

PROCEEDINGS OF
THE ADDITIONAL DIRECTOR GENERAL NCC, NCC DIRECTORATE (K&L)
STATE WING, THIRUVANANTHAPURAM – 10
(Present: Major General RAMESH SHANMUGAM G)

NCC Dept – Est – Disciplinary action for manhandling unit staff, posting derogatory comments on social media, and dereliction of duty by Sri. Venugopalan Pillai R (PEN-805348), Senior Grade Driver – Finalised – Orders issued.

No.3207/A1-Est/2024/NCC Thiruvananthapuram Dated: 13 Aug 2025

- Ref : 1. Letter No 401/1/Est dated 23 May 2024 of NCC GP HQ's Kollam
2. Letter No.330/A1 dated 10 Jun 2024 of NCC GP HQ's Kollam
3. Letter No.410/Est dated 25 Jun 2024 of NCC GP HQ's Kollam
4. This Directorate proceedings of even number dated 28.06.2024 & 17.09.2024.
5. Letter No.410/1/Est(I) dated 11 Nov 2024 of NCC GP HQ's Kollam.
6. This Directorate proceedings of even number dated 02.12.2024.
7. This Directorate MOC of even No dated 03 Jan 2025.
8. Letter dated 13.12.2024 received from Sri. Venugopalan Pillai R.
9. This Directorate letter of even No dated 22 Jan 2025.
10. Letter dated 25.01.2025 received from Sri. Venugopalan Pillai R.
11. This Directorate letter of even No dated 19 Feb 2025.
12. This Directorate proceedings of even number dated 10.03.2025.
13. Written statement of defence dated 16.04.2025 submitted by Sri. Venugopalan Pillai R.
14. Letter No. 001/Jr Supdt/Viv/Pers dated 14 May 2025.
15. This Directorate proceedings of even No dated 28 May 2025.
16. This Directorate show cause Notice of even No dated 20.06.2025.
17. NCC GP HQ's Ernakulam letter No. NCCGHQ-EKM/229/2025-Est dated 19.07.2025.

ORDER

1. The Group Commander, NCC Group Headquarters, Kollam, as per references cited 1 to 3 above, reported a case of serious insubordination, intimidation, and attempted manhandling of a colleague at the workplace, disruption of office work, posting derogatory comments about Lt. Col. Vinod Kumar K. S., Administrative Officer, 9 (K) Bn NCC, on social media, and instigating other office staff against the officer by propagating false allegations. The accused in the case is Sri. Venugopalan Pillai R (PEN-805348), Senior Grade Driver, 9 (K) Bn NCC.

2. To verify the complaints and ascertain the facts, a preliminary enquiry was ordered vide reference cited 4 above. The Enquiry Officer, upon completion of the enquiry, submitted his report vide reference cited 5 above, concluding that Sri. Venugopalan Pillai R (PEN-805348), Senior Grade Driver had indeed committed the offences reported. During the enquiry, the individual admitted to posting defamatory content in the KNCCCSA WhatsApp group against Lt. Col. Vinod Kumar K. S. and Sri. Anil Kumar P., former Junior Superintendent, 9 (K) Bn NCC. Based on the findings, the individual was placed under suspension from service with effect from 02.12.2024,

pending finalisation of disciplinary proceedings, under Rule 10(a) & (c) of the Kerala Civil Services (Classification, Control & Appeal) Rules, vide reference cited 6 above.

3. A Memo of Charges (MOC) with a Statement of Allegations was served vide reference cited 7 above. Although the individual acknowledged receipt of the MOC on 20.01.2025, he failed to submit his written defence. He later requested copies of documents referenced in the suspension order (ref. 8 above). Vide reference cited 9 above, he was directed to approach the Directorate to inspect the relevant records and take extracts, as permitted under Para 65 of the Manual of Disciplinary Procedure (MDP). Instead of availing this, he again requested copies and sought a personal hearing with the ADG (ref. 10 above). The ADG granted the request, and vide reference cited 11 above, a personal hearing was held on 27.02.2025, during which his statement was recorded. He admitted to posting the controversial voice clip in the WhatsApp group. He was reminded to reply to the MOC but failed to do so. He neither inspected the records nor complied with the advice to submit his reply.

