

OFFICE MEMORANDUM

Sub: Strict adherence to the channel of submission of representation by Council Servants on service matters and prohibition on demonstration/strike – reg.

CSIR vide D.O. No. 5-1(213)/2014-PD dated 22.03.2023, has stated that there is a growing tendency among Government Servants to prefer their representation on service matters directly to higher authorities at CSIR Hqrs. and VIPs viz. PMO/President/Ministers/MPs/MLAs without exhausting the prescribed channel of submission. In addition, demonstration and strikes by council servants have also come to the notice of CSIR. It is therefore, CSIR has reiterated the provisions of CCS (Conduct) Rules, 1964 on these aspects, which are reproduced as under:

A. Bypassing the prescribed channels of representation and bringing political/outside influence to further service interest.

CSIR has its own well-defined grievance redressal procedure and it is expected from the aggrieved Council employees to make their representations through the prescribed procedure and channel of submission, as such submission of communication is unbecoming of Council Servant under the provisions of Rule 3(1)(iii) of the CCS (Conduct) Rules, 1964.

Further Rule 20 of CCS (Conduct) Rules, 1964 lays down as under:

“No Government servant shall bring or attempt to bring any political or other outside influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service under Government.”

In view of the above, addressing representation through political or outside influence to further their service interests is in violation of the aforesaid Conduct Rule for which the Council Servant is liable for disciplinary action.

B. Prohibition on demonstrations and strikes

It has also come to the notice that some of the Council servants are resorting to measures like demonstration, strikes, gherao, etc to pursue their service matters in violation of Rule 7 of the CCS (Conduct) Rules, 1964, which is reproduced as under:

“No Government servant shall –

(i) Engage himself or participate in any demonstration which is prejudicial to the interests of the sovereignty and integrity of India, the security of the State, involves contempt of Court, defamation or incitement to an offence or

(ii) Resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to his service or the service of any other Government servant.”

The employees indulging in demonstrations, strike, etc thereby violating Rule 7 of CCS (Conduct) Rules, 1964 as referred above are liable for disciplinary action under CCS (CCA) Rules, 1965.

The above provisions are brought to the notice of all CSIR-CEERI employees for strict compliance.


(Jay Shantak Sharma)
Controller of Administration

- Copy to: 1. All CSIR-CEERI employees for information and strict compliance;
2. PA to Director/AO/CoA
3. In-Charge, Chennai/Jaipur Centre;
4. Notice board;
5. Head, AIT Group – With request to make available this OM on CEERI website