

HARYANA GOVERNMENT
GENERAL ADMINISTRATION DEPARTMENT

Notification

The 19th July, 2016

No. 2/12/2016-2GS-I.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules regulating the terms and conditions of service of Government employees of the State of Haryana, namely:-

1. (1) These rules may be called the Haryana Civil Services (Government Employees' Conduct) Rules, 2016. Short title and Commencement.
- (2) These rules shall be deemed to have come into force from 19th July, 2016.

2. These rules shall apply to all Government employees appointed to any civil service or post in connection with the affairs of the State of Haryana including— Extent of application.
- (i) employees working on contract basis;
- (ii) employees working on ad-hoc basis;
- (iii) work-charged employees;
- (iv) daily wages employees;
- (v) any other category of Government employee to whom the competent authority may by general or special order, direct that these rules shall apply to them.

Provided that nothing in these rules shall apply to—

- (i) members of the All India Services who are subject to the All India Services (Conduct) Rules, 1954;
- (ii) employees serving in a Department under Haryana Government on deputation from Centre or any other State Government or any other source, for a limited duration.
- (iii) holders of any post in respect of which the Government may, by general or special order, declare that these rules do not apply.

Note 1.— The Speaker of the Haryana Legislative Assembly has agreed under Article 187(3) of the Constitution that until a law is made by the Legislature of the State under Article 187(2) of the Constitution or rules are framed by the Governor in consultation with the Speaker of the Legislative Assembly under clause (3) of Article 187 of the Constitution of India, these rules and amendments thereof if any (after prior consent of the Speaker), shall apply to the secretarial staff of the Haryana Legislative Assembly.

Note 2.— The Chairman, Haryana Public Service Commission, has agreed to the application of these rules as amended from time to time, in the case of officers and employees of the Haryana Public Service Commission.

Note 3.— If any doubt arises as to whether these rules apply to any person or not, the decision shall lie with the General Administration Department of Government of Haryana.

3. In these rules, unless the context otherwise requires,— Definitions.
- (a) **"Government"** means the Government of the State of Haryana;
- (b) **"Government employee"** means any person appointed to any civil service or post in connection with the affairs of the State of Haryana.

Explanation.— A Government employee whose services are placed at the disposal of a company, corporation, organization or a local authority by the Government, shall for the purposes of these rules be deemed to be a Government employee serving under the Government notwithstanding that his salary is drawn from sources other than from the Consolidated Fund of the State;

- (c) "members of family" in relation to a Government employee includes—
- (i) the wife or the husband, as the case may be, of the Government employee, whether residing with the Government employee or not but does not include a wife or husband, as the case may be, separated from the Government employee, by a decree or order of a competent court;
 - (ii) son or daughter or step son or step-daughter of the Government employee and wholly dependent on him, but does not include a child or step-child who is no longer in any way dependent on Government employee or of whose custody the Government employee has been deprived by or under any law;
 - (iii) any other person related, whether by blood or marriage, to the Government employee or to the Government employee's wife or husband and wholly dependent on the Government employee;
- (d) "prescribed authority" means—
- (i) (a) Government in the case of a Government employee holding a post of Group A except where any lower authority is specified by the Government for any purpose;
 - (b) Head of Department in the case of a Government employee holding a post of Group B;
 - (c) Head of Office in the case of a Government employee holding a post of Group C or D;
 - (ii) The Speaker of the Haryana Legislative Assembly; in the case of Secretary and the Secretary in the case of all other employees of the Secretariat of Legislative Assembly.
 - (iii) In respect of a Government employee on foreign service or on deputation to any other Department or any other Government, the parent department on the cadre of which such Government employee is borne; or the department to which he is administratively subordinate as member of that cadre.
- Note.**— The terms not defined in these rules but defined in Haryana Civil Services (General) Rules, 2016 shall have the same meaning for the purpose of these rules.

General.

4. (1) Every Government employee shall at all times—
- (i) maintain absolute integrity;
 - (ii) maintain devotion to duty;
 - (iii) do nothing which is unbecoming of a Government employee; and
 - (iv) act in accordance with the Government's policies.

