

No.35014/2/89-Ests.(A)
Government of India
Ministry of Personnel, P.G. & Pensions
(DEPARTMENT OF PERSONNEL & TRAINING)

.....
New Delhi, the 10-10-90

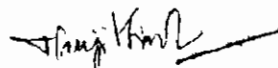
OFFICE MEMORANDUM

Subject:-Disciplinary action against the office bearers of the Staff Associations/Unions etc.

The undersigned is directed to say that the Staff Side in the National Council (JCM) in its meeting held on 28.04.90 had raised a point that the administrative authorities in some cases take disciplinary action against the representatives of the Staff for some minor lapses of technical nature in their day to day work so as to victimise them for their activities as the office bearers of the Staff Associations/Unions.

2. The Government servants who are office bearers of the Staff Associations are subject to the provisions of Conduct and Disciplinary Rules like all other Government servants. However, if a Government servant feels that he is being penalised for any act done by him which is directly or indirectly connected with his position as an office bearer of an association, he can prefer an appeal against such action directly to the President in terms of Rule 24(3) of the CCS (CCA) Rules, 1965 bringing forth the reasons which may establish the nexus between the disciplinary action taken against him and his activities as office bearer of an association. If the contention of an office bearer of an association that his case is covered under the provisions of Rule 24(3) ibid is not accepted and his appeal is decided by some lower appellate authority, it would still be open for the Government servant concerned to seek revision of his case by the President in terms of Rule 29 ibid.

3. Ministry of Agriculture etc. are requested to bring the above rule position to the notice of all administrative authorities under their control.



(M.S. BALI)

DEPUTY SECRETARY TO THE GOVT. OF INDIA

To

All Ministries and Departments of the Govt. of India.

No.35014/2/89-Ests.(A) New Delhi, the 10-10-90

Copy with usual number of spare copies forwarded for information to:-

1. C & AG, New Delhi.
2. UPSC, New Delhi.
3. Central Vigilance Commission, New Delhi.
4. Lok Sabha/Rajya Sabha Secretariat.
5. Commissioner for Linguistic Minorities, Allahabad.
6. All Union Territory Administrations.
7. All attached and subordinate offices of the Ministry of Personnel, P.G. & Pensions and MHA.

...2/-

-2-

8. Secretary, Staff Side, National Council, 13-C Ferozshah Road, New Delhi.
9. All Officers and Section of the Ministry of Personnel, P.S. & Pensions and Ministry of Home Affairs.

M. S. Bali
(M. S. Bali)

DEPUTY SECRETARY TO THE GOVT. OF INDIA