

ਦਫਤਰ ਡਾਇਰੈਕਟਰ ਸਿੱਖਿਆ ਵਿਭਾਗ (ਸੈਸਿ), ਪੰਜਾਬ, ਸਾਹਿਬਜ਼ਾਦਾ ਅਜੀਤ ਸਿੰਘ ਨਗਰ  
(ਕੋਆਰਡੀਨੇਸ਼ਨ ਸ਼ਾਖਾ)

ਸੇਵਾ ਵਿਖੇ

ਸਮੂਹ ਜਿਲ੍ਹਾ ਸਿੱਖਿਆ ਅਫਸਰ (ਸੈਸਿ/ਐਸਿ), ਪੰਜਾਬ।

ਸੀਐਮ ਨੰ. 299697/ਕੋਆਰਡੀਨੇਸ਼ਨ/202362182

ਮਿਤੀ 03-03-2023

ਵਿਸ਼ਾ:

Action to be taken against Government employees convicted on a criminal charge and eligibility of undertrial/ convicted persons for appointment in the Government.

ਹਵਾਲਾ:

ਪੰਜਾਬ ਸਰਕਾਰ, ਸਿੱਖਿਆ ਵਿਭਾਗ (ਸਿੱਖਿਆ-6 ਸ਼ਾਖਾ) ਦਾ ਪੱਤਰ ਨੰ. SED-EDU6011/25/2023-4EDU6/510590/1-6 ਮਿਤੀ 16.02.2023 ਅਤੇ ਪ੍ਰਸ਼ੋਨਲ ਵਿਭਾਗ (ਪੀ.ਪੀ.2 ਸ਼ਾਖਾ) ਦਾ ਪੱਤਰ ਨੰ. 03/02/2020-2PP2/90 ਮਿਤੀ 24.01.2023.

ਉਪਰੋਕਤ ਵਿਸ਼ੇ ਤੇ ਹਵਾਲਾ ਅਧੀਨ ਪੱਤਰ ਰਾਹੀਂ ਪ੍ਰਸ਼ੋਨਲ ਵਿਭਾਗ ਤੋਂ ਪ੍ਰਾਪਤ ਹਦਾਇਤਾਂ ਦੀ ਕਾਪੀ ਆਪ ਨੂੰ ਪਾਲਣਾ ਹਿੱਤ ਭੇਜੀ ਜਾਂਦੀ ਹੈ।

ਨੱਥੀ ਉਕਤ ਅਨੁਸਾਰ

*Copied*  
03.03.23

ਸਹਾਇਕ ਡਾਇਰੈਕਟਰ (ਕੋਆਰਡੀਨੇਸ਼ਨ)

ਪਿ. ਅੰ. ਨੰ. ਉਕਤ/202362183-186

ਮਿਤੀ 03-03-2023

ਉਤਾਰਾ ਹੇਠ ਲਿਖਿਆ ਨੂੰ ਹਦਾਇਤਾਂ ਦੀ ਪਾਲਣਾ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ:-

1. ਸਕੱਤਰ, ਪੰਜਾਬ ਸਕੂਲ ਸਿੱਖਿਆ ਬੋਰਡ।
2. ਸਮੂਹ ਅਧਿਕਾਰੀ/ਸ਼ਾਖਾ ਮੁਖੀ, ਦ.ਡੀ.ਪੀ.ਆਈ. (ਸੈਸਿ/ਐਸਿ), ਪੰਜਾਬ।
3. ਸਮੂਹ ਅਧਿਕਾਰੀ /ਸ਼ਾਖਾ ਮੁਖੀ, ਦ.ਡੀ.ਜੀ.ਐਸ.ਈ., ਪੰਜਾਬ।
4. ਸਮੂਹ ਅਧਿਕਾਰੀ/ਸ਼ਾਖਾ ਮੁਖੀ, ਦ. ਡਾਇਰੈਕਟਰ ਐਸ.ਸੀ.ਈ.ਆਰ.ਟੀ., ਪੰਜਾਬ।

*Copied*  
03.03.23

ਸਹਾਇਕ ਡਾਇਰੈਕਟਰ (ਕੋਆਰਡੀਨੇਸ਼ਨ)