Explanation.— A Government employee who habitually fails to perform a task assigned to him within the time set for the purpose and with the quality of performance expected of him *shall be deemed to be lacking in devotion to duty within the meaning of clause (ii) above.*

- (2) (i) Every Government employee holding a supervisory post shall take all possible steps to ensure the integrity and devotion to duty of all Government employees under his control and authority.

Note.— This sub rule shall be invoked only in cases where there has been a failure on the part of supervisory officer concerned to take all possible steps to ensure the integrity and devotion to duty of all Government employees under his control and authority.

- (ii) Every Government employee shall in the discharge of his official duties act in a courteous manner and shall not adopt dilatory tactics in his dealings with the public or otherwise.
- (3) (i) No Government employee shall, in the performance of his official duties, or in the exercise of powers conferred on him act otherwise than in his best judgment, except when he is acting under the direction of his official superior.

- (ii) The direction of the official superior shall, ordinarily, be in writing. Oral direction to subordinate shall be avoided, as far as possible. When the issue of oral direction becomes unavoidable, the official shall confirm it in writing immediately thereafter.
- (iii) A Government employee, who has received oral direction from his official superior, shall seek confirmation of the same in writing as early as possible, whereupon it shall be the duty of the official superior to confirm the direction in writing.

Explanation.— Nothing in sub-clause (i) above shall be construed as empowering a Government employee to evade his responsibilities by seeking instructions from, or approval of, a superior officer or authority when such instructions are not necessary under the scheme of distribution of powers and responsibilities.

5. The following acts and omissions amount to misconduct:-

- (i) wilful insubordination or disobedience, whether alone or jointly with others, to any lawful and reasonable order of a superior;
- (ii) infidelity, unfaithfulness, dishonesty, untrustworthiness, theft and fraud, or dishonesty in connection with the activities of the Government or handling of its property;
- (iii) strike, picketing, gherao, striking work or inciting others to strike work in contravention of the provisions of any law or rule having the force of law;
- (iv) gross moral misconduct, acts subversive of discipline, riotous or disorderly behaviour during or after the office hours at any place;
- (v) riotous and disorderly behaviour during and after the working hours or in work place;
- (vi) negligence or neglect of work or duty amounting to misconduct;
- (vii) habitual negligence or neglect of work or duty;
- (viii) habitual absence without permission and over-staying leave;
- (ix) conviction by a Criminal Court.

Act and conduct which amount to misconduct.

The act or conduct of an employee may amount to misconduct—

- (i) if the act or conduct is prejudicial or likely to be prejudicial to the interests of the employer/Department or to the reputation of the employer/Department;
- (ii) if the act or conduct is inconsistent or incompatible with the due or peaceful discharge of his duty to his employer/Department;
- (iii) if the act or conduct of a employee makes it unsafe for the employer to retain him in service;
- (iv) if the act or conduct of the employee is so grossly immoral that all reasonable men say that the employee cannot be trusted;
- (v) if the act or conduct of the employee is such that the employer/Department cannot rely on the faithfulness of his employee;
- (vi) if the act or conduct of the employee is such as to open before him temptations for not discharging his duties properly;
- (vii) if the employee is abusive or if he disturbs the peace at the place of his employment;
- (viii) if he is insulting and insubordinate to such a degree as to be incompatible with the continuance of the relation of employer/Department and employee;
- (ix) if the employee is habitually negligent in respect of the duties for which he is engaged;
- (x) if the neglect of the employee though isolated, tends to cause serious consequences.

Prohibition of sexual harassment of women.

6. (1) No Government employee shall indulge in any act of sexual harassment of any woman at her work place.
- (2) Every Government employee who is in charge of a work place shall take appropriate steps to prevent sexual harassment to any woman at such work place.

Explanation.—For the purposes of this rule, ‘sexual harassment’ includes such unwelcome sexually determined behaviour, whether directly or otherwise, as—

- (a) physical contact and advances;
- (b) demand or request for sexual favours;
- (c) making any sexually coloured remarks;
- (d) showing any pornographic material; and
- (e) any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

Employment of near relatives of Government employees.

7. (1) No Government employee shall use his position or influence directly or indirectly to secure employment for any member of his family in any company or firm.
- (2) No Government employee shall, except with the prior sanction of the Government, permit his family member to accept employment in any company or firm with which he has official dealings.

