

THESE REGULATIONS MAY BE CALLED THE SHREE SIDDHI VINAYAK GANPATI TEMPLE TRUST (PRABHADEVI) SERVICES (JOINING TIME, SUSPE

The Shree 51 Ganpati Act, Shree Siddhivinayak Ganpati Temple Trust (Prabhadevi) Services (Joining Time and Payments during Suspension, Dismissal and Removal) Regulations 2008. In the powers conferred by sub-section (g) of section 15 with sub-section (2) of Shree Siddhi Vinayak Ganpati Temple Trust (Prabhadevi) Act, 1980 (Mah. VI of 1981), the Shree Siddhi Vinayak Ganpati Temple Trust Management Committee, after prior approval of the Government of Maharashtra, hereby makes the following regulations, namely:—

GENERAL I. Short title and commencement-- 1) These Regulations may be called the Siddhi Vinayak Ganpati Trust (Prabhadevi) Services (Joining Time and Payments during Suspension, Dismissal and Removal) Regulations 2008. They shall come into force on 4th August 2008. 2) Extent of application-- Except otherwise provided by or under these regulations, these apply to persons appointed to the Trust services and posts in connection with the affairs of the Trust. 3) Power of interpretation-- If any question arises as to the interpretation of these regulations, it shall be referred to the Committee, whose decision thereon shall be final. 4) Where the Committee is satisfied that the operation of any of these regulations causes or is likely to cause undue hardship in the case of a Trust servant or class of Trust servants, it may, by an order in writing, exempt any such Trust servant or class of Trust servants from any provisions of these regulations or may direct that such provisions shall apply to such Trust servant or class of Trust servants with such modifications as may be specified in such order. 5) Validity of terms of contract-- The terms of a specific contract shall not, at law, necessarily override the provisions of these regulations. 6) Regulation of claims to pay and allowances-- A Trust servant's claim to pay and allowances is regulated by the Regulations in force at the time in respect of which the pay and allowances are earned. 7) Exercise and delegation of powers under these regulations-- It shall be open to the Committee to prescribe by general or special order the powers to be exercised or delegated under these regulations to the Executive Officer or any other officer of the Trust.

CHAPTER 11 DEFINITIONS S. Definitions.- In these regulations, unless the context requires,-- (1) "Act" means the Shree Siddhi Ganpati Temple Trust (Prabhadevi) Act, 1980 (Mah. VI of 1981). (2) "Cadre" means the strength of a service or a part of a service sanctioned to a separate Management Committee constituted under section 5 of the Act. (3) "Compensatory allowance" means an allowance granted to meet personal expenditure necessitated by special circumstances in which duty is performed. It includes different types of travelling allowances. (4) "Competent Authority" means the Committee, or authority to which the powers are delegated by or under these regulations. (5) "Date of first appointment" means the date on which the Trust servant assumes the duties of his first post in the Trust service. (6) "Period" means the period beginning from one midnight and ending with the next midnight. (7) "Executive Officer" means the Executive Officer appointed by the Government under section 5 of the Act. (8) "Duty" includes-- (a) service as a probationer; (b) joining time; (c) a course of instructions or training authorised by or under the orders of the Trust; Note 1.— The reasonable required for the journeys between place of training and the station from which the Trust servant proceeds in order to undergo training, is part of the period of training. Note 2.— When one or more holidays follow the period of training, the training period shall be deemed to be extended to cover such holidays. (d) "the period occupied" means-- (i) in appearing for a language examination prescribed by the Trust at which a Trust servant has been granted permission to appear; (ii) in attending an examination which a Trust servant has to pass to become eligible for a higher post in any of the Trust services; including the time reasonably necessary for going to and from the place of examination. This concession should not be allowed more than once for each examination. Note 3.— If an examination is immediately before leave, the leave shall be held to have commenced from the date following the completion of the examination. In cases where an examination is in interruption of leave or immediately after leave, the time occupied in appearing for examination, including the time necessary for going to and from the place of examination, shall be treated not as duty but as leave. (e) the period for which a Trust servant is required to wait compulsorily before his posting order is issued in the cases mentioned below: (i) whose orders of "transfer" are held in abeyance, cancelled or modified while in transit; or (ii) who, on return from leave or on abolition of the post held by him, await receipt of posting order; or (iii) who, on arrival at the headquarters of the post to which he is posted, is not in position to take charge of the post from the Trust

