from 11.03.2019 to 16.03.2019 for the purpose of child care (Annexure-1) and proceeded on leave without prior sanction of leave by Competent Authority.
- On 11.03.2019, he was instructed to report the office immediately (Annexure-2) while he replied on e-mail that his wife was suffering with serious health issue, so he was unable to resume duty and requested to grant his leave on humanity ground (Annexure-3).
- On 13.03.2019, he was informed that absence from duty without sanctioned of leave w.e.f. 11.03.2019 is treated as unauthorized absent from duties and falls under "Misconduct" (Annexure-4). He was once again instructed to report the office immediately failing which Competent Authority have no option but to take action as per D&AR.
- On 14.03.2019, he submitted his email copy (Annexure-5) in which he stated that as per order, he is resuming duty from 14.03.2019, while absent mark was made against his column in attendance register and requested for sanction for 3 days LAP (11.03.2019 to 13.03.2019) and 2 days LAP (15.03.2019 to 16.03.2019) for child care. CGM/ALD(E) has instructed him to follow the procedure for joining duty in case of absent.
- On 14.03.2019, he submitted an application regarding joining after leave (Annexure-6) in which he requested to grant the leave and give the permission for resuming duty while the controlling officer PM/Engg. made remark that he reported sick through e-mail.
- On 19.03.2019, the employee informed through email (Annexure-7) that he was suffering from viral fever and would resume duty as he completely recover.
- On 25.03.2019, he sent an email (Annexure-8) in which he stated that he is medically fit from today evening, so he can resume duty from tomorrow, but he has some personal urgent work, so he will be on leave for 6 days more and will resume duty from April 1, 2019.
- On 01.04.2019, the employee applied for 12 days LAP from 19.03.2019 to 30.03.2019 on account of viral fever & personal work along with sick & fitness certificate for the period 19.03.2019 to 25.03.2019 (Annexure-9).
- On 01.04.2019, he submitted an application addressed to PM/Engg. regarding resuming duty after leave (Annexure-10) on which the concerned officer made the remark that the employee was asked to submit fitness/ medical certificate on date before joining i.e. 31.03.2019 but he failed to submit the same, as he was absent since 11.03.19, hence he was instructed to submit fitness certificate and then join duty.
- On 09.04.2019, APM/Traffic put up a Note (Annexure-11) stating that Mr. Awanish Kumar, Sr. Executive/Civil was absent from duty from 11.03.2019. He came in the office and sign in the attendance register forcibly even after remarks of CGM/ALD(E) Sir, about to take joining permission before sign.
- On 11.04.2019, PM/Engg./MZP Issued a letter to the employee (Annexure-12) in which he was again instructed to submit his fitness certificate and then join his duty at the earliest within one week, else matter will be sent to higher official/Corporate Office for further action.
- On 13.04.2019, the employee submitted his reply to the controlling officer (Annexure-13) along with detailed explanation.
- On 16.04.2019, APM/Traffic again mentioned in his Note (Annexure-14) that Sh. Awanish Kumar, Sr.Executive/Civil was absent from duty from 11.03.2019 to 12.04.2019. He has forcibly signed on attendance register. Viewing this CGM Sir has given remark on attendance register "ask official to take permission before sign" on date 01.04.2019. But he ignored.
- On 12.04.2019, Sh. Awanish Kumar, Sr.Executive/Civil was transferred and relieved to CGM/Kolkata unit (Annexure-15).
- On the basis of remarks submitted by APM/Traffic, monthly absentee statement was communicated to Corporate Office (Annexure-16). Accordingly, Corporate Office has deducted 5 days salary of the employee for month of March 2019 and 12 days for month of April 2019.

