



महानिदेशालय,
दत्तोपंत ठेंगडी राष्ट्रीय
श्रमिक शिक्षा एवं विकास बोर्ड
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)
दूसरी मंजिल, रोजगार कार्यालय भवन
पूसा परिसर पूसा रोड, आई.टी.आई. के निकट,
नई दिल्ली- 110 012
website : www.cbwe.gov.in

DIRECTORATE GENERAL
DATTOPANT THENGADI NATIONAL BOARD FOR
WORKERS EDUCATION AND DEVELOPMENT
(Ministry of Labour and Employment, Government of India)
2nd Floor, Employment Exchange Building
Pusa Complex, Pusa Road, Near I.T.I.,
NEW DELHI – 110 012
Email : director-general@cbwe.nic.in



File No. DTNBWED/HO/Admin/PF/SKN/ 6464

Date: 04.09.2025

To,
Sri Sushant Kr. Nayak,
LDC, DTNBWED,
New Delhi.

Sub: Adherence of DoP&T guidelines while submission of Representation/ Grievances directly to Ministry or any other higher authority – regarding..

This is in reference to your letter dated 26.06.2025 & 15.07.2025, received through Ministry, vide their communication dated 30th July, 2025 and 18th August, 2025 specifying their serious concern about non adherence of DoPT guidelines while forwarding individual representations 'repeatedly' to higher authorities including Minister of L&E, Minister of State MoL&E, Secretary of MoL&E, Joint Secretary of MoL&E, on service matters bypassing the established proper hierarchical channel and thereby instructed to take necessary action as per DoPT OM no. 11013/08/2013-Estt. (A)-III, dated 6th June, 2013.

In this context, it is once again reiterated, that, this office already issued circular vide H.O letter no. DTNBWED/CCS(Cond)1964/5808 to 5858, dated 05.08.2025 and DTNBWED/HO/Admn/Circular/6128 to 6134, dated 27.08.2025, directing all the officers and staff members, that, not to indulge with such misconduct in future, or else, such employee will invite strict major disciplinary action under Rule 3(1) iii of CCS Conduct Rules 1964 for violating such rule.

Accordingly, you are being advised again to refrain from any such misconduct in the future. Any further violation will compel the Board to initiate stringent disciplinary proceedings against you, treating your actions as conduct unbecoming of a government servant under Rule 3(1)(iii) of the CCS (Conduct) Rules, 1964.

This is issued with the approval of the competent authority.

Yours faithfully,

Assistant Director (Admn)
DTNBWED, HQ, New Delhi

Copy to:

- 6462 ✓ 1. [RD/EO(SG)/EO], DTNBWED, Regional Directorate New Delhi.
6463 ✓ 2. O/o The Chairperson (GB), DTNBWED, New Delhi.
6464 ✓ 3. PA to Director General, DTNBWED, HQ, New Delhi for information please.

Assistant Director (Admn)
DTNBWED, HQ, New Delhi