Emanah

**ਪੰਜਾਬ ਸਰਕਾਰ**  
**ਸਿੱਖਿਆ ਵਿਭਾਗ**  
**(ਸਿੱਖਿਆ- 6 ਸ਼ਾਖਾ)**

ਸੇਵਾ ਵਿਖੇ

2102438  
01/03/23

1. ਡਾਇਰੈਕਟਰ ਜਨਰਲ ਸਕੂਲ ਸਿੱਖਿਆ, ਪੰਜਾਬ ਮੋਹਾਲੀ।
  2. ✓ ਡਾਇਰੈਕਟਰ, ਸਿੱਖਿਆ ਵਿਭਾਗ (ਸੈ:ਸਿੱ), ਪੰਜਾਬ ਮੋਹਾਲੀ।
  3. ਸਕੱਤਰ, ਪੰਜਾਬ ਸਕੂਲ ਸਿੱਖਿਆ ਬੋਰਡ, ਮੋਹਾਲੀ।
  4. ਡਾਇਰੈਕਟਰ, ਸਿੱਖਿਆ ਵਿਭਾਗ (ਐ:ਸਿੱ), ਪੰਜਾਬ ਮੋਹਾਲੀ।
  5. ਡਾਇਰੈਕਟਰ ਭਰਤੀ ਡਾਇਰੈਕਟੋਰੇਟ, ਪੰਜਾਬ।
  6. ਡਾਇਰੈਕਟਰ, ਐਸ.ਸੀ.ਈ.ਆਰ.ਟੀ., ਪੰਜਾਬ ਮੋਹਾਲੀ।
- ਮੀਮੇ ਨੰ: SED-EDU6011/25/2023-4EDU6/510590/1-6  
ਮਿਤੀ, ਚੰਡੀਗੜ੍ਹ:-16.2.2023

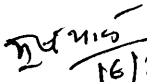
  
23-2-23  
ਕਿ 3 (੨)

ਵਿਸ਼ਾ: Action to be taken against Government employees convicted on a criminal charge and eligibility of undertrial/convicted persons for appointment in the Government.

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ਉਪਰੋਕਤ ਵਿਸ਼ੇ ਦੇ ਹਵਾਲੇ ਵਿੱਚ।

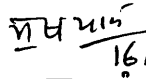
2. ਵਿਸ਼ਾ ਅੰਕਿਤ ਮਾਮਲੇ ਸਬੰਧੀ ਪ੍ਰਸੋਨਲ ਵਿਭਾਗ (ਪ੍ਰਸੋਨਲ ਪਾਲਿਸੀਜ਼ 2 ਸ਼ਾਖਾ) ਤੋਂ ਪ੍ਰਾਪਤ ਪੱਤਰ ਨੰ:03/02/2020-2ਪੀ.ਪੀ.2/90 ਮਿਤੀ 24.01.2023 ਦੀ ਕਾਪੀ ਸਿੱਖਿਆ ਵਿਭਾਗ ਦੇ ਸਮੂਹ ਅਦਾਰਿਆਂ ਅਤੇ ਸਮੂਹ ਸ਼ਾਖਾਵਾਂ ਨੂੰ ਇੰਨ-ਬਿੰਨ ਪਾਲਣਾ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ।  
(ਨੱਥੀ:ਉਪਰੋਕਤ ਅਨੁਸਾਰ)

  
16/2/23  
ਸੁਪਰਡੰਟ

ਪਿ:ਅ:ਨੰ: SED-EDU6011/25/2023-4EDU6 /510590/7-11

ਮਿਤੀ, ਚੰਡੀਗੜ੍ਹ:- 16.2.2023

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਸੁਪਰਡੰਟ, ਸਿੱਖਿਆ 2,3,4,5 ਅਤੇ 7 ਸ਼ਾਖਾ ਨੂੰ ਸਮੇਤ ਮਿਤੀ 12.13.2022 ਨੂੰ ਪ੍ਰਸੋਨਲ ਵਿਭਾਗ (ਪ੍ਰਸੋਨਲ ਪਾਲਿਸੀਜ਼ 2 ਸ਼ਾਖਾ) ਤੋਂ ਪ੍ਰਾਪਤ ਪੱਤਰ ਨੰ:03/02/2020-2ਪੀ.ਪੀ.2/90 ਮਿਤੀ 24.01.2023 ਦੀ ਕਾਪੀ ਇੰਨ ਬਿੰਨ ਪਾਲਣਾ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ।

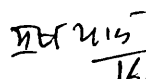
  
16/2/23  
ਸੁਪਰਡੰਟ

ਪਿ:ਅ:ਨੰ: SED-EDU6011/25/2023-4EDU6/510590/12-13

ਮਿਤੀ, ਚੰਡੀਗੜ੍ਹ:- 16.2.2023

ਉਤਾਰਾ ਹੇਠ ਲਿਖਿਆਂ ਨੂੰ ਸਮੇਤ ਪ੍ਰਸੋਨਲ ਵਿਭਾਗ (ਪ੍ਰਸੋਨਲ ਪਾਲਿਸੀਜ਼ 2 ਸ਼ਾਖਾ) ਦੇ ਪ੍ਰਾਪਤ ਪੱਤਰ ਨੰ:03/02/2020-2ਪੀ.ਪੀ.2/90 ਮਿਤੀ 24.01.2023 ਦੀ ਕਾਪੀ ਸੂਚਨਾ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ।