Provided that where the acceptance of the employment may not await prior sanction, the position shall be explained to the prescribed authority with the request of ex-post-facto approval.

Sanction of contract by Government employee to near relatives.

8. No Government employee shall, in the discharge of his official duties, deal with any matter or give or sanction any contract to any undertaking or any other person, if any member of his family is employed in that undertaking or under that person, or if he or any member of his family is interested in such matter or contract in any other manner. The Government employee shall refer every such matter or contract to his official superior and the matter or contract shall thereafter be disposed off according to the instructions of the authority to whom the reference is made.

Taking part in politics and elections.

9. (1) No Government employees shall be a member of, or be otherwise associated with, any political party or any Organization, which takes part in politics, nor shall take part in, or subscribe in aid of, or assist in any other manner, any political movement or activity.

(2) It shall be the duty of every Government employee to endeavour to prevent any member of his family from taking part in or subscribing in aid of or assisting in any other manner, any movement of, activity which is, or tends directly or indirectly to be subversive of the Government as by law established, and where a Government employee is unable to prevent member of his family from taking part in or subscribing in aid of, or assisting in any other manner, any such movement of activity, he shall make a report to that effect to the Government.

(3) If any question arises whether a party is a political party or whether any organization takes part in politics or whether any movement or activity fall within the scope of sub-rule (2), the decision of the Government thereon shall be final.

(4) No Government employee shall canvass or otherwise interfere with, or use his influence in connection with or take part in, an election to any legislature or local authority:

Provided that a Government employee—

- (a) qualified to vote at such election may exercise his right to vote, but where he does so, he shall give no indication of the manner in which he proposes to vote or has voted;
- (b) shall not be deemed to have contravened the provisions of this sub-rule by reason only that he has assisted in the conduct of an election in the due performance of a duty imposed on him by or under any law for the time being in force.

Explanation.— The display by a Government employee on his person, vehicle or residence of any electoral symbol shall amount to using his influence in connection with an election, within the meaning of this sub-rule.

10. (1) No Government employee shall join or continue to be a member of an association, the objects or activities of which are prejudicial to the interest of the sovereignty and integrity of India or public order or morality. Joining of Associations.
- (2) No Government employee shall be a member/ office bearer of more than one such association at State level and at National level, the aims or objectives of which relate to promotion of sports. However, the employee of the sports department may become member/ office bearer of only one association at State level and one at National level that too in the area of his own specialty/discipline.
11. No Government employee shall— Demonstration and strikes.
- (i) engage himself or participate in any demonstration which is prejudicial to the interest of the sovereignty and integrity of India, the security of the State, friendly relations with foreign State, public order, decency or morality or which involves contempt of court, defamation or incitement to an offence; or
- (ii) resort to or in any way abet any form of strike in connections with any matter pertaining to his service or any other Government employee.
12. (1) No Government employee shall, except with the previous sanction of the Government, on wholly or in part, or conduct or participate in the editing or management of, any newspaper or other periodical publication or electronic media. Connection with print or electronic media.
- (2) No Government employee shall except with the previous sanction of the Government or the prescribed authority or except in the bona-fide discharge of his duties—
- (a) publish a book himself or through a publisher, or contribute an article to a book or a compilation of articles; or
- (b) participate in a public media or contribute an article or write a letter to a newspaper or periodical; either in his own name or anonymously or pseudonymously or in the name of any other person:
- Provided that no such sanction shall be required—
- (i) if such publication is through a publisher and is of a purely literary, artistic or scientific character; or
- (ii) if such contribution, broadcast or writing is of a purely literary, artistic or scientific character:
- Provided further that the Government may withdraw at any time, the sanction so granted to a Government employee, after affording reasonable opportunity of being heard, if, there are reasons to believe that the sanction is being misutilised.
13. No Government employee shall, in any radio broadcast or communication over any electronic media or in any document published in his own name or anonymously or pseudonymously or in the name of any other person or in any communication to the press or in any public utterance make any statement of fact or opinion— Criticism of Government.
- (i) which has the effect of any adverse criticism of any current or recent policy or action of the Government of India, Government of Haryana or any other State Government;
- (ii) which is capable of embarrassing the relations between the Government of Haryana and the Government of India or the Government of any other State in India; or
- (iii) which is capable of embarrassing the relations between the Government of India or the Government of Haryana and the Government of any foreign State:
- Provided that nothing in this rule shall apply to any statements made or views expressed by a Government employee in his official capacity or in the due performance of the duties assigned to him.
14. (1) Save as provided in sub-rule (3), no Government employee shall except with the previous sanction of the Government, give evidence in connection with any enquiry conducted by any person, committee or authority. Evidence before Committee or any other authority.

