

No. Per (AP-B)-A (3)-1/22
Government of Himachal Pradesh
Department of Personnel

From

The Chief Secretary to the
Government of Himachal Pradesh

To

1. All the Administrative Secretaries to the Government of Himachal Pradesh
2. All the Divisional Commissioners in HP
3. All the Heads of Departments in HP
4. All the Deputy Commissioners in HP

Dated: Shimla-171002, the 25th February, 2022


Subject: Participation of Government servants in Demonstration/ Gherao/ Strike/ Boycott of Work etc. - instructions regarding

Madam/ Sir,

I am directed to refer to the subject cited above and to say that instances have come to the notice of the Government whereby various categories of the employees/ workers functioning under the State Government have been indulging in strikes, demonstrations and protests without agitating their grievances in appropriate fora .

2. It is observed that often there is forcible confinement of public servants as demonstrations/ meetings are being held both within the office premises during office hours and also outside the office premises beyond office hours, leading to forcible confinement of public servants. Measures like pendown strikes, mass casual leave etc. are being adopted.

3. Such activities/ demonstrations/ measures are detrimental and prejudicial to the public order and also involve criminal offences like wrongful restraint, wrongful confinement, criminal trespass or abetment/ incitement to commit offences. They are also subversive of discipline, harmful to public interest. These cause inconvenience to the general public and sometimes damage to the public property is also reported.
4. Participation in such activities by Government servants amounts to conduct is unbecoming of Government servant and would constitute good and sufficient reason to proceed against under the Rule-11 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965. Moreover, during the period when the Assembly Session is in progress and there is general ban on leave and the Government servants are required to assist in transaction of legislative business, such instances are not short of gross indiscipline, insubordination and dereliction of official duties.
5. Accordingly, the undersigned is directed to convey that if any employee or group/ association of employees, under any nomenclature, indulge in any form of strike/ demonstration/boycott of work or give notice conveying their intention to do so, the same be viewed seriously and stringent disciplinary action initiated forthwith for contravention of Rule 3 and 7 of CCS (Conduct) Rules, 1964 and the salary/ wages/ emoluments of such employees for the day/ days in question should also not be released. The defaulters indulging in unlawful activities should be immediately placed under suspension or removed from service.



6. These instructions may be disseminated to all the concerned for strict compliance.

Yours faithfully,



(Balbir Singh)

Under Secretary (Personnel) to the
Government of Himachal Pradesh

Phone: 01777-2880851