- 1) ਨਿੱ:ਸ/ਪ੍ਰਮੁੱਖ ਸਕੱਤਰ, ਸਕੂਲ ਸਿੱਖਿਆ ਜੀ।
- 2) ਨਿੱ:ਸ/ਵਿਸ਼ੇਸ਼ ਸਕੱਤਰ, ਸਕੂਲ ਸਿੱਖਿਆ ਜੀ।

  
16/2/23  
ਸੁਪਰਡੰਟ



SSSE

Special Secretary <spsecyse@gmail.com>

**Fwd: Action to be taken against Government employees convicted on a criminal charge and eligibility of undertrial / convicted Persons for appointment in the Government**

1 message

PSSE <psse@punjab.gov.in>  
To: spsecyse <spsecyse@gmail.com>

Wed, Jan 25, 2023 at 12:47 PM

*Pls. circulate SG-6  
& put up to Xerox copy for PS  
me v. PS  
Main office*

From: pp2branch@gmail.com

To: "Rahul Tewari" <fcd@punjab.gov.in>, "Vikas Pratap" <fcsh@punjab.gov.in>, "Principal Secretary, Civil Aviation" <secy.ca@punjab.gov.in>, "ACS cum FC Cooperation" <fccoop@punjab.gov.in>, "Admn. Secy. Defence Services Welfare" <secy.dsw@punjab.gov.in>, "PSSE" <psse@punjab.gov.in>, "secy election" <secy.election@punjab.gov>, "Admin Secy Taxation" <fct@punjab.gov.in>, "KUMAR RAHUL" <secy.egt@punjab.gov.in>, "Ajoy Kumar Sinha" <psf@punjab.gov.in>, "Principal Secretary" <secy.fs@punjab.gov.in>, "ACS Forest and Wildlife Punjab" <fcf@punjab.gov.in>, "Principal Secretary GAD" <secy.ga@punjab.gov.in>, "Principal Secretary Governance Reforms" <psgr@punjab.gov.in>, "G. Ramesh Kumar, IAS" <pswscbc@punjab.gov.in>, "Ajoy Sharma" <pshfw@punjab.gov.in>, "ACS Home" <acsh@punjab.gov.in>, "acs fchsf" <acs.fchsf@punjab.gov>, "Ajoy Kumar Sinha" <acshud@punjab.gov.in>, "Principal Secretary, Industries, Punjab" <psic@punjab.gov.in>, "Principal Secretary" <secy.ipr@punjab.gov.in>, "Principal Secretary IT" <psit@punjab.gov.in>, "Manvesh Singh Sidhu" <psl@punjab.gov.in>, "Vivek Pratap Singh" <secy.lg@punjab.gov.in>, "Admn Secy NRI Affairs" <psnri@punjab.gov.in>, "Admin Secy Parliamentary Affairs" <secy.pa@punjab.gov.in>, "Secretary Personnel" <secy.pers@punjab.gov.in>, "PS Planning" <psplanning@punjab.gov.in>, "Principal Secretary Power" <secy.power@punjab.gov.in>, "pa pbcpt2019" <pa.pbcpt2019@gmail.com>, despunjabchd@gmail.com, "Secretary PWD" <secy.pw@punjab.gov.in>, "Secretary Punjab" <secy.mer@punjab.gov.in>, "Principal Secretary NRES" <ps.nres@punjab.gov.in>, "KAP Sinha IAS" <fcr@punjab.gov.in>, "Secretary Rural Development Panchayats" <fc.rdp@punjab.gov.in>, "Principal Secretary TE" <secy.te@punjab.gov.in>, "ACSSSWCD" <psss@punjab.gov.in>, "Sarjit Singh" <acs.fchsf@punjab.gov.in>, "PS Sports And Youth Services" <secy.yh@punjab.gov.in>, steitpunjab@gmail.com, "Secretary Tourism and Cultural Affairs" <psecy.tca@punjab.gov.in>, "Admin Secretary Transport" <pstpt@punjab.gov.in>, "Chief Secretary Punjab" <cs@punjab.gov.in>, "Admin. Secy. Water Supply and Sanitation" <secy.wss@punjab.gov.in>, "psi@punjab.gov", "Administrative Secretary Freedom Fighters" <secy.ff@punjab.gov.in>, "Smt. Jaspreet Talwar, IAS" <pshe@punjab.gov.in>, psplanning33@gmail.com, "ps nres" <ps.nres@punjab.gov>, "Harpreet Singh Sudan" <dc.asr@punjab.gov.in>, "Punamdeep Kaur IAS" <dc.brn@punjab.gov.in>, "SHOWKAT AHMAD PARRAY" <dc.btd@punjab.gov.in>, "RUHEE DUGG" <dc.frd@punjab.gov.in>, "Parneet Shergill" <dc.fth@punjab.gov.in>, "Rajesh Dhiman" <dc.frz@punjab.gov.in>, "DC GURDASPUR" <dc.grd@punjab.gov.in>, "Komal Mittal, IAS" <dc.hsr@punjab.gov.in>, "Jaspreet Singh" <dc.jal@punjab.gov.in>, "DC Kapurthala" <dc.kpr@punjab.gov.in>, "Surabhi Malik" <dc.ldh@punjab.gov.in>, "Baldeep Kaur" <dc.mns@punjab.gov.in>, "Kulwant Singh" <dc.mog@punjab.gov.in>, "DC Mohali" <dc.mhl@punjab.gov.in>, "Vineet Kumar" <dc.mks@punjab.gov.in>, "DC SBS Nagar" <dc.nsr@punjab.gov.in>, "Sakshi Sawhney" <dc.ptl@punjab.gov.in>, "DC Rupnagar" <dc.rpr@punjab.gov.in>, "Jitendra Jorwal" <dc.sgr@punjab.gov.in>, "Rishi Pal Singh" <dc.trn@punjab.gov.in>, "Dr. Senu Duggal IAS" <dc.fzk@punjab.gov.in>, "Deputy Commissioner Pathankot" <dc.pkt@punjab.gov.in>

