

No. Per (AP-B) B (3)-10/75-III  
Government of Himachal Pradesh  
Department of Personnel  
(Appointment-II)

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 Head of Departments in Himachal Pradesh
- 3 All the Divisional Commissioners/Deputy Commissioners in Himachal Pradesh
- 4 All the Managing Directors/ Registrars/Secretaries of Boards/Corporations/ Universities/ Autonomous Bodies in Himachal Pradesh

Dated Shimla-171002,

the 18<sup>th</sup> March, 2026

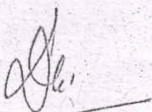
Subject: - Regarding adhering of dress code and also to ensure discipline on social media use by government employees – instructions thereof.

Sir/Madam,

In partial modification of this department letter of even number dated 16<sup>th</sup> March, 2026, I am directed to say that vide this department's letter of even number dated 3<sup>rd</sup> August, 2017 (Annexure 35.73 of Hand Book on Personnel Matter Vol.III – Edition 2021) it has been advised that all Government servant should be attired in appropriate, formal, clean, modest and decent cloths in sober colours. Casual and party attire should be strictly avoided during appearance in Court and while attending office. The conduct and dress of a Government servant should reflect a sense of decorum, decency and professionalism at the work place etc.

2. It has come to the notice of the Government that many employees are not adhering to the instructions of the department ibid. It is also impressed that while attending office etc. male employees shall

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wear formal dresses; shirts and pants or trouser pants/ collared shirts paired with pants etc., shoes or sandals. Female employees shall wear sarees, ladies formal suits, salwars/chudidars kurtas with duputtas and trouser pants and shirts paired with chappals, sandals or shoes. The dress code aims to maintain modesty and decorum in the services and the dress in the office shall be formal. Therefore, this is the second iteration of the government advice that all government employees and officers should wear formal attire to the work place and while attending courts.

3. Further, GOI, MHA letter No. 141/51-Ests, dated 11<sup>th</sup> August, 1952 appearing below Rule 3C of CCS (Conduct) Rules, 1964, provides that provisions in the government servants' Conduct rules do not violate Fundamental Rights guaranteed under the Constitution and GOI is also of the opinion that the provisions in the rules ibid which place any restriction on the freedom of speech and expression of Government servants are not in consistent with the provisions of the Constitution. Rule 3 (1) (iii) of the CCS (Conduct) Rules lays down that Government servants shall not do anything which is unbecoming of a Government servant. Unbecoming of a government servant refers to conduct that is considered inappropriate or unworthy of a public employee and may lead to disciplinary action. As per above rules, the State Government employees have to maintain responsible and decent standard of conduct and act in accordance with the Government policies on duty or off duty. Therefore, any unauthorized comments pertaining to the government policies and issues on one's personal social media account/blog/stories is not allowed.

4. In addition, Rule 11 prohibits communication, directly or indirectly of any official documents or its part to anyone who is not authorised. Rule 8(3) lays down that a government servant publishing a book or participating in a public media shall all times make it clear that the views expressed by him/her are his /her own and not that of Government.

5. Rule 9 prohibits a Government servant from making a public utterance, communication or statement of fact or opinion that can have the effect of adverse criticism of any current or recent policy or action of the government or which is capable of embarrassing the



relations between the Central Government, State government or Government of any foreign State. The government employees are subject to certain restrictions when it comes to expressing their views on social media, which are primarily intended to maintain the integrity and impartiality of the service.

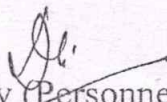
6. Accordingly, it is impressed that the Government employees under your control may be advised not to express opinion on government policies/schemes etc. through personal social media accounts or to make political or religious statements in any public forum, vlogs and other social media platform etc.. No official information shall be disseminated to public through media on personal social media handles without having authorization. Further, employees shall also ensure discipline in use of social media.

7. The above advice/ directions may be adhered to in letter and spirit and violation of the above should be viewed seriously and remedial/disciplinary action against the erring officers/officials should be taken depending on the nature of the violation.

8. This instructions can be seen on departmental website at [www.himachal.nic.in/personnel](http://www.himachal.nic.in/personnel).

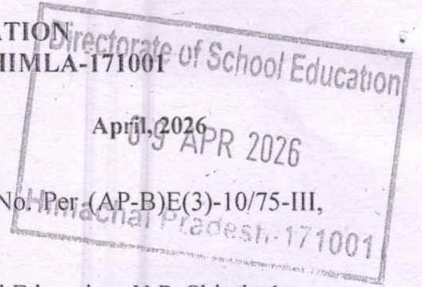
9. Receipt of these instructions may be acknowledged.

Yours faithfully,

  
✓ Joint Secretary (Personnel) to the  
Government of Himachal Pradesh  
Email [persbr2-hp@nic.in](mailto:persbr2-hp@nic.in)  
Phone No. 0177 2880 844

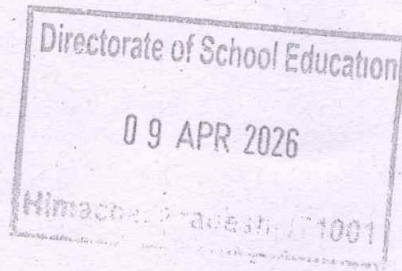
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DIRECTORATE OF SCHOOL EDUCATION  
HIMACHAL PRADESH, LALPANI, SHIMLA-171001



Endorsement No: EDN (SE)-H(1)A(7) /2025(PER), dated  
Copy is forwarded for information and necessary action to:-

1. The Chief Secretary to the Govt. of H.P. w.r.t. letter No. Per (AP-B)E(3)-10/75-III, dated 18<sup>th</sup> March, 2026.
2. The Additional Director (Schools), Directorate of School Education, H.P. Shimla-1.
3. All the Joint Director (Schools), Directorate of School Education, H.P. Shimla-1.
4. The Joint Controller (F&AS), Directorate of School Education, H.P. Shimla-1.
5. The District Attorney, Directorate of School Education, H.P. Shimla-1.
6. All the Nodal/Branch Officer, Directorate of School Education, Shimla-1.
7. All the Deputy Director of Education (Elementary/Secondary/Quality) in Himachal Pradesh with the directions that these instructions also be brought to the notice of all concerned under their jurisdiction.
8. The Assistant Controller (F&AS), Directorate of School Education, H.P. Shimla-1.
9. All the Branch Superintendent/Incharge, Directorate of School Education H.P. Sml-1.
10. The Section Officer (F&AS), Directorate of School Education, H.P. Shimla-1.
11. The In-charge, IT Cell, Directorate of School Education, Himachal Pradesh, Shimla-1 with the remarks to upload the same on departmental website.
12. P.S. to Director School Education, Himachal Pradesh, Shimla-01.
13. All the P.A. to Additional Director (Admn), Dte. of School Education, H.P. Shimla-1
14. Guard file.



(B.R. Sharma)HPAS,  
Addl. Director School Education,  
Himachal Pradesh, Shimla-1,