

The
Uttar Pradesh Co-operative Sugar
Factories Federation Limited Employees
Service (Fourth Amendment)
Regulations, 2024¹

(Co-operative Sugar Factories Federation Limited Employees
Service (4th Amendment) Regulations, 2024)

[7th February, 2025]

In exercise of the powers under Section 122 of the Uttar Pradesh Co-operative Societies Act, 1965 (U.P. Act no. 11 of 1966) *read* with Section 21 of the Uttar Pradesh General Clauses Act, 1904 (U.P. Act no. 1 of 1904), the Authority constituted *vide* Notification no. U.O.—402 (2)/12-C-1-76 dated 6th August, 1977 under sub-section (1) of the said Section 122, with the approval of the State Government, hereby makes the following regulations with a view to amend the Uttar Pradesh Co-operative Sugar Factories Federation Limited Employees Service Regulations, 1988, namely:—

THE UTTAR PRADESH CO-OPERATIVE SUGAR FACTORIES FEDERATION
LIMITED EMPLOYEES SERVICE (FOURTH AMENDMENT) REGULATIONS,
2024

1. Short title and commencement.—(1) These regulations may be called the Uttar Pradesh Co-operative Sugar Factories Federation Limited Employees Service (Fourth Amendment) Regulations, 2024.

(2) They shall come into force with effect from the date of their publication in the official *Gazette*.

2. Amendment of Regulation 50.—In the Uttar Pradesh Co-operative Sugar Factories Federation Limited Employees Service Regulations, 1988 (hereinafter referred to as the “said regulations”), *for* the existing Regulation 50 set out in Column-I below, the regulation as set out in Column-II shall be *substituted*, namely:—

COLUMN-I

Existing regulation

50(1) Without prejudice to the provisions contained in any regulation, an employee who commits a breach of duty enjoined upon him or has been convicted for a criminal offence or

COLUMN-II

Regulation as hereby substituted

50(1) Without prejudice to the provisions contained in any regulation, an employee who commits a breach of duty enjoined upon him or has been convicted of a criminal offence or

an offence under Section 103 of the Act or does anything which is prohibited by these regulations, shall be liable to be punished by the Appointing Authority with any of the following penalties:—

- (a) Censure,
- (b) Withholding of increment or promotion,
- (c) Recovery from pay or security deposit to compensate in whole or in part any pecuniary loss caused to the Federation, Factory, Distillery unit or any other Commercial establishment by the employee's conduct,
- (d) Reduction in rank or grade held substantively by the employee's
- (e) Removal from service, or
- (f) Dismissal from service.

(2) Copy of the order of punishment shall invariably be given to the employee concerned and entry to this effect shall be made in the service record of the employee.

(3)(a) A charge-sheeted employee shall be award punishment by the appointing authority according to the seriousness of the offence, provided that no penalty under sub-clauses (d), (e) and (f) of clause (1) shall be imposed without recourse to disciplinary proceedings.

(b) The appointing authority while passing orders for stoppage of

an offence under Section 103 of the Uttar Pradesh Co-operative Societies Act, 1965 (U.P. Act no. 11 of 1966) or does anything which is prohibited by these regulations, shall be liable to be punished by the Appointing Authority with any of these penalties:—

- (a) censure;
- (b) withholding of increment or promotion;
- (c) recovery from pay or security deposit to compensate in whole or in part any pecuniary loss caused to the Federation, Factory, Distillery unit or any other Commercial establishment by the employee's conduct;
- (d) reduction in rank or grade held substantively by the employee;
- (e) removal from service; or
- (f) dismissal from service.

(2) Copy of the order of punishment shall invariably be given to the employee concerned and entry to this effect shall be made in the service record of the employee.

(3)(a) A charge-sheeted employee shall be awarded punishment by the Appointing Authority according to the seriousness of the offence:

Provided that no penalty under clauses (d), (e) and (f) of sub-regulation (1) shall be imposed without recourse to disciplinary

increment shall state in writing the period for which it is stopped and whether it shall have effect of postponing future increment or promotion.

proceedings.
(b) The Appointing Authority, while passing orders for stoppage of increment, shall state in writing, the period for which it is stopped and whether it shall have the effect of postponing future increment or promotion.

3. Amendment of Regulation 51.—In the said regulations, *after* sub-regulation (4) of Regulation 51, the following sub-regulations shall be *inserted*, namely:—

“(5) Disciplinary proceedings in force against the employees on the date of their retirement shall not be affected and shall be brought to a logical conclusion and the financial loss involved in such cases may be recovered from the retiring dues of the employee concerned as per rules.

(6) Notwithstanding anything contained in these regulations, any action which may be taken against employees of the Federation under Sections 64, 65, 68 and 92 of the Uttar Pradesh Co-operative Societies Act, 1965 (U.P. Act no. 11 of 1966), as required, shall not be barred.”

4. Amendment of Regulation 53.—In the said regulations, *for* the existing Regulation 53 set out in Column-I below, the regulation as set out in Column-II shall be *substituted*, namely:—

<u>COLUMN-I</u>	<u>COLUMN-II</u>
<i>Existing regulation</i>	<i>Regulation as hereby substituted</i>
53. An appeal shall be to the Superior Authority within a period of 30 days from the date on which the employee receives a copy of the order appealed against.	53. An appeal shall be preferred to the Authority within a period of 30 days from the date on which the employee receives a copy of the order, appealed against.

¹. Vide Noti. No. 41/46/-2-2025-71-88, Extra., dated 7-2-2025 published in the Uttar Pradesh Gazette, dated 7-2-2025.