Sent: Wednesday, January 25, 2023 10:25:52 AM

Subject: Action to be taken against Government employees convicted on a criminal charge and eligibility of undertrial / convicted Persons for appointment in the Government

Best Regards,  
Shailja Gaur,  
Superintendent,  
Personnel Policy - 2,  
Department of Personnel,  
Government of Punjab.

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27/01/23

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30-01-23  
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30/1/23  
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No. 03/02/2020-2PP2/ 90  
GOVERNMENT OF PUNJAB  
DEPARTMENT OF PERSONNEL  
(PERSONNEL POLICY-2 BRANCH)

Dated, Chandigarh: 24-01-2021

To

All the Heads of Departments,  
Registrar, Punjab and Haryana High Court,  
All Commissioners of Divisions,  
All Deputy Commissioners, and  
All Sub divisional Magistrates in the State of Punjab.

Subject: Action to be taken against Government employees convicted on a criminal charge and eligibility of under trial/convicted persons for appointment in the Government.

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1. This is in supersession to instructions of Department of Personnel, Government of Punjab issued vide No. 03/02/2020-2PP2/333 dated 06.09.2022, directing the Departments to take action against the employees convicted on a criminal charge under the service rules. Department of Personnel has, from time to time issued instructions reiterating the action to be taken against Government employees who are convicted on a criminal charge. Action against convicted employees is taken at various levels eg. District level, Directorate level, Government level etc, and therefore, in order to ensure the strict compliance of Government instructions issued from time to time, there is a need to have uniformity of decision. There is also a need to clarify the nature of offence, conviction in respect of which will require action against the employee. Accordingly, detailed instructions are hereby issued on this subject.

*Slaw*

2. It has been clarified in the circular dated 09.07.2020 that an appeal against an order or even a stay of the sentence will have no effect unless the conviction itself is stayed. It has further been emphasized that in cases of serious charges of misconduct, particularly involving moral turpitude, the Department should immediately act upon the judgment of Court and take action against the Government servant under the relevant Punishment and Appeal Rules. It has further been clarified that there is no bar on taking simultaneous criminal action and initiation of departmental proceedings against the Government employee.

Earlier Department of Personnel, Government of Punjab vide its letter No. 3/23/1998-1PP2/10394 dated 05.08.1998 circulated an order in compliance with decision of Hon'ble Supreme Court in Civil Appeal No. 2992/1995 titled as The Deputy Director of Collegiate Education vs. S. Nagoor Meera 1995 AIR 1364 wherein it was held that employees convicted of a serious charge are not to be retained in service. It was further held that mere suspension of sentence will be of no use to the employees, unless the conviction itself was stayed or set aside. It would be relevant to examine the conduct of the Government servant which has led to his conviction on a criminal charge. If the employee is held guilty and convicted of a serious charge, then such an employee should not be retained in service.

3. The instructions and service rules contemplate that employees convicted of serious offences particularly offences involving moral turpitude are not to be retained in service and such employees are either to be dismissed or removed from service. The term 'moral turpitude' has not been defined in the rules or anywhere else and it may convey different meaning in different contexts, but it has generally been taken to mean a conduct contrary to justice, honesty, modesty or good morals. As a general rule, a crime will be considered as involving moral turpitude if it involves an act of baseness, vileness, or depravity when judged in the light of the social duties which a