

IN THE SUPREME COURT OF INDIA  
CIVIL APPELLATE JURISDICTION

CIVIL APPEAL NO.1451 OF 2015  
(Arising out of S.L.P.(C) No.16652 of 2012)

UCO Bank and Others

Appellant(s)

Versus

Netrananda Patnaik

Respondent(s)

O R D E R

Heard Mr. Raju Ramchandran, learned senior counsel for the appellant and Mr. J.K. Das, learned senior counsel for the respondent.

Leave granted.

The respondent was proceeded in a departmental enquiry in respect of the four charges and the Officer found him guilty in respect of charge Nos.1, 3 and 4. The Disciplinary Authority disagreed with the Enquiry Officer and after following the due procedure, it recorded that the charge Nos.1, 2 and 3 against the respondent were proved. Regard being had to the nature of the charges and taking note of the facts in entirety, the Disciplinary

Authority imposed the punishment of reduction of rank from

Middle Management Scale-III to Middle Management Scale-II.

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Chetan Kumar  
Date: 2015.02.09  
17:45:49 IST  
Reason:

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Being grieved by the aforesaid punishment, the

respondent preferred an appeal before the competent authority of the Bank. The Appellate Authority after analysing the material on record came to hold that the charge No.1 had been proved and the charge No.2 was proved in part. However, it did not disturb the nature of the punishment.

Being grieved by the aforesaid punishment, the respondent preferred a writ petition before the High Court of Orissa forming the subject matter of W.P.(C) No.972 of 2007. The High Court, by the order impugned, has set aside the punishment on two counts, namely, (i) the charges framed against the respondent-employee were vague, and (ii) that the Enquiry Officer, who was appointed to enquire into the allegations, was not eligible to enquire. Being of this view, the High Court quashed the order of punishment and directed as follows:

"We have no hesitation to hold that the enquiry report and orders of the Disciplinary Authority as well as the appellate authority vide Annexures-9, 11 and 13 respectively are liable to be quashed and accordingly we quash the same. The petitioner is declared to have continued in the Scale-III post which he was occupying at the time of imposition of the punishment. He shall be entitled to all consequential service and financial benefits."

It is submitted by Mr. Raju Ramchandran, learned senior counsel for the appellant that the High Court has

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fallen into grave error by opining that the Enquiry Officer was not eligible in law to enquire into the allegations. He has drawn our attention to paragraph 11 of the order of the High Court, wherein the High Court has observed thus:

".....Although in the counter affidavit filed by the opposite parties a plea has been taken that the Regulation has been amended and as per such amended provision a Retired Officer can be appointed as Enquiry Officer, no such amended Regulation was brought to our notice during the course of hearing."

Learned senior counsel has brought to our notice the Circular dated 20.10.2001 of the Bank. On a perusal of the said circular, it is quite vivid that there was an amendment to the UCO Bank Officer Employees (Discipline and Appeal) Regulations, 1976. The sub-regulation (2) of Regulation 6 which was substituted, reads as follows:

"(2) Whenever the Disciplinary Authority is of the opinion that there are grounds for inquiring into the truth of any imputation of misconduct or misbehaviour against an officer employee, it may itself enquire into, or appoint any other person who is or has been a public servant (hereinafter referred to as the Inquiring authority) to inquire into the truth thereof."

In view of the aforesaid regulation, we are of the considered opinion that the finding recorded by the High Court on that score is not tenable.

As far as the conclusion arrived at by the High

Court about the vagueness of charges is concerned, we are  
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disposed to think that the charges were vague and,

therefore, the High Court is justified in setting aside the punishment. Mr. Raju Ramachandran has submitted that the

High Court should have permitted the Bank or granted liberty

to proceed with the respondent by framing a fresh

charge-sheet. In our considered opinion, regard being had

to the facts and circumstances of the case and the efflux of

time, liberty need not be granted and, accordingly, we are

unable to accept the submission of the learned  
senior

counsel. However, we are unable to agree with the High

Court that the respondent shall be entitled to  
o all

consequential service and financial benefits.

To clarify

he shall continue to be treated as holding the Scale-III

post which he was occupying at the time of the imposition of

the punishment, but he will not be entitled to get any

financial benefits for the said period, but the said period shall be computed towards service for all purposes.

In course of hearing, we have been apprised that the respondent is still working in the Middle Management

Scale- II. As we are affirming the order of the High Court, as far as the quashing of punishment is concerned on the ground that the charges were vague, his position in Middle

Management Scale-III post shall be restored within three

weeks hence.

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The appeal is allowed to the extent indicated above.

There shall be no order as to costs.

.....J.  
(Dipak Misra)

.....J.  
(Prafulla C. Pant)

New Delhi;  
February 03, 2015.

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ITEM NO.9 COURT NO.6 SECTION XIA

S U P R E M E C O U R T O F I N D I A  
RECORD OF PROCEEDINGS

Petition(s) for Special Leave to Appeal (C) No.16652/2012

(Arising out of impugned final judgment and order dated 06/01/2012 in WPC No. 972/2007 passed by the High Court of Orissa at Cuttack)

UCO BANK & ORS. Petitioner(s)

VERSUS

NETRANANDA PATNAIK Respondent(s)

Date : 03/02/2015 This petition was called on for hearing today.

CORAM :

HON'BLE MR. JUSTICE DIPAK MISRA  
HON'BLE MR. JUSTICE PRAFULLA C. PANT

For Petitioner(s)      Mr. Raju Ramchandran, Sr. Adv.  
                                 Mr. Rajesh Singh, AOR

For Respondent(s)      Mr.     J.K. Das, Sr. Adv.  
                                 Mr.     Sandeep D. Das, Adv.  
                                 Mr.     S.K. Das, Adv.  
                                 Mr.     D.M. Sharma, Adv.  
                                 Mr.     Parmanand Gaur, AOR

UPON hearing the counsel the Court made the following  
                                 O R D E R

Leave granted.

The appeal is allowed in terms of the signed order.

(Chetan Kumar)  
Court Master

(H.S. Parasher)  
Court Master

(Signed order is placed on the file)