servant to be relieved. The period availed of to resume duties after receipt of orders shall not exceed the joining time admissible under the regulations and shall be treated as a continuation of the period of compulsory waiting; (F) the period intervening between the date on which a Trust servant is engaged temporarily for special or other duty and the date on which he takes over charge; 79 Provided that, the period does not exceed the joining time that would be permissible to a Trust joining IO) "First appointment" means the appointment of a person who is not holding any appointment under the Trust, even though he may have previously held an appointment, L L) *Government" means the Government of Maharashtra. (12) *Joining time" means the time allowed to a Trust servant to join post or to travel to or from a Station to which he is posted. "Leave" permission to absent duty granted by Competent authority under the Shri Siddhi Vinayak Ganpati Temple Trust (Prabhadevi) Services (Leave) Regulations, 2008. 4) the Trust servant to. Hold substantively, either immediately or on the expiry of a period or periods of absence a permanent post, including tenure post, to which he has been appointed substantively. "Month" means a calendar month, In calculating a vacation expressed in terms of complete calendar months, irrespective of the number of days in each, should first be calculated and the number of days calculated subsequently. Instructions— period expressed in terms of months and days should be unduly;— a) To calculate 5 months and 20 days on and from the 25th January, the following method should be January to 31st January February to April 1st May to 13th May (b) period commencing on the 80th January, and ending on 31st January February 1st March to 2nd March or 12 16) "Officiate-a Trust servant in a post when he performs the duties of a post which another person holds alien. A competent authority may, if it thinks fit, appoint a Trust servant to officiate a vacant post on which no other Trust servant holds a lien, (17) *Pay" means the amount drawn by Trust servant (i) the pay (including special dearness pay) which has been sanctioned for a post held by him substantively or in officiating capacity, or to which he is entitled by reason of his position in a cadre: and (ii) pay, and special pay; and (iii) any other emoluments which may be specially classified, as pay by the Committee. (18) 9 Permanent post? v post carrying definite rate of pay sanctioned without limit Orume, { IO) "Personal Pay" means additional pay granted to a Trust servant,- (a) save from a loss of substantive pay in respect of a permanent post Other than a tenure post due to a revision of pay Or due to any reduction of such substantive pay otherwise than as disciplinary measure; or in on other personal considerations, (90) "Di' post. when used With reference to any particular Trust servant... means the pay to which he would be entitled, if he held the said post and were its duties, it does not include special pay unless the Trust servant performs or discharges the work or responsibility, in consideration of which special pay was (21) "Probationer" means a Trust servant employed on probation in a substantive or temporary vacancy in the cadre of the Trust No person appointed to a permanent post in a cadre is a probationer, unless the Conditions of probation have been attached to his appointment, such as the condition that he must remain on probation until the passing of certain examination. Note E,— A Trust servant (Other than one who holds substantively a permanent post) appointed on probation to a temporary post will be treated for all purposes as a temporary Trust servant Note 3, - The status of a probationer is to be considered as having the attributes of a substantive status except where the regulations prescribe otherwise. (22) "selection grade" means a scale of pay, which has been sanctioned as a selection grade by an order of the Committee with the prior approval of the Government "Special Pay" means an addition, of the nature of pay, to the emoluments of post of Trust servant by an order of the Committee in consideration of,- (a) the special nature of the duties; (b) a specific addition to the work or responsibility. substantive pay- means the pay other than special pay, personal pay or emoluments classified as pay by Trust under clause (iii) of sub- regulation 17 to which Trust servant is entitled on account of a post to which he has been appointed substantively or by reason of substantive position in a cadre; 125) "Temporary post" means post carrying a definite rate of pay sanctioned for limited time, Note,- Substantive appointment to temporary post should be made in a limited number of cases only, as for example When posts are, to all purposes, quasi-permanent or when they have been sanctioned for a period of not less than three years, or there is reason to believe that they will not terminate within a period of three years, In all other cases, appointments in temporary posts should be made in accordance with instructions.- The benefit of substantive appointment to temporary posts contemplated in the above note should not be allowed to be enjoyed by more than one person Simultaneously. Therefore, a Trust servant who has already been appointed substantively there is temporary interruption in his tenure of the post. it would not be proper to appoint another Trust servant

