



# SPEED POST / स्पीड पोस्ट

## वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद् COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH

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The Directors/Heads of all National  
Laboratories/Institutes of CSIR

Sub:- Need for self-contained speaking and reasoned order  
to be issued by the disciplinary authorities

Sir,

It is a well-settled law that the disciplinary/appellate authority is required to apply its own mind to the facts and circumstances of the case and to come to its own conclusions while passing a final order in disciplinary cases. In many cases of appeal, it has been observed by Director-General, CSIR that the final order passed by the Disciplinary Authority is not a speaking order. Such an order does not conform to legal requirements and is liable to be set aside, thus rendering the entire process of disciplinary action a futile exercise.

The disciplinary proceedings conducted under the provisions of CCS (CCA) Rules, 1965 are quasi-judicial in nature and, therefore, it is necessary that the final orders issued in such cases should have the attributes of a judicial order. The final order should indicate the reasons in support of the decision arrived at by the Disciplinary Authority as it ensures that the decision is reached according to law and is not a result of caprice, whim or fancy.

Therefore, Director-General, CSIR has desired that the final order passed in disciplinary cases should be a self-contained speaking and reasoned order which should indicate the reasons in support of the conclusions/decisions arrived at by the Disciplinary Authority.

The Vigilance Officers of the Labs./Instts., who are responsible for advising the Directors in matters pertaining to vigilance and disciplinary cases, should ensure that the final order passed by the disciplinary authorities in their Labs./Instts., is a speaking order.

Hindi version follows.

Yours faithfully,

(R.S. Antil)

Chief Vigilance Officer

- Copy to:-
1. Sr. COAs/COAs/AOs of all National Labs./Instts.
  2. Legal Adviser, CSIR
  3. DS(CO)
  4. All Deputy Secretaries/Under Secretaries at CSIR Hqrs.
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  6. US to JS(A)
  7. PA to FA, CSIR
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