

CWP-24690 of 2022 (O&M)

2025:PHHC:162513



**IN THE HIGH COURT OF PUNJAB AND HARYANA
AT CHANDIGARH**

CWP-24690 of 2022 (O&M)

Date of decision: 20.11.2025

Balbir Singh

.....Petitioner

Versus

State of Punjab and others

.....Respondents

CORAM: HON'BLE MR. JUSTICE NAMIT KUMAR

Present: - Mr. Vivek Chauhan, Advocate,
for the petitioner.

Mr. Satnampreet Singh Chauhan, DAG, Punjab.

NAMIT KUMAR, J.

CM-17394-CWP of 2025

1. This application has been filed for placing on record short reply by way of an additional affidavit of Kuldeep Singh Sian, Under Secretary Rural Development and Panchayat Department, Punjab, on behalf of respondents No.1 and 2 along with Annexures R-1 to R-3 and copy of receipt vide which costs of Rs.10,000/- was imposed by this Court vide order dated 02.05.2024.

2. In view of the averments made in the application, same is allowed. Short reply along with Annexures R-1 to R-3 and copy of receipt of payment of costs is taken on record.

CWP-24690 of 2022

1. Instant writ petition has been filed by the petitioner under Articles 226/227 of the Constitution of India, seeking quashing of charge-sheet dated 07.06.2022 (Annexure P-1) issued to the petitioner under Rule 2.2 (b) of Chapter-2 of the Punjab Civil Services Rules.

2025.PHHC:162513



Further prayer has been made for quashing of order dated 17.08.2022 (Annexure P-3) whereby respondent No.3 has been appointed the Inquiry Officer under Rule 8(2) of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 to conduct departmental regular inquiry against the petitioner, along with all subsequent proceedings.

2. Brief facts, as have been pleaded in the petition, are that the petitioner retired from the post of Social Education and Panchayat Officer on attaining the age of superannuation on 30.04.2018 from the Department of Rural Development and Panchayats, Punjab. After retirement, he had been issued charge-sheet dated 07.06.2022 (Annexure P-1) by respondent No.2 with the proposal to take action against him under Rule 2.2(b) of Chapter-2 of the Punjab Civil Services Rules on the basis of allegation of regularizing the services of one Maninder Singh as Data Entry Operator in the year 2017, while the petitioner was posted as BDPO, Block Pakhowal, in spite of stay on the Punjab Contract, Daily Wages, Temporary Work Charged and Outsourced Employees Welfare Act, 2016. Petitioner submitted his reply dated 21.06.2022 (Annexure P-2) giving all the details and requested that since chargesheet has been issued after more than four years of his retirement, therefore, under Rule 2.2(b) of the Punjab Civil Services Rules, Volume II, the same is barred by time. However, respondent No.2 did not consider the said reply of the petitioner and respondent No.1 issued order dated 17.08.2022 (Annexure P-3) whereby respondent No.3 has been appointed as Inquiry Officer under Rule 8(2) of the Punjab Civil Services (Punishment and Appeal) Rules,



1970 for conducting regular departmental inquiry against the petitioner.

Hence, the present writ petition.

3. Notice of motion in the present case was issued on 28.10.2022 and further proceedings in pursuance to the charge-sheet were stayed. Respondents No.1 and 2 submitted their reply. It is averred in the reply that impugned charge-sheet has been issued to the petitioner for illegally regularizing the services of Maninder Singh as Data Entry Operator, Panchayat Samit, Pakhowal, in the year 2017, ignoring the stay on the Punjab Contract, Daily Wages, Temporary Work Charged and Outsourced Employees Welfare Act, 2016, while petitioner was posted as BDPO, Block Pakhowal. It is further averred that the services of Maninder Singh were regularised in March, 2017 and the matter came to the knowledge of the Head Office in 2019 whereupon a preliminary inquiry was initiated by the department vide letter dated 21.11.2019 i.e. within four years from the date of event and on the basis of inquiry report, chargesheet was issued to the petitioner.