94  
1

**Case History of Shri Awanish Kumar, Ex-Sr.Executive/Civil, Emp.Code: 100255**

- On 09.03.2019, Sh. Awanish Kumar, Ex-Sr.Executive/Civil, Emp.Code: 100255 had applied LAP from 11.03.2019 to 16.03.2019 for the purpose of child care (Annexure-1) and proceeded on leave without prior sanction of leave by Competent Authority.
- On 11.03.2019, he was instructed to report the office immediately (Annexure-2) while he replied on e-mail that his wife was suffering with serious health issue, so he was unable to resume duty and requested to grant his leave on humanity ground (Annexure-3).
- On 13.03.2019, he was informed that absence from duty without sanctioned of leave w.e.f. 11.03.2019 is treated as unauthorized absent from duties and falls under "Misconduct" (Annexure-4). He was once again instructed to report the office immediately failing which Competent Authority have no option but to take action as per D&AR.
- On 14.03.2019, he submitted his email copy (Annexure-5) in which he stated that as per order, he is resuming duty from 14.03.2019, while absent mark was made against his column in attendance register and requested for sanction for 3 days LAP (11.03.2019 to 13.03.2019) and 2 days LAP (15.03.2019 to 16.03.2019) for child care. CGM/ALD(E) has instructed him to follow the procedure for joining duty in case of absent.
- On 14.03.2019, he submitted an application regarding joining after leave (Annexure-6) in which he requested to grant the leave and give the permission for resuming duty while the controlling officer PM/Engg. made remark that he reported sick through e-mail.
- On 19.03.2019, the employee informed through email (Annexure-7) that he was suffering from viral fever and would resume duty as he completely recover.
- On 25.03.2019, he sent an email (Annexure-8) in which he stated that he is medically fit from today evening, so he can resume duty from tomorrow, but he has some personal urgent work, so he will be on leave for 6 days more and will resume duty from April 1, 2019.
- On 01.04.2019, the employee applied for 12 days LAP from 19.03.2019 to 30.03.2019 on account of viral fever & personal work along with sick & fitness certificate for the period 19.03.2019 to 25.03.2019 (Annexure-9).
- On 01.04.2019, he submitted an application addressed to PM/Engg., regarding resuming duty after leave (Annexure-10) on which the concerned officer made the remark that the employee was asked to submit fitness/ medical certificate on date before joining i.e. 31.03.2019 but he failed to submit the same, as he was absent since 11.03.19, hence he was instructed to submit fitness certificate and then join duty.
- On 09.04.2019, APM/Traffic put up a Note (Annexure-11) stating that Mr. Awanish Kumar, Sr. Executive/Civil was absent from duty from 11.03.2019. He came in the office and sign in the attendance register forcibly even after remarks of CGM/ALD(E) Sir, about to take joining permission before sign.
- On 11.04.2019, PM/Engg./MZP issued a letter to the employee (Annexure-12) in which he was again instructed to submit his fitness certificate and then join his duty at the earliest within one week, else matter will be sent to higher official/Corporate Office for further action.
- On 13.04.2019, the employee submitted his reply to the controlling officer (Annexure-13) along with detailed explanation.
- On 16.04.2019, APM/Traffic again mentioned in his Note (Annexure-14) that Sh. Awanish Kumar, Sr.Executive/Civil was absent from duty from 11.03.2019 to 12.04.2019. He has forcibly signed on attendance register. Viewing this CGM Sir has given remark on attendance register "ask official to take permission before sign" on date 01.04.2019. But he ignored.
- On 12.04.2019, Sh. Awanish Kumar, Sr.Executive/Civil was transferred and relieved to CGM/Kolkata unit (Annexure-15).
- On the basis of remarks submitted by APM/Traffic, monthly absentee statement was communicated to Corporate Office (Annexure-16). Accordingly, Corporate Office has deducted 5 days salary of the employee for month of March 2019 and 12 days for month of April 2019.

113-19  
12419

P. as given  
21/4/19

PM/Kang

Anx-1

94  
2

128

# HR Manual of DFCCIL

## Annexure-I

### Dedicated Freight Corridor Corporation of India Limited. Application for Leave.

- 01. Name of applicant : ANAMISH KUMAR
- 02. Employee Code : 11E258
- 03. Post held : Sr. Executive / Civil
- 04. Place of posting (Deptt / Project) : NDLE H.P.
- 05. Kind of Leave applied for : LMP
- 06. Period : 06 Days From 11-03-19 to 16-03-2019
- 07. Purpose : Child Care
- 08. Sat./Sun./Holidays to be : Sunday prefixed, Monday suffixed.
- 09. Whether intends to avail LTC.  
(If so, mention the block year & num. of days to be encashed, if any) : NA
- 10. Address while on Leave : A-3 JALAN WING KV, MUMBAI  
PUNJAB

[Signature] 11/3/19  
Signature of the applicant.

#### Recommendation of controlling officer.

Orders of the Leave sanctioning authority. If the concerned CPM/GGM/GM is the leave sanctioning authority for the leave applied for, the same may be sanctioned, subject to verification by HR of the leave due and admissible. In other cases, the leave application, if recommended, may be forwarded to HR/Corp. Office for further processing.

Signature, Date & Designation.



डेडीकेटेड फ्रेट कोरिडोर कॉर्पोरेशन ऑफ़  
भारत सरकार (रेल मंत्रालय) का उपक्रम  
Dedicated Freight Corridor Corporation of  
A Govt. of India (Ministry of Railways) Enterprise

Subject: Fw: Unauth  
For: Omprakash  
For: Devendra

No. ALD(E)/EN/P.File/A.Kumar/177

Ann-2


Dated:- 11.03.2019

To  
Shri Awanish Kumar  
Executive/Civil/ALD/East

Sub: Unauthorized absence from the duty without leave.

You have found unauthorized absent from the duty on 11.03.2019. You have also switch off official mobile. This indicate gross negligence from your part. As per DFCC. (Conduct, Discipline and Appeal Rules -2010 absence from duty without leave falls under Rule-5 "Misconduct".

In view of above, you are hereby instructed to report the office immediately, failing which Competent Authority have no option but to take action as per DA&R.

