

O/o Chief Vigilance Officer,  
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भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

No. 29-3/2022-VA (Pt.III)

Date : 29.04.2026

To

The Director (HR),  
Bharat Sanchar Bhawan,  
BSNL Corporate Office,  
Janpat New Delhi-110001

**Subject: Timely conduct of Disciplinary Inquiries –reg.**

**Ref:** CVC OM No.: 020/VGL/032/95869 dated 15.04.2026.

Plesae find enclosed herewith the circular of Central Vigilance Commission, as referred above, regarding subject cited above for kind information and necessary action please.

This issues with the approval of CVO, BSNL.

Encl: As above

*Om Parkash*  
29.04.2026  
(Om Parkash)  
AGM (VA)

Copy to:

1. All CGMs of BSNL Circles/Units.
2. All PGM/GM (Vigilance) heads of Circles.

*Issued  
RS  
29/5/26*

26-CVC  
20/04/26

~~Pam (sig.)~~  
~~DGM (sig I)~~  
~~AGM (VA)~~



केन्द्रीय सतर्कता आयोग  
CENTRAL VIGILANCE COMMISSION

सतर्कता भवन, जी.पी.ओ. कॉम्प्लैक्स,  
ब्लॉक-ए, आई.एन.ए., नई दिल्ली-110023  
Satarkta Bhawan, G.P.O. Complex,  
Block A, INA, New Delhi-10023

सं./No.....020/VGL/032/95889

दिनांक / Dated.....15.04.2026

OFFICE MEMORANDUM

~~Pam (sig.)~~  
~~DGM (sig I)~~  
~~AGM (VA)~~  
20/4

Sub: Timely conduct of Disciplinary Inquiries -reg.

The Central Vigilance Commission as well as DoPT have issued guidelines from time to time for timely completion of disciplinary proceedings. However, it has been observed that there are inordinate delays in concluding the disciplinary proceedings cases.

2. One of the major reasons for delay in completion of departmental proceedings is delay in conduct of departmental inquiries by the Inquiry Officer with in the prescribed time limit i.e. six months. For expeditious completion of departmental inquiries in a time bound manner, DoPT vide its various OMs including OM No. DOPT-1668597747466 dated 16.11.2022 has suggested for maximum use of video conferencing / digital mode to conduct departmental inquiry. Commission also vide Circular No. 05/02/24 dated 21.02.2024 has endorsed the same in addition to other suggestions.

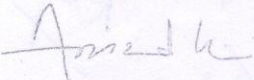
3. The Commission has desired that the above guidelines may be adhered to by the authorities concerned and necessary arrangements may be made by the organisation concerned to facilitate hearing of Departmental Inquiries through Video Conferencing to complete departmental inquiries within the prescribed time limit.

4. Attention is also invited to DoPT's OM no. 142/40/2015-AVD-I dated 15.09.2017 and DoPT OM No. DoPT-1668597747466 dated 16.11.2022 regarding empanelment of retired officers as Inquiry Officers (IOs) for conducting departmental inquiries. It is suggested that a panel of authorised and trained IOs may be maintained by organisations to avoid inordinate delays in appointment of IO and conduct of Inquiry thereon. Moreover, the performance of IOs may be analyzed on the basis of time taken in completion of the Departmental Inquiry as prescribed by DoPT and CVC guidelines.

5. Besides, CVOs may also take up the matter of pending departmental inquiries beyond the prescribed time limit, with the Chief Executive Officer (CEO) in the structured meetings to ensure quick disposal of the pending disciplinary proceedings.

~~AGM (VA)~~  
~~Qh~~  
~~21/4/26~~  
~~DM-I (VA)~~

6. Commission has also desired that in cases, in which the parent cadre of the charged officer is other than the organization where misconduct occurred, effort should be made to ensure that the Presenting Officer is from the organization in which the misconduct took place.
7. CVOs may also bring these directions to the notice of authorities concerned.

  
(Arvind Kumar)  
Officer on Special Duty

All Chief Vigilance Officers.