substantively to the post during sur.b temporary For this PUVPOSE*. interruptions which are to last for less than three yeal*g be treated as temporary. It follows, therefor@, that where Trust servant isaready to it unless the previous holder of the post has been transferred from it permanently or unless he has been transferred tempotullyr and there is reason to believe that he will remain absent the post for a period of not less than three yemrs. (26} "Tenure post means a permanent post which an individual Trust servant may not hold, for more than limited peritul without reappointment. UTime-Scale Pay 't means pay which,- (a) subject to any conditions prescribed ill these regulations, rises by periodical increments from a minimum to a maximum, (b) Time-scales are to be identied. if the minimum, the maximum. the period of increment and the Of increment of the time-scales are identical. (c) A post is said to be on the same time-scale as another post on tine- gule, if the two are identical the fall within a cadre. or -a Group in a cadre, such cadre or duties of approximately the same character or degree of*esponsibility in or es tablishment or group of establishments, so that the payoTihe holdo• of any particular post is determined by his position in the cadre or Group and not by the fact Lhat he holds that post. {28} Transfer" means the a Trust .ervant from one headquarter station in which heis employed to such station either, to take the duties ofa net,V past; Ot" (b) in consecutiéhOe ofa change of his Leadquarters. (29} Time •nean. the Actual Linre required to reach the destination of tour from the headquarters from one outstation another outstation by tive ordinary mode of travel. Trust" rnearts the Trust constituted Shree Siddhi Vinayak Ganpati TenwIcTrust(Prabhadevi} Actr 1980 {Mali. VI of CHAPTER 111 JOINING TIME 9. When admissible,- Joining iimémay be granted toa Trust Servant to emble (j) to join a new post either at the same or new station without availing any leave on relinquishing charge of his old posu {2} to join a new post in a station on - (a) leave of t',otnnore than ISOdzy's' duration; leave other than that specified in "lb—clause When lie has not s Litfic5ent notice of his appointment to the post. Note 1,-The authority which ordered the transfer will decide whether Truo servant has cot had sufficient notice under lb) of sub-regulation (Z ofregularion Note 2,-Joi1 ling time may also be admissilie under this rule to Trust servant shiited enblock from one lace to another 83 in Consequence of a change his headquarters due to shifting 10. Change of appointment at the same station,- (1) Nojoining time IS admissible when the eltange of appointment does not involve an actual change Joining time ofnot move lban day is allowed when,- (a) the appoiLtment to a post in a new office not involve a Qhange 'Tresilencefrjn;j one station to •another, or (b) is arr actual change Ofaffice in the same station. (\$1 A hohday or Sanday counts as a day fOt' the purpose of this role

11. Extension of joining time •when holidays follow joining time.- When one or more holidays follow .10ining time the nortna) joining time may be deemed to have been extended to such holidays

12. How joining time is calculated.- (I) The joining time ofa Trust Servant in eases involvinga transfer from one station to another is subject t0&1 maximum of thirty days. Seven days including Sunday and holidays are al owed for preparation and in addition to period to cover the actual journey calculated (h) Ogte day for journeys on transfer to a place whether the same district or in an adjoining district (i.e. a district having a common border at any point; (b) Two far journeys on trazwfer a place other than noemioned in clause (e) above. (g) When a Trust Servant irequired to join a new post availing Of the full pining time. the number Of days time NS adrmissible lander sub-regulation (i), subject a ot ten days, reduced by number ot' days availed of, shall be credited to leave as earned leave. Note,- does not count as a day for the purpose of calculating the days of journey b ot a loliday shall be included therein, However; Sundays are included in the maximum period of thirty days. IS. Admissibility Of joining time when appointment is changed while in transit.- Trust is appointed to a new post while in transit one postto another, his join ingtime begins on the day iöllowing that on which lte receives the order of but a second period of seven da s för will not be allowed to 84 Leave taken while in transit.- If a Trust servant takes leave while in transit from one post to another, the period which has elapsed 5ince he handed over the charge of his Dlct post must be included in Iris leave; Provided that, in cases where leave on medical is taken after availing of normal ioinmg time, the split up of the spell af absence allowing joining time first and leave iftevwacds, may be allowed sland. J G. Calculation of joining time, when appointiltent is made while on leave. — If a Trust servanfis lippointed ta a new posi while on o/ not more than one hundred eighty days, his ,joining time will be calculated from his Old headquartery10 the new headquarters irrespective of the place where he spends leave or receives posting orders. Ifhe is orn leave and out of India ancimeceives the order before he arrives at the port Lhen forthepurpose of this regulation. it will be assumed that hexeceived order at ttv post cowliicll he is at the port of debarkatio], he be allowed10ining

