



WP.No.23071 of 2023

IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED : 07.08.2023

CORAM

THE HONOURABLE MR. JUSTICE N.SATHISH KUMAR

WP.No.23071 of 2023
and W.M.P.Nos.22594 & 22595 of 2023

R.Chandran

.. Petitioner

Versus

1.The District Collector
Salem District
Salem

2.The Head Master
Government High School
Perumampatty, Salem District

.. Respondents

Prayer: Writ Petition is filed under Article 226 of the Constitution of India praying to issue a Writ of Certiorarified Mandamus, calling for the records made in impugned order Na.Ka.No.814/2023/SaU/Thini.2/ dated 12.05.2023 passed by the District Collector, Salem District, the first respondent herein and quash the same as illegal and direct the respondents to post the petitioner as Noon Meal Organiser in the Government High School, Perumampatty, Veerapandi Panchayat Union, Salem District.

For Petitioner : Mr.R.Sankarasubbu

For Respondents : Mr.P.Baladhandayutham
Special Government Pleader

ORDER

This writ petition has been filed challenging the suspension order in Na.Ka.No.814/2023/SaU/Thini.2/ dated 12.05.2023 issued by the first respondent/District Collector and direct the respondents to post the petitioner



WP.No.23071 of 2023

as Noon Meal Organiser in the second respondent School.

WEB COPY

2. The petitioner has been arrested on 10.04.2023 for the alleged offence under Sections 294(b), 323, 324, 506(2) of IPC and Section 4 of Tamil Nadu Prohibition of Harassment of Women Act and was released on bail on 13.04.2023. Based on the arrest, he has been placed under suspension vide the impugned order dated 12.05.2023.

3. The learned counsel for the petitioner submitted that he has already been released on bail, there is a case in counter and he has been suspended merely on the basis of criminal case registered for the minor offence. Hence, seeks to allow this writ petition.

4. Heard both sides and perused the materials placed on record. This Court is of the view let the first respondent revisit the suspension in light of the guidelines issued by the Government in G.O.Ms.No.81, Human Resources Management (N) Department dated 04.08.2022, wherein, in clause 11, it would read as follows:

“11. The Government, after careful examination, reiterates the guidelines issued in the Government Order second read above with slight modification as follows:



WEB COPY

(i) *The power of ordering suspension should be exercised carefully and with restraint. Before a suspension order is issued, the authority concerned must be clear in mind that it is necessary. Prolonged suspension means that Government pays a Government Servant without extracting any work from him. In view of the above position, the suspension should not be resorted to unless the concerned authority has considered all the relevant factors and recorded his reasoned conclusion that it is in the public interest to place the Government Servant under suspension.*

(ii) *Where a Government Servant has been suspended on disciplinary proceedings contemplated, such proceedings should be initiated immediately and finalized normally within a period of six months.*

(iii) *In cases, where a Government Servant has been suspended and the matter has been referred for investigation to the Director of Vigilance and Anti-Corruption for enquiry, the latter should complete the enquiry and send the report to Government through the Vigilance Commission within one year.*

(iv) *In respect of cases referred to under items (ii) and (i) above, the authority who ordered the suspension or the Director of Vigilance and Anti-Corruption, as the case may be, should, before the expiry of the period of three months, report the matter to the Head of the Department / Government, indicating the progress of the disciplinary action / investigation by the Director of Vigilance and Anti-Corruption, the reasons for non completion of the work and the further time required for completing the disciplinary action/ investigation and furnish reasons for continuing the suspension, if continued suspension is felt essential. If the authority which initiated action in the first instance is the Head of the Department, the report has to be sent to Government.*

(v) *After the initial report referred to in item (iv) above, reports should be sent to Government at the end of every three months, indicating the further progress, so as to enable the*



WEB COPY

Government to review the suspension and the progress of the case, for such action as may be necessary to ensure expeditious disposal.

(vi) The Head of the Department or the Government as the case may be, will examine the cases with reference to the subject matter of the disciplinary action investigation in progress and the reported stage of progress and permit the continued suspension beyond three months/ six months. Where the Government itself, have ordered suspension, it will examine the case on the same lines and pass similar order.

(vii) The disciplinary authorities should ensure that the delay in processing the case is not due to delaying tactics of the Government Servant. They should ensure that all notices issued to the suspended Government Servant should reach him without any loss of time.

(viii) When the disciplinary authority comes to a conclusion conclusion of the suo-moto or after investigation by the Director of Vigilance and Anti-Corruption, the disciplinary authority shall, while initiating action by issue of charges under Rule 17(b) of the Tamil Nadu Civil Services (Discipline and Appeal Rules or under Rule 3(b) of the Tamil Nadu Police Subordinate Services (Discipline and Appeal) Rules, 1955, as the case may be, examine with reference to the facts established, which form the basis for the charges, whether public interest or the needs for further proceedings ill require continued suspension of the Government Servant already under suspension.

(ix) The time limits mentioned above will not be applicable to cases of Government Servants against whom criminal proceedings have been initiated. However, while sanctioning prosecution in such a criminal case, an examination similar to the one mentioned in item (vii) above shall be made by the competent authority.

(x) If, on examination of the case under items (vi), (vii) or



WEB COPY

(ix) above, continued suspension is considered not necessary, the suspension may be revoked in exercise of the powers conferred under Rule 17(e)(6) of the Tamil Nadu Civil Services (Discipline and Appeal) Rules or under Rule 3(e)(5) of the Tamil Nadu Police Subordinate Services (Discipline and Appeal) Rules, 1955, as the case may be.

(xi) In cases where the charge in the criminal case involves complicated questions of law and fact and the disciplinary authority is not in a position to finalize the departmental disciplinary proceeding and if the criminal case is based on the vigilance report and is pending before the court of explained law for which no reasons are explicitly, the authority competent may take a decision by taking up review of suspension and post the Government Servant in a non-sensitive place in consultation with the appropriate, investigating authority / Vigilance Commission on case to case basis in view of the reason that prolonged suspension and paying subsistence allowance for a long period without extracting work is not at all acceptable. Such revocation of suspension can be made based on the facts of each case and after noticing the reason for the delay in serving the memorandum of charges / charge sheet. The decision of the Hon'ble High Court of Madras in P.Kannan case, given in para 5 above, shall be taken into account.

(xii) Suspension will continue to be in force unless it is revoked as mentioned under item (x) above.”

5. Such view of the matter, the first respondent shall pass an order, on merits and in accordance with law for reviewing the suspension of the petitioner in light of the above referred Government Order within a period of one month from the date of receipt of a copy of this Order.



WEB COPY



WP.No.23071 of 2023

N.SATHISH KUMAR, J.

dhk

6. Accordingly, this writ petition stands disposed of. Consequently, connected miscellaneous petitions are closed. No costs.

07.08.2023

Index: Yes/No

Internet: Yes/No

Neutral Citation: Yes/No

To

1. The District Collector
Salem District
Salem

W.P.No.23071 of 2023