



No. RCIL/2018/P&A/44/5

Date: 05 -01-2021

**Sh. Rishi Kumar,**  
**s/o Shri Pal Singh, House no. 185,**  
**Village + Post - Gutila, Tehsil- Sadar,**  
**District Agra, Uttar Pradesh – 283125.**

Sub: Termination of service from RailTel Corporation of India Limited.

Sir,

Vide Office Order no. 08/HR/2019 dated 31.01.2019 issued by Northern Region of RailTel Corporation, you were posted in Jammu, where you reported on 02.02.2019. As per the records, you submitted an application through e-mail dated 08.02.2019 for availing leave from 11.02.2019 to 16.02.2019. Vide email dated 18.02.2019 you further extended your leave upto 22-02-2019. Again vide e-mail dated 23-02-2019 you indicated that you will not be available upto 28.02.2019. At this instance, Asstt/GM/ASR instructed you that you have extended your leave despite his instructions vide email dated 19.02.2019 that no further leave will be sanctioned to you. Vide this email dated 23-02-2019 by Asstt GM/RCIL/ASR, you were warned to attend to your duties immediately otherwise disciplinary action would be taken against you. Again vide email dated 25.02.2019 written by JGM & TM/Chandigarh you were advised that you were being treated as absconding from duties and were again advised to report to your headquarters latest by 28.02.2019. It has been seen from the records that you did not comply the instructions and did not report to duties to your headquarters. The matter was reported to Regional Office of Northern Region that you were on unauthorised absence from your duties from 09.02.2019 (FN). Subsequently, vide your email dated 02.03.2019 you intimated that you had some health constraints due to which you were unable to resume your duties. It was also indicated by you in the same email that you will send you 'medical letter'. No further communication was received from you regarding your medical certificate to cover the period of your absence from your place of duties.

2. Vide letter no. RCIL/ED/NR/P&A/Personal file/18-19/1627/100148, dated 05.03.2019, Northern Region advised you that you were being treated as on unauthorised absence since 09.02.2019 and were further advised to report to your place of duties within a period of 15 days. This letter was issued to you through email dated 05.03.2019 also. It was reported by JGM & TM/Chandigarh vide his email dated 28.03.2019 that you have not reported to your place of duties. Vide email dated 16-07-2020 received in Corporate Office from Senior Manager(HR)/NR it was confirmed that you had not reported to your place of duties.

G:\Office\Resignation, termination from service\Notings.docx\358

*Mant Singh* →

रेलटेल कॉर्पोरेशन ऑफ इंडिया लिमिटेड (भारत सरकार का उपक्रम)  
RailTel Corporation of India Ltd. (A Government of India Undertaking)  
CIN : U64202DL2000GOI107905

Registered & Corporate Office : Plate-A, 6th Floor, Office Block, Tower-2, East Kidwai Nagar, New Delhi - 110023  
T : +91 11 22900600, F +91 11 22900699 | Website : www.railtelindia.com



3. Vide letter no. RCIL/2018/P&A/44/5, dated 29.07.2020, a 'Show Cause Notice' was issued to you bringing to your notice that you were unauthorizedly absenting from your duties with effect from 09.02.2019. Your attention was drawn to Rule 19.0(c) and 19.0 (c)(ii) of RailTel's General Conditions of Service Rules whereby an employee's service shall be terminated who remains on unauthorised absence for 60 days or more. Vide above-mentioned letter dated 29.07.2020, you were given an opportunity to explain as to why your services should not be terminated with effect from 09.02.2019 on account of your unauthorised absence from duty under Rule 19.0 of RailTel's General Conditions of Services Rules. You were further advised that reply to this 'Show Cause Notice' should be received within a period of 15 days from the issue of this letter failing which the process of termination of your services will be initiated without any further communication with you. This 'Show Cause Notice' was issued to you through email dated 29.07.2020 also. No explanation was received in RailTel Corporation from you within the stipulated period. Subsequently, a WhatsApp message was received by Senior Manager (HR)/CO on 17.08.2020 that due to pandemic of corona and high degree of spread and cases in your locality it was not possible for you to reach there. You had requested to further you reporting date.

4. The matter of your unauthorised absence with effect from 09.02.2019 was considered by a duly constituted committee of three General Manager executives. This committee has gone through the records of absence and provisions of Rule 19.0 of RailTel's General Conditions of Services Rules. This committee was of the view that principle of natural justice has been followed in the case by giving notices on 05.03.2019 and 29.07.2020. You have been given ample and fair opportunities to report to your place of duties and also to explain the long spell of your unauthorised absence with effect from 09.02.2019. It has also been noticed by the committee that you have neither reported to your place of duties nor has submitted any logical explanations for your unauthorised absence within the stipulated period.

5. The designated Committee has also noted that you have failed to give response in the manner which was deserved from an executive of your level. You have not bothered to give a reply to NR's 'Show Cause Notice' dated 05.03.2019. In case of Corporate Office' notice dated 29.07.2020, you have not preferred to tender your explanation through a mail / letter but has preferred to send a message on WhatsApp which denotes that you were not at all serious about the procedure to be followed in such serious and important cases involving your duties and employment. It was understood that a managerial executive of your level was fully aware of the consequence of the action you were taking and fully understood what was expected of you in such serious cases.

6. Keeping in view the Unlock 1.0, 2.0 and 3.0 as per Government of India's guidelines and keeping in view that intrastate and interstate travel facilities, with due SOP, were easily available, there seemed no justification on your part for not reporting for duty on the grounds of spread of COVID-19 in your area.

*Mansit Singh* →



7. Keeping all the facts and circumstances in view, the committee was of the view that you were absenting from your duties willfully with effect from 09.02.2019. Thus, Committee recommended for termination of your services from RailTel Corporation of India Limited with effect from 09.02.2019 (FN).

8. Keeping above in view and the facts and circumstances of the case the competent authority in RailTel Corporation has decided to terminate your services from RailTel Corporation with effect from 09.02.2019 (FN) under Rule 19.0 of RailTel General Condition of Service Rules. Accordingly, your services from RailTel Corporation of India Limited stand terminated with effect from 09.02.2019 (FN).



(Manik Sinha)

Addl. General Manager (HR)

Copy to: Regional General Manager, Northern Region – a copy of this letter should be kept in the personal file of ex-executive. Entries should be made in Service Book also.