In cases in the charge to be transferred consists of several stores and/or scattered works which the relieving and the relieved Trust servants are required to inspect together before the transfer of charge completed, the Executive Officer may the charge joining time by the period required for completing the transfer of charge, Extension of joining time by Committee.- committee may in any cases extend the joining time admissible under these 85 90, Circumstances in which joining time can be extended by a competent authority Within maximum of thirty days, a competent authority may, such conditions as it thinks fit, grant to a Trust servant a longer period of joining time than is admissible under the regulations the following circumstances— (a) When the Trust servant has been unable to use the ordinary mode of travelling or, notwithstanding due diligence, has spent more time on the journey than is allowed by the regulations; or when such extension is considered necessary for the saving of such expenditure as is caused by unnecessary or purely formal transfer; when the regulations have in any particular case stated expressly, as for example when a Trust servant has, though no fault on his part, been absent while on the journey, 21. Joining time not admissible when transferred at own request,- If Trust servant is transferred at his request, will not be entitled to any joining time. The competent authority may grant, at its discretion, leave due and admissible to (or the period from handing over charge at the old station to taking over at the other, if Trust servant applies for it. Overstay.- A Trust servant who does not join his post within his joining time is entitled to no pay or leave salary after the end of the time. Willful absence from duty after the expiry of joining time may be treated as misbehaviour, 23. Pay during joining time.- A Trust servant on joining shall be regarded as on duty and shall be entitled to be paid as follows,- where joining time is granted under Sub-regulation (j) of regulation 9, the pay which he would have drawn: (b) where the joining time is granted under sub-regulation (f) of regulation 9, pay equal to the leave salary which the Trust servant would have drawn, had he been on earned leave- CHAPTER IV PAYMENTS DURING SUSPENSION, DISMISSAL AND REMOVAL Pay and allowances cease from the date of dismissal or removal.- The pay and allowances of a Trust servant, who is dismissed or removed from service, cease from the date of such dismissal or removal