  
11.3.19  
(Om Prakash)  
Chief General Manager  
DFCCIL/ALD(East)

11.03.2019  
Ration of India  
Surprises  
र शिफ्ट में

Mailbox of devendrakumar@dfcc.co.in

94  
3

150

**Subject: Fw: Unauthorized absence from the duty without leave.**

From: Omprakash <omprakash@dfcc.co.in> on Wed, 13 Mar 2019 10:08:00

To: "devendrakumar" <devendrakumar@dfcc.co.in>

Ann-3

Regards  
(Om Prakash)  
CGM/DFCCIL/ALD(East)  
Mob: 9519032888  
E-mail id: omprakash@dfcc.co.in

Sent from RediffmailNG on Android

From: awanish kumar <awanishkumar@dfcc.co.in>  
Sent: Mon, 11 Mar 2019 23:57:09 GMT+0530  
To: "omprakash" <omprakash@dfcc.co.in>  
Subject: Re: Unauthorized absence from the duty without leave.

R/sir

my wife is suffering with serious health issue since last 3 days.so child care of both baby(first age is 2.5 yr and 2nd is 7 months old)is not managable by my wife.so there was urgent need of support.so I have applied for child care in saturday morning.

In this time I am caring my both child and not able to leave my family alone in this serious condition. so I am not able to resume duty in this condition.

I had applied for 6days LAP in saturday morning and I have not received any information from office on saturday ,related to my leave.so I understand that my leave was approved.

I have also called my parents to come in allahabad for help. I will resume duty immediately after recovery of my wife .

I am again requesting for grant my leave on humanity ground.

thank you sir

With Regards-

AWANISH KUMAR  
Executive/civil  
Emp Code 100255  
CG/ALD(E)  
9519560055

Sent from RediffmailNG on Android

From: Omprakash <omprakash@dfcc.co.in>  
Sent: Mon, 11 Mar 2019 18:39:51 GMT+0530  
To: "awanishkumar" <awanishkumar@dfcc.co.in>  
Subject: Unauthorized absence from the duty without leave.

Pl. find enclosed herewith unauthorized absence from the duty without leave.

Regards  
(Om Prakash)  
CGM/DFCCIL/ALD(East)  
Mob: 9519032888  
E-mail id: omprakash@dfcc.co.in

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Ann-4 Confidential

Dated: 13.03.2019

No. ALD(E)/EN/P.File/A.Kumar/177

**Sh. Awanish Kumar,**  
Sr. Executive/Civil  
Allahabad/East

**Sub:-** Absence from the duty without leave.


**Ref:-** (I) This office letter no. ALD(E)/EN/P.File/A.Kumar/177, Dated:  
11.03.2019.

(II) Your E-Mail dated: 11.03.2019.

You have found unauthorized absence from the duty without leave w.e.f. 11.03.2019. You have also switched off official mobile. This indicate gross negligence in your part, intimated to you under reference (I).

As DFCCIL employee, you should aware to right of leave in reference to HR Manual, wherein "leave cannot be claimed as a matter of right". Competent Authority has not granted the leave as mentioned vide your E-mail under ref. (II). Therefore, absence from the duty without sanctioned leave w.e.f. 11.03.2019 is treated as unauthorized absence and falls under rule -5 "Misconduct".

In view of above, you are hereby instructed to report the office immediately failing which Competent Authority have no option but to take action as per DA&R.

  
13.3.19  
**(Om Prakash)**  
Chief General Manager  
DFCCIL/ALD (E)





TO,  
CGM  
DFCCIL  
MD(E)

Ann-6

Subject: Regarding r  
From: swarnish kumar <swarnishkumar  
To: "omprakash" <omprakash@dfcc  
Cc: "o p" <opertwastava@dfcc.co.in>

Sub- Regarding joining after leave

R/sr.

Sr. Anamish kumar, sr ex/civil applied for 6 days LTP,  
on dated on 9 march, 2019 for the period 11-03-19 to 16-03-2019.

But your mail dated 11-03-19 & 13-03-19, I mentioned  
my leave was not sanctioned. As per letter, I have joined  
today.

kindly grant the leave and give the permission  
for resume duty.

- 5430
- Date 14-03-19
- CGM/DFCCIL/ALD(E)
  - GM/S&T/ALD
  - GM/ELECT/ALD
  - Dy. CPM/ENGG/ALD
  - Dy. CPM/FINANCE
  - Dy. CPM/ENGG/MGS
  - PM/ENGG/ALD
  - PM/ENGG/MZP
  - Dy. PM/ENGG-I/ALD
  - Dy. PM/ENGG-II/ALD
  - Dy. PM/S&T-I/ALD
  - Dy. PM/S&T-II/ALD
  - APM/ENGG-I/ALD
  - APM/ENGG-II/ALD
  - APM/ELECT/ALD
  - ARM/TRAFFIC/ALD
  - EXE/OP&BD/ALD

CGM/ALD(E)

14-03-19  
Sr. ex/civil  
10255  
MD(E)

Please process through controlling  
offices.