4. Learned counsel for the petitioner contended that petitioner retired as Social Education and Panchayat Officer on 30.04.2018 and no departmental/disciplinary proceedings were initiated against him during the said period of service. He further contended that respondent No.2 – Special Secretary, Government of Punjab, Rural Development and Panchayat Department, Punjab, has issued charge-sheet dated 07.06.2022 (Annexure P-1) alleging misconduct on the part of the petitioner relating to 2017, which is not permissible in the light of provisions of Rule 2.2(b) of the Punjab Civil Services Rules,



Volume II as the alleged incident is beyond the period of four years from the date of issuance of chargesheet. In support of his contention, learned counsel for the petitioner has placed reliance upon the judgment of this Court in ***CWP-14799 of 2010 – Dula Singh v. State of Punjab and another decided on 20.07.2011.***

5. Despite his best efforts, learned State counsel could not dispute the abovesaid factual position.

6. I have heard learned counsel for the parties and perused the record.

7. Rule 2.2(b) of the Punjab Civil Services Rules reads as under: -

“(b) The Government further reserve to themselves the right of withholding or withdrawing a pension or any part of it, whether permanently or for a specified period and the right of ordering the recovery from a pension of the whole or part of any pecuniary loss caused to Government, if, in a departmental or judicial proceeding, the pensioner is found guilty of grave mis-conduct or negligence during the period of his service, including service rendered upon re-employment after retirement:

Provided that—

(1) Such departmental proceedings, if instituted while the officer was in service, whether before his retirement or during his re-employment, shall after the final retirement of the officer, be deemed to be a proceeding under this article and shall be continued and concluded by the authority by which it was commenced in the same manner as if the officer had continued in service;

2025.PHHC.162513



(2) Such departmental proceedings, if not instituted while the officer was in service whether before his retirement or during his re-employment—

(i) shall not be instituted save with the sanction of the Government;

(ii) shall not be in respect of any event which took place more than four years before such institution; and

(iii) shall be conducted by such authority and in such place as the Government may direct and in accordance with the procedure applicable to departmental proceedings in which an order of dismissal from service could be made in relation to the officer during his service.

(3) No such judicial proceedings, if not instituted while the officer was in service, whether before his retirement or during his re-employment shall be instituted in respect of a cause of action which arose or an event which took place more than four years before such institution; and The Public Service Commission should be consulted before final orders are passed.”

8. The issue involved in the present petition is as to whether the petitioner, who retired from service on attaining the age of superannuation on 30.04.2018, can be issued charge-sheet for initiation of disciplinary proceedings with regard to an incident which is more than four years old from the date of issuance of charge-sheet.

9. A perusal of the aforesaid Rule shows that a complete embargo has been imposed prohibiting holding of an inquiry against a retired employee for any event, which has occurred four years prior to the initiation of an inquiry, meaning thereby a departmental proceeding



cannot be initiated against a Government employee in respect of an event, which had taken place more than four years prior to the date of initiation of inquiry.

10. This Court in ***Sukhjinder Singh v. Punjab State Civil Supplies Corporation Ltd. and another, 2016(2) Law Herald 1322***

while considering the same issue has held as under: -

*“11. Similarly contention of the respondents that the matter having come to light in April, 2011, the impugned charge-sheet should be held to have been issued within the time frame prescribed under Rule 2.2 CSR, is untenable hence, rejected. A Division Bench of this Court in **R.C.Gupta v. PSEB, 2002(1) SCT 1136** has held as under:-*

“..... Faced with this difficulty the learned counsel for the respondent submitted that earlier it was not to the knowledge of the respondent with regard to the illegalities committed by the petitioner as the matter was pending with the Vigilance Department and on coming to know from the Vigilance Department the respondent authorities had initiated the action against the petitioner. But we are not convinced with the submission raised by the learned counsel for the respondent in view of Rule 2.2(b) of the Punjab Civil Services Rules which states that the departmental proceedings, if not instituted while the officer was in service, whether before his retirement or during his re-employment, shall not be in respect of any event which took place more than four years before such institution.

A reading of the rule would show that the defence taken up by the respondent is not open to it.