4 / 8

compensatory allowances unless the said authority is satisfied that the Trust servant continues to meet the expenditure for which they are granted. Recovery of Trust dues from subsistence allowances and furnishing of non-employment certificate while under suspension.- (I) Notwithstanding anything contained in sub-regulation (I) of regulation the authority suspending the Trust servant may withhold the payment of dearness and/or compensatory allowances to the Trust servant under suspension and appropriate the same towards the payment of any amount which may be due to the Trust- The following provisions apply to the recovery of dues from the subsistence allowance payer:— (a) Compulsory The following deductions should be from the subsistence allowance proper;— (i) Income— Tax and Professional Tax; (ii) License fee and allied charges; electricity, water, rent (iii) Repayment of loans and advances taken from the Trust at such rates as the Executive Officer deems it right to fix; (L) Optional deductions.-The following deductions shall not be made except with the Trust servant's written consent.— (i) Premium due on Postal Life Insurance Policies; (ii) due to Co-operative Stores and Co-operative Credit Societies; (iii) Refund of advances from Provident Fund; (c) Other deductions,- The deductions of the following nature shall be made from the subsistence allowance {i} Subscription to Provident Fund; (ii) Amounts due Court attachments; (iii) Recovery of loss caused to the Trust for a Trust servant is responsible. There is no bar to effecting the recovery of over payments from the subsistence allowance, but the Executive Officer will exercise discretion to decide whether the recovery should be held wholly in abeyance during the period of suspension or it should be effected at full or reduced rate ordinarily not exceeding one-third of the amount of the subsistence allowance only excluding dearness allowance other compensatory allowances. No payment under regulation shall be made unless the Trust servant furnishes; a certificate to the following effect before payment is made every month;— certify that I did not accept any private employment or engage myself in trade or business during the period in question. • If the authority has any reasons for this certificate, it may ask officer to verify certificate and if Trust servant found to have given false certificate that should be construed as an act of misconduct made an additional charge against him, (5) The compensatory local allowance Zind house rent allowance sanctioned at the discretion of the suspending authority (b) of sub-regulation of regulation 26. can be drawn only if the Trust servant under suspension certifies that he or his family or both resided during the period for which the allowance is claimed at station where he was on duty during the period of suspension. Regularisation of pay allowances and the period of absence from duty where dismissal, removal or compulsory retirement is set aside as result of appeal or review and such Trust servant is reinstated.- a Trust servant who has been dismissed, removed or compulsorily is reinstated as a result of appeal or review or would have been so reinstated For his retirement on superannuation while under suspension or not. the authority competent to order re- shall consider make a specific order regarding the pay and allowances to be paid to the Trust servant for the period absence from duty including the period of suspension preceding his dismissal, removal or compulsory retirement, as the case may be; and if or not the said period shall be treated as a period spent on duty, Where the authority competent to order reinstatement is of opinion that the Trust servant who been dismissed, removed or compulsorily retired has been fully exonerated, the Trust servant shall, subject to the provisions of sub-regulation (6) be paid the full pay and allowances to which he would have been entitled, had he not been dismissed removed or compulsorily retired or suspended prior to such dismissal, removal or compulsory retirement' as the case may be: -Provided that, where such authority is of the opinion that the termination proceedings instituted against the Trust Servant had been delayed due to reasons directly attributable to the Trust servant. it after giving opportunity to make his representation within sixty days from the date on which communication in this regard is served shall, subject to the provisions of sub-regulation be paid for the period of such delay. only such amount (not being the whole) or salary and allowances as it may determine, In a case falling under sub-regulation the period of absence from duty including the period of suspension preceding dismissal, removal or compulsory retirement: as the case may be shall be treated as a period spent on duty for all purposes. In cases other than those covered by sub-regulation including cases where the order of dismissal, removal or compulsory retirement is set aside by the reviewing authority on the ground of non-compliance with the requirements of clause (f) of Article 311 of the Constitution and no further inquiry is proposed to be held the Trust servant shall, subject to the provisions of sub-regulations 16 and 17), be paid such proportion of the full pay and allowances to which he would have been entitled. Had he not been dismissed, or compulsorily retired or suspended prior to such dismissal, removal or compulsory retirement. as the case may be as the Executive may determine after giving