Sr. ex/civil : 13/03/19  
24. PM/S&T

PM/ENGG : 13/03/19  
19/03/19 / next of PM/S&T

through mail. He reported error  
of PM/S&T/I

13/03/19

Mailbox of omprakash@dfcc.co.in

94/5

133

Subject: Regarding medical leave

From: awanish kumar <awanishkumar@dfcc.co.in> on Tue, 19 Mar 2019 09:09:44

To: "omprakash" <omprakash@dfcc.co.in>

Cc: "o p" <operivastava@dfcc.co.in>

Anx-7

Respected sir

I am suffering from viral fever from last night .so I am not able to come duty .I need rest also . I will resume duty as I completely recover,

Thank you sir

With Regards-

AWANISH KUMAR

Executive/civil

Emp Code 100255

DFC/ALD(E)

9519560055

Sent from RediffmailNG on Android

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8605

Date 19/03/19  
CGM/DFCCIL/ALD(E)

- GMS&T/ALD
- GWELECT/ALD
- Dy. CPM/ENGG/ALD
- Dy. CPM/FINANCE
- Dy. CPM/ENGG/MGS
- PM/ENGG/ALD
- PM/ENGG/MZP
- Dy. PM/ENGG-I/ALD
- Dy. PM/ENGG-II/ALD
- Dy. PM/S&T-I/ALD
- Dy. PM/S&T-II/ALD
- APM/ENGG-I/ALD
- APM/ENGG-II/ALD
- APM/ELECT/ALD
- APM/TRAFFIC/ALD
- EXE/OP&BD/ALD

10:3

20/03/19

Dy. PM/HR

4/8/2019

Welcome to Rediffmail NG: Inbox

rediffmail

Mailbox of awanishkumar@dfcc.co.in

Subject: regarding leave of 6days

Ann-8

From: awanish kumar <awanishkumar@dfcc.co.in> on Mon, 25 Mar 2019 22:29:17

To: "p" <oparivastava@dfcc.co.in>, "devendrakumar" <devendrakumar@dfcc.co.in>

respected sir

I am medically fit from today evening. so I can resume duty from tomorrow but I have some personal urgent work ,so I am informing you that I will be on leave for 6days more.I will resume duty from april 1 ,2019.

With Regards-

AWANISH KUMAR  
Executive/civil  
Emp Code 100255  
DFC/ALD(E)  
9510560055

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I have exam from 26-03-2019 to 31-03-2019  
So I have applied for leave. I have taken  
NOE for that exam earlier.  
Enc-Admit Card

Ann  
S. Rao/101

Dedicated Freight Corridor Corporation of India Limited. Application for Leave.

- 01. Name of applicant : Manish Kumar
- 02. Employee Code : 100255
- 03. Post held : Sr exe/civil / ACD LE
- 04. Place of posting (Deptt /Project) : ACD/E HQ
- 05. Kind of Leave applied for : LAP
- 06. Period : 12 Days. From 19/03/19 to 30/03/19
- 07. Purpose : viral fever along personal work
- 08. Sat./Sun./Holidays to be : \_\_\_\_\_ prefixed, Sunday suffixed.
- 09. Whether intends to avail LTC. (If so, mention the block year & num. of days to be encashed, if any) : NO
- 10. Address while on Leave : A-2 / Kr Nagar / Patna

  
Signature of the applicant: 01-04-19

Recommendation of controlling officer. pm/Exg →

<p><b>Orders of the Leave sanctioning authority.</b> If the concerned CPM/GGM/GM is the leave sanctioning authority for the leave applied for, the same may be sanctioned, subject to verification by HR of the leave due and admissible. In other cases, the leave application, if recommended, may be forwarded to HR/Corp. Office for further processing.</p>	<p>Signature, Date &amp; Designation.</p>
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FITNESS CERTIFICATE

At applicant Dr. R. Mahipati

do hereby certify that I had

carefully examined Dr. Shri. S. M. S. Akran B. K. Kanna whose signature is given above, and find that he/she has recovered from his/her illness and is now fit to resume duties in Government service. I also certify that before arriving at this decision, I have examined the original medical certificate and statement of the case for certified copies thereof on which leave was granted or withheld and have taken these into consideration in arriving at my decision.

Place: Atcharya Signature of Government Medical Officer (Civil Surgeon & Staff Surgeon/Authorized Medical Attendant/Registered Medical Practitioner) with official seal

Date: 25/03/19 Registration No. 2514/19

3





NOTE

Ann-11

Mr. Anish Kumar / Sr. Executive Civil  
Absent from duty from ~~19/3/19~~ <sup>11/3/19</sup> ~~19/3/19~~ <sup>f.k.gupta</sup>. He came  
in the office and sign in the att-attendance  
Register forcibly. Again after remark of CSM/  
Anj/E/sir about to take joining permission before  
sign. He did not follow and signing on  
att-attendance Register after restricting by me.