2025.PHHC.162513



Admittedly, the petitioner has been charge-sheet for the events of 1984 vide charge sheet dated 26.03.1999. Therefore, such charge sheet cannot be sustained in the eyes of law.”

12. *The stipulation in the retirement order dated 31.10.2012, Annexure P1, that the petitioner's retirement is subject to decision of any pending/future department/recovery case cannot, in any manner, vest the department with any right to proceed in flagrant violation of the express provisions of Rule 2.2 (b) CSR. Such a stipulation would enable the employer to by-pass the specific provisions of law with impunity. Accepting such an interpretation would mean that the employer would be at liberty to initiate action against an employee after a lapse of any number of years of the event in question simply because of such a stipulation in respect to any proceeding which may be initiated by the department in future. Such an interpretation is clearly not permissible. Pendency of any other proceedings against the petitioner has not been brought to my notice.*

13. *Action of the respondent-Corporation in issuing the impugned charge-sheet dated 24.03.2015, Annexure P2, is clearly in violation of Rule 2.2 CSR.*

14. *Keeping in view the facts and circumstances of the case, this writ petition is allowed. Charge-sheet dated 24.03.2015, Annexure P2 and any further proceedings arising therefrom are, hereby, quashed. Consequently, retiral benefits, if any withheld on this account, be released to the petitioner in case there is no other impediment thereto.”*

11. Further, dealing with similar issue, this Court in ***Raj Pal v.***

State of Haryana and others, 2023(1) Law Herald 62, has held as

under: -

2025.PHHC.162513



“8. A harmonious reading of Rules 12.2(b) and 12(5)(a) leads to only one irresistible conclusion that after an employee has retired from service there is a complete embargo on the initiation of departmental proceedings against him in respect of event(s) which may have taken place more than four years prior to the initiation of the departmental proceedings and that the date of initiation of such departmental proceedings is deemed to be the date when a charge-sheet is issued to the concerned government employee/pensioner/government employee placed under suspension. The apparent object behind these Rules seems to be that a retired employee, after the statutory period of four years, should be left to live in peace in the twilight zone of his life. The alleged misconduct on his part should be allowed to settle with the efflux of time. The rationale also appears to be based on the phrase 'let bygones be bygones' for retirees and because memory fades with age as also for the reason that it is not easy for a retiree to have access to the relevant record or his colleagues, who may have also retired and settled elsewhere, making it difficult for him to effectively defend himself.

9. In Punjab State Power Corporation Ltd. Patiala's case (*supra*) the respondent before the Supreme Court retired from service on 30.04.2004 and was issued a charge-sheet on 07.01.2008 through which he was sought to be departmentally proceeded against for events which had allegedly taken place between 15.05.2002 to 03.12.2002. Since these events were beyond four years from the date of issuance of the charge-sheet to the respondent therein, he assailed the same through a petition filed before this Court by relying on the second proviso to Rule 2.2(b) of the Punjab Civil Services Rules

2025.PHHC:162513



(Vol. II) (for short, the Punjab Rules). The second proviso to Rule 2.2(b) of the Punjab Rules is similar to Rule 12.2(b) of the Rules and is reproduced below for reference: -

"Such departmental proceedings, if not instituted while the officer was in service whether before his retirement or during his re-employment-

(i) shall not be instituted save with the sanction of the Government;

(ii) shall not be in respect of any event which took place more than four years before such institution; and if he has retired, the event should not be more than 4 years old.

(iii) shall be conducted by such authority and in such place as the Government may direct and in accordance with the procedure applicable to departmental proceedings in which an order of dismissal from service could be made in relation to the officer during his service."

10. A single judge of this Court after relying on the afore quoted proviso quashed the charge-sheet served upon the respondent therein. In a intra Court appeal such order of the Single Judge was upheld by a Division Bench occasioning the challenge by the respondent's employer before the Supreme Court which challenge was rejected as the Supreme Court was of the opinion that the High Court had rightly applied the afore quoted proviso to quash the charge-sheet.