notice to the Trust servant of the quantum proposed and after considering the representation, if submitted by him in that connection within such period which in no case shall exceed sixty days from the date on which the notice has been served, as may be specified in the notice; Provided that, any payment under this sub-regulation to a Trust servant other than a Trust servant who is governed by the provisions of the Payment of Wages Act, 1936 shall be restricted to a period of three years immediately preceding the date on which Orders for re-instatement of such Trust servant are passed by the appellate authority or review authority, immediately preceding the date of retirement on superannuation of such Trust servant, as the case may be. (5) a case falling under sub-regulation the period or absence from duty including the period of suspension preceding his dismissal removal or compulsory retirement, as the case may be, shall not be treated as a period spent on duty, unless the Executive Officer specifically directs that it shall be so treated for any specified purpose: Provided that, if the Trust servant so desires such authority may direct that the period of absence from duty including the period of suspension preceding his dismissal, removal or retirement, as the case may be, shall be converted into leave of any kind due and admissible to the Trust servant, Note— The order of the Executive Officer preceding proviso shall be absolute and no higher sanction shall be necessary for the grant of,— extraordinary leave in excess of three months in the case of a temporary Trust servant; and leave of any kind not exceeding five years in the case of a permanent servant' (G) The payment of allowances under sub-regulation (2) or (4) shall be subject to all other conditions under which such allowances are admissible. (7) The amount determined under proviso to sub-regulation (4) shall not be less than the subsistence and allowances admissible under regulation Any payment made under this regulation to a servant on his re-instatement shall be subject to adjustment of the amount. Wages earned by him through an employment during the period between the date of removal, dismissal or Compulsory retirement as the case may be, time of re-instatement. Where the pay and allowances admissible under this are equal to or, the amounts earned during the employment elsewhere, nothing shall be paid to the Trust servant: go. Regularisation of pay and allowances and the period of absence from duty where dismissal, removal, or compulsory retirement is set aside by Court law and such Trust servant is reinstated.- (I) Where or compulsory retirement of a Trust servant is set aside by such Trust servant is reinstated without holding any further inquiry, the period of absence from shall be regularised and the Trust servant shall be paid pay allowances in accordance with the provisions of sub-regulations and (3) subject to the directions if any, of the Court. (2) (a) Where the dismissal, removal compulsory retirement of a Trust servant is set aside by the Court solely on the ground of non-compliance with the requirements of clause (1) of the Constitution, he is not on merits, the Trust servant shall, subject to the provisions of sub-regulation (7) of regulation be paid such amount (not being the of the pay and allowances to which he would have been entitled had he not been dismissed, removed compulsorily retired or suspended prior to such removal, or compulsory retirement, as the case may be' as the Executive Officer may determine after giving notice of the quantum proposed and after considering the representation, if any, submitted by him, that connection within such period which in no case shall exceed sixty days from the date on which the notice has been served as may be specified in the notice; Provided that, any payment under this sub-regulation to a Trust servant other than a Trust servant who is governed by the provisions of the Payment of Wages Act, 1936 shall be restricted to a period of three years immediately preceding the date on which the judgement of the Court was passed or the date of retirement on superannuation of such Trust servant, as the case may be; (b) The period intervening between the date of removal or compulsory retirement including the period of suspension preceding such dismissal, removal or compulsory retirement, as the case may be, and the date of judgement of the court, shall be regularised in accordance with the provisions contained in sub-regulation (5) of regulation 2B. (5) If the dismissal, removal or compulsory retirement of a Trust servant is set aside by the Court on the merits of the case, the period intervening between the date of dismissal, removal or compulsory retirement including the period of suspension preceding such dismissal, removal or compulsory retirement, as the case may be, and the date of re-instatement shall be treated as duty period and he shall be paid the full pay and allowances for the period, to which he would have been entitled, had he not been dismissed, removed or compulsorily retired or suspended prior to such dismissal, removal or compulsory retirement, as the case may be (q) The payment of allowances under sub-regulation or sub-regulation (3) shall be subject to all other conditions under which such allowances are admissible. (5) Any payment made under this regulation to a Trust servant on his re-instatement shall be subject to adjustment of the amount, if any earned by him through an employment during the period between the date of