This is for your kind information,  
DA: Photocopy of attendance Register  
PM/ENR/AD(E) dt 09/4/19  
DPM/HR/AD(E).

f.k.gupta  
Asst T.  
09/4/19

Ans-12

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142

Sri Avaniash Kumar  
Sr.Executive/Civil/ALD(E)

Subject: - Regarding making unauthorized signature on attendance register by you.

APM/Traffic Sri P.K.Gupta has informed that you are continuously making signature forcibly on attendance register. This is a serious misconduct, as you came back after long absent hence you had been asked to submit fitness certificate before joining your duty but you have not submitted requisite medical certificate till date.

You are again instructed to submit your fitness certificate and then join your duty at the earliest; in case of non submission of above requisite fitness certificate within One week your matter will be sent to higher official/corporate office for further action.

*[Signature]*  
11/4/19  
PM/Engg/MZP

- Copy to: - 1. CGM/ALD/E for kind information please.  
2. Dy.PM/HR/ALD (E) for N/A please.  
3. APM/Traffic for N/A please.

*[Signature]*  
PM/Engg/MZP

*[Signature]*  
11/4/19

5998/15/04/19

Ann-13

Dy P.M/HR 2/16/19  
154

To,  
PM/ENGG.  
MZP/ALD(E)

Sub. Regarding making unauthorized signature on attendance register by you.  
Ref:- This office letter No. MZP/EN/Establishment dated 11.04.19.

Sh. P.K. Gupta  
APM/HR  
16/04/19

- 1.) My mail dated 01-04-2019
- 2.) My mail dated 02-04-2019
- 3.) My mail dated 09-04-2019
- 4.) My mail dated 10-04-2019
- 5.) My mail dated 11-04-2019
- 6.) My mail dated 16-03-2019
- 7.) My mail dated 14-03-2019
- 8.) My mail dated 11-03-2019
- 9.) My mail dated 19-03-2019
- 10.) My mail dated 18-03-2019

Remains being put up  
in separate sheet  
enclosed herewith.  
DPM/HR

Respected Sir,

Vide above referred subject and letter, information given by Mr. P.K. Gupta is false and illegal. No office order has issued to me for non-signing in attendance register.

As per verbal discussion (Telephonically dated 01.04.2019), you allow me to join duty without any need of joining letter and told to submit fitness certificate (which was submitted already). So it implies that I have not done any misconduct. I am unable to understand charges of misconduct of signing in attendance register.

Now you are demanding for submission of fitness certificate for whole period of leave, but it cannot be such that because I have already submitted my medical certificate for period 19.03.2019 to 25.03.2019 (with inward no. -5655 dated. 01.04.2019) Due to unavoidable circumstances and for appearing in Exam, I was unable to attend office on 26<sup>th</sup> march. Therefore, it compels me to inform about further extension of leave (LAP from 26-03-19 to 31-03-19) through mail dated 25.03.2019. So I have applied for LAP (12 days) for period 19.03.2019 to 31.03.2019. I have submitted 8 pages letters which include joining letter, medical fitness (zerox copy), LAP form, exam admit card etc. The above mentioned joining letter is not properly observed and instead verbally instructed not mark signature in attendance register even after my presence in office and performing official duty.

Seeing above circumstances, it seems that Mr P.K.Gupta (after order of CGM sir) has biased in his instruction to not allow me to sign telling that permission to be taken from controlling officer before joining.

I have already submitted joining letter to you, but no action has taken and also I have not informed from your side. You have just waste time (11 days) without observing my 8 pages joining letter (along with all document) Even after submitting through hard copy and the same is informed through mail also.

Again you are asking to provide fake medical fitness certificate for period 19.03.2019 to 31.03.2019, which is illegal. I was not on medical for period 26-03-19 to 31-03-19. You had withheld my file for 11 days only for forcing illegal work and waiting for submission of fake paper to regularize my attendance. Mr. P.K. Gupta and DPM/HR manipulate and

[Signature]

94/10

16/3

threaten me for submission of fake document which I have already informed about this incident to CGM and you through mail dated 11-04-19. I have evidence for that. so you are requested to consider only those medical fitness certificate which was enclosed in joining letter.

In last 6.5 years of my service, I have not known that joining letter is mandatory for resuming duty after availing leave and attendance is only considered after approval of joining from controlling officer no matter if controlling officer is on leave or on official tour etc. And also employee is considered absent even after his presence in office prior to approval of controlling officer (intentionally delayed to harass) and also communicated to CO/HR for salary deduction. this is happen only after verbal order of present CGM/ALD(E). Even I have submitted my joining letter after verbal instruction of CGM sir.

