

Patiala House Annexe,
Tilak Marg, New Delhi
Dated: 27th August, 2019

Office Memorandum

Subject:-Participation in strike/mass casual leave/boycott of work/
resort to the use of force etc. by Government servant –CCS
(Conduct) Rules-regarding.

It has been observed by the Ministry that the Staff Associations of the CPO are repeatedly raising the issues time and again which are similar in nature and threatening to go on strike. In this regard, it is to inform all concerned that all these issues, which have also been shared with all the Passport offices, have been addressed/replied suitably many a times in the past by the Ministry. There are also periodical meetings held by the Ministry with the representatives of both the Recognised Employees' Association and the Ministry was/is always willing to resolve the legitimate demands amicably. Despite this, the Association have threatened to go on strike on 29/08/2019.


2. Since there is no justification to resort/indulge in any activity which puts thousands of passport applicants in difficulty, it is reiterated that the employees of Central Passport Organization are governed under the CCS (Conduct) Rules 1964 and any act of them which is in contravention of the said Rules tantamounts to misconduct and also an act unbecoming of a Government servant. The Passport Office is a public utility service; thus the strike by the Employees' Association cannot be treated as justified. On a number of occasions, the Apex Court has condemned the action of employees in such public utility service of going on strike.

3. **The employees of CPO including office bearers of the Staff Associations are advised not to resort to the use of force, violence or acts of sabotage** on 29 August, 2019 and also not to prevent any member of staff and applicants from entering into the premises of Passport Offices/PSK/ POPSK; otherwise serious view shall be taken and they would render themselves liable to disciplinary action in violation of **Rule 7 (ii) of the Central Civil Services (Conduct) Rules, 1964** and the salary for the day in question shall not be paid. It would also deemed to cause an interruption for break in the service of the employee under **FR 17 (A) which would lead to forfeiture of past service for all purposes.**

4. **The details of such employees** who take part in any form of strike or resort to the use of force/ violence/ acts of sabotage or prevent any member of staff/ applicants from entering into the Office premises/PSKs/ PoPSKs, **shall be intimated to the Ministry immediately of such incident for a decision of the Competent Authority for disciplinary action under relevant rules.**

4. Passport Officers are advised **to make "Contingency Plans"**, if needed, to avoid any disruption in functioning of the Passport Office/PSK/POPSK and **also seek the help/assistance of Police, if required.**

5. The contents of this OM may be brought to the notice of all the employees of the Passport Office.


(Dipak Das)

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To

All Passport Officers

Copy for information to:-

1. **Additional Secretary (CPV & OIA)**
2. **JS(PSP) & CPO**
3. **Director (EAMO)**
4. **DS(FSO)**
5. **DS(MOS)**