11. To the same effect is the judgment of a Division Bench of this Court in Baldhir Singh's case (supra) wherein it was held as follows: -

"6. A bare perusal of the aforementioned Rule makes it clear that Rule 2.2(b) (ii) places a complete

2025.PHHC.162513



embargo on holding of an enquiry against a retired employee for any event which has happened four years prior to the institution of enquiry. In other words, in case a departmental proceeding is to be initiated against an employee after his retirement, it cannot be in respect of an event, which has taken place more than four years prior to the date of the institution of inquiry. The rationale behind the rule appears to be that a retiree should not be subjected to undue hardship in the evening of his life after having rendered satisfactory service to the State. If old matters which have been settled by afflux of time are permitted to be re-opened after expiry of period of four years then a retiree may not be in a position to defend himself because the evidence in his favour may not be available. The co-employee after retirement might have settled at far flung places and memory may not serve such witnesses and the retiree. The 'Sword of Damocles' in the shape of departmental inquiry cannot be kept hanging on the head of the retiree for all times to come and he should be allowed to live in peace after the statutory period of four years of his retirement has come to an end. Moreover, the learned State counsel has not been successfully able to controvert the argument and judgments (supra) relied upon by the learned counsel for the petitioner.”

12. Similarly, another Division Bench of this Court in Sub Inspector Puran Chand's case (supra), while considering a similar issue, held as follows:-

7. Pointed attention of this Court has been drawn to clause (2) of the aforesaid rule 2.2(b). A careful perusal of the same would show that in case a

2025.PHHC.162513



departmental proceeding is to be initiated against an employee after his retirement, it cannot be in respect of an event which took place more than four years from the date when the proceeding is initiated. It is clear that the charge sheet was issued to the petitioner in the instant case on 24.11.1998, whereas the incident in question in respect to which he has been proceeded against relates to the year 1988 i.e. one decade prior to the issuance of the charge sheet. It is obvious that issuance of the aforesaid charge sheet is wholly unacceptable in law, as the same is clearly barred by the provision of clause (2) of rule 2.2(b) extracted above.”

13. In the case in hand the facts are not in dispute that the petitioner retired on 30.06.2019 and was issued a charge-sheet on 05.10.2021 through which he was sought to be departmentally proceeded against for an alleged misconduct by him between the years 1986-88. The alleged misconduct by the petitioner is prior to four years from the date of issuance of the charge-sheet. Since by that time he had retired, such action on the part of the State is barred under Rule 12.2(b) read with Rule 12(5)(a) of the Rules and therefore unsustainable. Resultantly, the impugned departmental proceedings against the petitioner are quashed.

14. The petition is allowed in the above terms.”

12. In view of the settled propositions of law and principle laid down in Rule 2.2(b) it has to be concluded that the charges are more than four years old from the date of charge-sheet and undisputedly, in the present case, petitioner retired from service on 30.04.2018 and was issued charge-sheet on 07.06.2022 (Annexure P-1)

vide which he was sought to be departmentally proceeded against for

2025.PHHC:162513



an alleged misconduct committed by him during service, during the year 2017. However, the said action of the respondents in issuing impugned charge-sheet dated 07.06.2022 (Annexure P-1) and order dated 17.08.2022 (Annexure P-3) vide which respondent No.3 has been appointed as an Inquiry Officer to conduct regular departmental inquiry against the petitioner are in clear violation of Rule 2.2(b) of the Rules as the alleged mis-conduct by the petitioner relates to the period prior to four years from the date of issuance of the charge-sheet. The principle adopted in explanation of Rule 2.2(b) is wholesome principle which has backing of judicial precedents and, therefore, the action of respondents in issuing impugned charge-sheet dated 07.06.2022 is in clear violation of Rule 2.2(b) of the Rules as the alleged misconduct by the petitioner relates to the period prior to four years from the date of issuance of the charge-sheet.

13. In view of the above, present writ petition is allowed and charge-sheet dated 07.06.2022 (Annexure P-1) as well as impugned order dated 17.08.2022 (Annexure P-3) and any further proceedings arising therefrom are hereby set aside.

20.11.2025			(NAMIT KUMAR)
R.S.			JUDGE
	Whether speaking/reasoned	:	Yes/No
	Whether Reportable	:	Yes/No