Case No.	Date on which leave applied & Period of leave	objection on leave	Approval till date	Effect on salary	Joining letter given on date	Joining letter receiving no with date	Mail (CGM/PM-engg)	status	Reason of leave
1	09-03-19 for 11-03-19 to 16-03-19 (LAP for 6 days.)	Objection on dated 11-03-19 after availing one day leave.	no	Deducted for 5 days in place of 3 days. even after LAP available	14-03-19	5430/14-03-2019. joining inform through hard and mail copy both.	Yes, I replied on objection and requested for grant leave on humanity ground then I again got mail from CGM sir on 13-03-19 for rejection of leave. so I join office. And applied leave	Leave not approve. No information is given to me about rejection of leave.	Wife serious health issue so require child care
2	11-03-19 to 13-03-19 (3 Days LAP)	After objection, I joined office.	NO	Deducted for 5 days in place of 3 days. even after LAP available	14-03-19	5430/14-03-2019	No permission granted and I marked absent everyday and same is mail vide ref @67-10	Not got permission to join the office.	Wife serious health issue so require child care (mail dated 11-03-19)
3	16-03-19 (for X days CL)	YES, not approved	NO					NOT approved so I join duty.	Wife serious health issue so require child care

4	19-03-19 to 25-03-19		Continue with case no-5						
5	26-03-19 to 31-01-19 (total 12 days LAP)		no		01-04-19	5655 /01-04-19 along with medical certificate, prescription, lap form for 12 days, mail copy, admit card.	PM/engg	Not approved and not given permission (but phonically given) to resume duty even after submission of all the document.	Urgent work/ma ns exam ),NOC given by dept in 2016.
6	4-04-19 to 06-4-19 (2.5 days CL)		no	Will reflect in absentee statement			Mail to PM/engg applied through sap also along with CL-card. Inform to CGM/Sir personally.	Not approved	AAI interview .NOC received through dept on march-19

Referring to above details I want to highlight about harassment.

- Not allowed to mark presence in attendance Register immediately after my joining dated 01-04-2019 without issuing any letter.
- Official email has provided for communication but non reply my mail, implies about non seriousness and ignorance from your side which affect my official dignity. (Ref mail with SL.no-1,2,3,4,5)
- wastage of 11 days crucial time for holding my file and not reply till date 11-04-19. In this period I was in mental disturbance.
- You have also prevent official work by returning my file no-179 and 265, you also disturbed work culture and prevent not to work, this was intention so that I will not work and my salary will not paid in upcoming month. (Ref mail dated 09-04-19)
- Non regularization of my attendance leads to financial loss in upcoming salary (Ref 6 nos mail).
- Manipulation by APM/Traffic and DPM/HR. (Ref mail dated 11-04-19)
- In above table, it is observed that my leave is repeatedly rejected and ignore intentionally from administration.

By this behaviour, I am torturing from administration side. If any mishapen happen with me then DFCC /administration will be responsible for that. Due this behaviour of administration, employee gets de-motivated and also adversely affect his work efficiency.

Again in reply to your letter, I am giving all the details of copy again, as follows:

- copy of joining
- medical certificate (original)

94

22/4

mail copy above refereed from SI no-(1-10)

Copy- 1) CGM/ALD(E)

2.) My spouse

3.) APM/traffic

4.) medical prescription certificate  
in original copy

5.) All mail

*[Handwritten signature]*

Regards

*[Handwritten signature]*  
Awanish Kumar

Sr. Executive/civil

Emp code-100255

DFCC/ald(E)

13/04/19

P.M/HR/ALD(8)

Ann-14

Sh. Anurish Kumar / Sr. Executive Civil <sup>name</sup> has mentioned  
 at SL. No - ③ of attendance register. He was Absent  
 from duty from 11.3.2019 to 12.4.2019. He has  
 forcefully signed on attendance register, viewing this  
 CCM/sir has apprised about his act. Then CCM  
 Sir has given remark on attendance register  
 to "ask official to take permission before sign" on  
 date 01/4/2019. But he ignored.

DA. Photocopy of attendance register - ②.

P.K. Gupta

DPM/HR

As per stated scales,

16/4/19

request action is to be taken by concerned  
 controlling officer who is competent under the  
 rules. / Please process for request action  
 accordingly.

APM/Traffic

3/16/4/2019

May please process to contrary

obtain

P.K. Gupta  
16/4/19

DPM/HR

3/16/4/19

DPM/HR





डेडीकेटेडफ्रेटकोरीडोरकार्पोरेशनऑफइंडियालि.  
**Dedicated Freight Corridor Corporation of India Limited**

(भारत सरकार का उपक्रम)

(A Govt. of India Enterprises)

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Web: www.dfccil.gov.in CIN U60232 DL2008 GOL135068

PAN: AACGD 4768M TAN: DELD 093488 GSTIN: 07AACCD4768M1Z7

OFFICE ORDER No - P & A - 82 / 2019

12  
 15

The following transfer orders are issued with immediate effect:

S.No	Employee Code	Name (S/Sr/ Smt/Km)	Designation / Post Code/ Place of Posting (Present)	Designation / Post Code/ Place of Posting (Present)	Reason
1	100255	Awanish Kumar	Sr. Executive/Civil (PC-60061121) Allahabad B EC	Sr. Executive/Civil (PC-60251034) Kolkata EC	Transfer on administrative grounds

- 2) This issues with the approval of the Competent Authority.
- 3) The above employee(s) will report to the concerned GGM/GM/EGM at the above place of posting.
- 4) In case where the transfer is on own request of the employee he/she will not be eligible for any CTG,TA/DA, joining time etc, admissible in case of transfer on administrative grounds.
- 5) Concerned GGMs are requested to advise the date of relief from and joining at respective Unit to Corporate office HR at the earliest.