4. As the individual failed to submit his written defence within the stipulated time, and the ADG was not satisfied with his oral explanations, a detailed enquiry under Rule 15 of the Kerala Civil Services (Classification, Control & Appeal) Rules, 1960, and Para 12(a) of the MDP was ordered (ref. 12 above) to be conducted ex parte. While the enquiry was in progress, the individual submitted his written defence (ref. 13 above) denying all charges. The submission was considered alongside the enquiry findings. The Inquiry Officer's report was received vide reference cited 14 above. As the suspension period neared six months, the Directorate, vide reference cited 15 above, revoked the suspension and reinstated him to 21 (K) Bn NCC, Ernakulam, in accordance with Para 17(i) of the MDP.

5. The enquiry established that Sri. Venugopalan Pillai R (PEN-805348), Senior Grade Driver was guilty of the charges. The Disciplinary Authority issued a Show Cause Notice proposing the penalty of withholding two annual increments with cumulative effect under Rule 11(v-A) of the Kerala Civil Services (Classification, Control & Appeal) Rules, 1960 (ref. 16 above). The individual's reply (ref. 17 above) claimed the findings were presumptive and unsupported by evidence, and requested exoneration. The Disciplinary Authority found the reply devoid of merit.

6. Findings on charges:

Charge 1: On 12 February 2024 at 10:30 Hrs, Sri. Venugopalan Pillai R (PEN-805348), Senior Grade Driver misbehaved, verbally abused and manhandled Sri Thulasidharan Nair (PEN-364796), Clerk of 9(K) Bn NCC, Kottarakkara while he was enquiring about the bill related to the refuelling of diesel in Mahindra Bolero (Veh BA No. 22B 137385L) - Proven by corroborated witness testimony and documentary evidence (Exhibit P3).

Charge 2: On 12 February 2024 Sri. Venugopalan Pillai threw office files from the table of Sri Thulasidharan Nair (PEN-364796), Clerk, disrupting the peaceful functioning of the office with the intent to destroy public property and hinder office functioning- Proven by direct witness statements confirming deliberate disruption.

Charge 3: Posted defamatory comments on social media against Lt Col Vinod Kumar K.S, Administrative officer and Sri. Anil Kumar K P former Junior Superintendent. He also instigated other employees against Lt Col Vinod Kumar K.S, Administrative officer by spreading false allegation - Proven by admission and material evidence (Exhibits P4 & P5).

Charge 4: Sri. Venugopalan Pillai R (PEN-805348), Senior Grade Driver is an employee with a history of persistent misconduct and such disrepute has occurred multiple times in the past -Proven by consistent witness testimony and prior complaints (Exhibit P6).

Charge 5: Sri. Venugopalan Pillai R (PEN-805348), Senior Grade Driver frequently quarrels about the duties assigned to him by his superiors, which affects the smooth functioning of the office -Proven by repeated instances of quarrelling with superiors, confirmed by witnesses(PW-3 &PW-8).

7. The undersigned, after careful examination of the preliminary and detailed enquiry reports (refs. 4 and 12), concludes that the charges are fully proved. The misconduct constitutes a violation of Rule 3 of the Government Servants' Conduct Rules, 1960. In view of the gravity and repeated nature of the misconduct, the major penalty of withholding two annual increments with cumulative effect is imposed under Rule 11(v-A) of the Kerala Civil Services (Classification, Control & Appeal) Rules, 1960, and Para 47 of the MDP. Disciplinary proceedings are hereby finalised.

8. Necessary entries shall be made in the Service Book under proper attestation.

(Ramesh Shanmugam G)

Major General

Additional Director General NCC(K&L)

Copy to :-

1. Sri. Venugopalan Pillai R (PEN-805348), Senior Grade Driver
 2. Commanding Officer 21 K Bn NCC
 3. Commanding Officer 9 K Bn NCC
 4. NCC GP HQ's Kollam,
 5. NCC GP HQ's Ernakulam
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