dismissal, removal or compulsory retirement the date of re- Where the pay and allowances are admissible this rule shall be equal to or less than those earned during the employment elsewhere, nothing shall be paid to the Trust servant. 10. Re-instatement of a Trust servant after suspension and specific order of the Executive Officer regarding pay and allowances etc., and treatment of period as spent on duty.- (1) When a Trust servant who has been suspended is reinstated or would have been so reinstated but for his retirement on superannuation while under suspension, the authority competent to order reinstatement shall consider and make a specific order,- (a) regarding the pay and allowances to be paid to the Trust servant for the period of suspension ending with the date of his reinstatement or the date of his retirement on as the case may be and (b) Whether or not the said period shall be treated as a period spent on duty 12) Notwithstanding anything contained in regulation where a Trust servant under suspension dies before the disciplinary or court proceedings instituted against him are concluded, period between the date of suspension and the date of death shall be treated as duty for all purposes and his family shall be paid the pay and allowances for that period to which he would have been entitled, had he not been suspended, subject to adjustment in respect of subsistence allowance already paid (3) Where the authority competent to order reinstatement is of the opinion that the suspension was wholly unjustified Trust servant shall, subject to the provisions of sub-regulation 1, be paid the full pay and allowances to which he would have been entitled, had he not been suspended. Provided that where such authority is of the opinion that the termination of the proceedings instituted against the Trust servant has been delayed due to reasons directly attributable to the Trust servant, it may, after giving him opportunity to make his representation within sixty days from the date on which the communication in this regard is served on him and after considering the representation, if submitted by him; direct for reasons to be recorded in writing that the Trust servant shall be paid for the period of such delay only such amount (not exceeding the whole) of such pay and as it may determine. In a case falling under sub-regulation 1 the period of suspension shall be treated as period spent on duty for all purposes, 15) In cases other than those falling under sub-regulations (2) and (3) the Trust servant shall, subject to the provisions of sub-regulations (8) and (9), be paid such being the pay and allowances to which he would be entitled, had he not been suspended, as the Executive Officer may determine, after giving notice to the Trust servant of the proposal and after considering the representation, if any, submitted by that connection within such period which in no case shall exceed sixty days from the date on which the notice has been served, as may be specified in the notice. Where suspension is revoked pending finalisation of the disciplinary or court proceedings, any order passed under sub-regulation 1 before the conclusion of the proceedings against the Trust servant, shall be reviewed on its own motion in sub-regulation 1, who shall make an order according to the provisions of sub-regulation (8) or as the case may be. 17) In a case falling under sub-regulation 1 the period of suspension shall not be treated as a period spent on duty, unless the Executive Officer specifically directs that it shall be so treated for any specific purpose. Provided that, the Trust servant so desires, the authority may order that the period of suspension shall be covered into leave of any kind due and admissible to the Trust servant. Note.- The order of the Executive Officer under the preceding provision shall be and no higher sanction shall be necessary for the grant of,- (a) extraordinary leave of three months in the case of a temporary Trust servant; (b) leave of any kind in "excess of" five years in the case of a permanent Trust servant. The payment of allowances under sub-regulations (5) and (6) shall be subject to all other conditions under which such allowances are admissible. (9) The amount determined under sub-regulation (3) shall not be less than the subsistence allowance and other allowances admissible. 31. No extra cost to be incurred by the grant of pay and allowances under Regulations 28 and 29 without the permission of the Committee.- No extra cost may be incurred by the grant of pay and allowances under regulations 28 and 29 except sub-regulations (2) and (3) of regulation 30 without the permission, of the Committee, cases, however, where the cost does not exceed Rs. 90,000.— and where the period during which the Trust servant has remained unemployed during suspension, removal or dismissal so vice, does not exceed two years, except sub-regulations (2) and (3) of regulation 30. Note It is necessary under this regulation to obtain the approval of the authority for the payment of (a) any amount exceeding Rs. 90,000 or any amount not exceeding Rs. 90,000, if period in respect of which it is paid, exceeds two years, 94 Note e,- Departmental Enquiries in disciplinary matters are generally not completed expeditiously and that at times drag on for a considerably long time, Such enquiries should be held and completed as quickly as possible and that in any case the period should not exceed three months from the date a decision has been taken to hold a departmental enquiry. If for any reasons the enquiry is

likely to Elke a longer time, the Enquiry Qfficer, should a report to the Executive Officer giving reasons for the delay and the 'latter should obtain the sanction of the COMmittee for allowiriK the Enquiry Officer an exænsion of time enquiry, if hei»atisfied that there is a case for such extension. In C#se the Executive Officer is himself •the Enquiry Officer, should report the reasons tor delay, if any, to the Committee and obtain extension Of time for completi Adjustment of subsistence fill owance against final payment.- The amount o! subsistence allowance, if already dj-awn is to be deducted from the pay _ and allowances o! proportion of which may be granted rcgulations or 30, the casemmayv he. \$5. Filling in vacant posts substantively dee to reduction, removal or dismissal, after one year.- Posts vacated due to reduction, removal or Of the Trust servant from sörvice, Le filled only after expiry of one year of the date of such reduction, removal or dismissal as ,theease vo condition that Lhe arrangements thus made will be reversed if such Trust servants are re- instated on appe41L 34. Grant Of pay and allowances on re—instatement does not cancel officiating arrangement,- The grant of pay and allowances or proportion of them under regulations or 30 does not d@ncel any acting arrangements ',vbich rtlay have been in force during the period of Trust servant's suspension. removal, dismissal or reducOon, Executive Officer Shree Siddhivinayak Ganapati Temple Trust Management Conlillittee 95