(R.S. Rawat)  
 JGM/HR

No. 2019/HQ/HR/T&P/Civil

Dated: 12.04.2019

Copy to/-

1. Secy to MD for kind information of MD.
2. Director (Infra), Director (PP), Director (Fin), Director (OP&BD) & CVO/DFCCIL
3. ED / EDFC & WDFC
4. CGMs - ALD - East & Kolkata - Date of relieving and joining may be advised to Corporate HR for necessary updations in SAP.
5. DGM/Fin/PR/Corporate Office
6. Concerned officials through respective CGMs / controlling officer and their Personal File
7. AM/IT- for placing on intranet
8. Office Order File

**Format for submission of Employees Monthly Change Data**

04/13  
200-1-14

State of the State Allocated (SAC)  
For the month April 2019 (15.03.2019 to 15.04.2019)

Ann-16

**(A) Employees joined during the Month due to Transfer/Posting Etc.**

Emp. ID	Name (Shri/Ms.)	Designation	Status (Regular/Deputation/C contract)	Office Order	Date of joining
101463	Alok Kumar Verma	Executive/Civil	Regular	PAA-49/2019 dated 12.03.2019	Undergone 4 weeks training from 18.03.2019 to 22.04.2019 & reported for INICER/Trns for technical course on 12.04.2019
101489	Abhrajit Kumar Yadav	Executive/Civil	Regular	PAA-80/2019 dated 12.04.2019	Reported for 4 weeks training on 15.04.2019
101508	Prasen Kumar	Executive/Civil	Regular		

**(B) Details of Employees Leaving the Units- On Resignation/Retirement/Posting/Repatriation/Death Etc.**

Emp. ID	Name (Shri/Ms.)	Designation	Status (Regular/Deputation/C contract)	Date of Exit/Relieving/Repatriation	Office Order (Reference #)	Remarks
100258	Awanish Kumar	Sr. Exa./Civil/ALD	Regular	12.04.2019	PAA-62/2019	Relieved as CGM/Workshop unit

**(C) Details of Employees on Unauthorized Absence From Unit As On Date.**

Emp. ID	Name (Shri/Ms.)	Designation	Absent		No. of Days	Remarks
			From	To		
100253	Awanish Kumar	Sr. Exa./Civil/ALD	12.03.2019	12.04.2019		Transfer order communicated through email on 12.04.2019 (AM)
101282	Sonu Kumar	MTS(Optg.)	05.03.2019	Till date		Submitted resignation, which is under process.

**(D) Any other Issue like stoppage/Release of Payment of HRA/Transport allowances/TA/DA Etc.**

Emp. ID	Name (Shri/Ms.)	Designation	Status (Regular/Deputation/C contract)	Details of Issue	Remarks
101322	Rama Shankar Mishra	Dy. PM/HR/ALD	No-employed	Release of salary w.e.f. 15.03.2019	Joined this unit on 12.03.2019
100422	Arvind Kumar Pandey	Dy. PM/Engg./ALD	Regular	Release of payment of HRA w.e.f. 04.01.2019	Termination of Lease Agreement on 05.01.2019
100406	Devendra Kumar	Dy. PM/S&T-1/ALD	Regular	Release of HRA for Sept-2018. On Payal p of Sept-2018, HRA reflecting however, HRA amount has not realized on Bank account.	Posted at Allocated 'T' class city
101116	Akram Ali	APM/Elect./ALD	Regular	Release of payment of HRA w.e.f. 15.12.2018	Completion of Lease Agreement on 14.12.2018
100526	Sudhir Singh	Sr. Exa./S&T/ALD	Regular	Release of payment of HRA for period 01.01.2019 to 31.01.2019	Lease Agreement completed on 01.01.2019 and new lease agreement has been made from 01.02.2019
100639	Omprakash Biswas	Sr. Exa./S&T/ALD	Regular	Correction in basic pay as per pay fixation order PAA 29/2019 dated 30.01.2019 Release of payment of HRA w.e.f. 27.12.2018	Please examine that salary may be charged by correcting basic pay to Rs 40,410/- from 25.01.2018 to 01.12.2018 and Rs 41,520/- w.e.f. 02.12.2018 along with release of HRA for the same if applicable. Completion of Lease Agreement on 26.12.2018

**(E) Details of Leave Availed During the Month:**

Emp. ID	Name (Shri/Ms.)	Designation	Leave Taken		No. of Days	Nature of Leave (LAP/LMAP/EO) Taken	Remarks
			From	To			
101352	Omi Prakash	COM/ALD(O)					
101324	A. N. Rai	GM/S&T/ALD					
100660	A. R. Mishra	Dy. GPM/PM/ALD					
100091	G. P. Srivastava	PM/Engg./MZF					
100303	E. S. Dutt	Dy. PM/Engg./ALD					
100432	Arvind Kumar Pandey	Dy. PM/Engg./ALD					
100406	Devendra Kumar	Dy. PM/S&T-1/ALD					
100180	Sudhir Singh	Dy. PM/S&T-1/ALD					
100406	Devendra Kumar Verma	Dy. PM/HR/ALD					

Annex-16  
202  
2/1

Emp. ID	Name (Mr./Ms.)	Designation	Leave Taken		No. of Days	Nature of Leave (LAP/ LMAP/EO LJ Taken)	Remarks
			From	To			
100548	Shabb Kant Pandey	Dy. PM/Engg/MGS	18.03.2019	21.03.2019	3	LAP	
100564	Randeep Singh	Dy. PM/Elect/MGS					
100590	S.K. Gupta	Dy. PM/S&T/MZP					
100411	N.K. Goyal	APM/Fin-I/ALD					
100762	Vinay Kumar Singh	APM/Fin-II/ALD	03.04.2019	08.04.2019	5	LAP	
100909	P.K. Gupta	APM/Traffic/ALD					
100733	S. Meenunder	APM/Engg/ALD					
101369	Niraj Kumar	APM/Engg/ALD					
100743	Manish Mr. Jha	APM/Elect-I/ALD	22.03.2019	22.03.2019	1	LAP	
101116	Akram Ali	APM/Elect-II/ALD	25.03.2019	26.03.2019	2	LAP	
101140	Rajesh Mohan Mishra	APM/Elect/MZP					
100629	Arun Kumar	Sr. Exe./Civil/ALD	22.03.2019	27.03.2019	5	LAP	
100526	Sadhur Singh	Sr. Exe./S&T/ALD	18.04.2019	18.04.2019	2	LAP	
100639	Om Prakash Biswas	Sr. Exe./S&T/ALD	04.01.2019	24.02.2019	52	LAP	Commuted Leave
			28.02.2019	31.03.2019	70	LMAP	
100273	Ramesh Chand	Sr. Exe./Elect/ALD	10.04.2019	12.04.2019	3	LAP	
100244	Kanhaya Lal Singh	Sr. Exe./Civil/MGS					
100237	Jeendra Kumar	Sr. Exe./Civil/MZP	11.04.2019	24.04.2019	14	LAP	
100273	Umesh Mandal	Sr. Exe./Elect/MZP	01.04.2019	04.04.2019	4	LAP	
100233	Awasah Kumar	Sr. Exe./Civil/ALD					
100787	Sanjay Kumar	Exe./Civil/ALD	18.03.2019	22.03.2019	5	LAP	Absent from 16.03.19 to 12.04.19
100773	Vikash Kumar	Exe./Civil/MGS	19.03.2019	23.03.2019	5	LAP	
100848	Amit Thari	Exe./Civil/ALD	01.04.2019	02.04.2019	2	LAP	
100810	Abhishek Kr. Maurya	Exe./Elect/MZP	28.03.2019	30.03.2019	3	LAP	
100893	Mitish Kumar Sharma	Exe./Elect/MGS	25.03.2019	26.03.2019	2	LAP	
100921	Kird Vardhan Singh	Exe./S&T/ALD	12.04.2019	24.04.2019	13	LAP	
101858	Ashish Sharma	Exe./S&T/ALD					
100798	Kanishk Yadav	Exe./S&T/MGS					
101106	Debashish Nandan	Exe./Civil/MZP	25.03.2019	30.03.2019	6	LAP	
101198	Santosh Sonwe	Exe./Elect/ALD					
101200	Kumkum Sinha	Exe./S&T/MZP					Avalied 100 days Maternity leave for 1st child w.e.f 28.01.2019 to 26.07.2019
101167	Komal Mishra	Exe./ROB/ALD	18.03.2019	23.03.2019	6	LAP	
101183	Mahab Alam	Exe./ROB/ALD	21.03.2019	28.03.2019	6	LAP	
101071	Jyotirmay Mishra	Jr. Exe./Civil/MZP					
101282	Sonu Kumar	MTS(Optg.)					Submitted resignation, which is under process.
101284	Vivek Sahil	MTS(Optg.)					
101283	Umesh Kumar	MTS(Optg.)					
101286	Animesh Kumar	MTS(Optg.)	01.04.2019	03.04.2019	3	LAP	
101290	Abhay Pratap Maurya	MTS(Optg.)					

*[Signature]*  
Chief General Manager  
Chittised (Dist)

ICM/HR/CO  
DCM/Fin/PN  
Copy to: AGM/IT