(2) Where any sanction has been accorded under sub-rule (1), no Government employee giving such evidence shall criticize the policy or any action of the Government of India, Government of Haryana or any other State Government.

(3) Nothing in this rule shall apply to evidence given—

- (a) at enquiry before an authority appointed by the Government, Parliament or a State Legislature; or
- (b) in any judicial enquiry; or
- (c) at any departmental enquiry ordered by authorities subordinate to the Government.

(4) No Government employee giving any evidence referred to in sub rule (3) shall give publicity to such evidence.

Communication
of official
information.

15. Every Government employee shall, in performance of his duties in good faith, communicate to a member of public or any organisation full and accurate information, which is to be disclosed under the Right to Information Act, 2005 (22 of 2005):

Provided that no Government employee shall except in accordance with any general or special order of the Government or in the performance in good faith of the duties assigned to him, communicate, directly or indirectly, any official document or any part thereof; or information to any Government employee or any other person to whom he is not authorized to communicate such document or information.

Subscriptions.

16. No Government employee shall, except with the previous sanction of the Government or of the prescribed authority, ask for or accept contributions to, or otherwise associate himself with the raising of, any funds or other collections in cash or in kind in pursuance of any object whatsoever.

Gifts.

17. (1) Save as otherwise provided in these rules, no Government employee shall accept or permit any member of his family or any other person acting on his behalf to accept any gift.

Explanation.— The expression “gift” shall include free transport, boarding, lodging or other service or any other pecuniary advantage provided by a person other than a near relatives and friends having no official dealings with the Government employee.

Note 1.— A casual meal or other social hospitality shall not be deemed to be a gift.

Note 2.— A Government employee shall avoid accepting lavish hospitality or frequent hospitality from any individual having official dealings with him or from industrial or commercial firms, Organizations, etc.

(2) On occasions such as weddings, anniversaries, funerals or religious functions, when the making of gift is in conformity with the prevailing religious and social practice, a Government employee may accept gifts from his near relatives or from his personal friends having no official dealings with him, but shall make a report to the Government, if the value of such gift exceeds—

1. Rs. 7,000/- in the case of a Government employee holding any Group 'A' post;
2. Rs. 4,000/- in the case of a Government employee holding any Group 'B' post;
3. Rs. 2,000/- in the case of a Government employee holding any Group 'C' post; and
4. Rs. 1,000/- in the case of a Government employee holding any Group 'D' post.

(3) In any other case, a Government employee shall not accept any gift without the sanction of the Government, if the value exceeds—

1. Rs. 1,500/- in the case of a Government employee holding any Group 'A' & 'B' post;
2. Rs. 500/- in the case of a Government employee holding any Group 'C' & 'D' post;

(4) Notwithstanding anything contained in sub-rules (2) and (3), a Government employee, being a member of the Indian delegation or otherwise, may receive and retain gifts from foreign dignitaries, if the market value of gifts received on one occasion does not exceed rupees one thousand. In all other cases, the acceptance and retention of such gifts shall be regulated by the instructions issued by the Government in this regard from time to time.

18. (1) No Government employee shall—

- (i) give or take or abet the giving or taking of dowry; or
- (ii) demand, directly or indirectly, from the parents or guardian of a bride or bridegroom, as the case may be, any dowry.

Prohibition of dowry.

Explanation.— For the purposes of this rule, “dowry” has the same meaning as in the Dowry Prohibition Act, 1961 (28 of 1961), as amended in its application to the State of Haryana.

(2) Every Government employee after his marriage shall furnish a declaration to his Head of Department that he has not taken any dowry. The declaration shall be signed by his wife, father and father-in-law.

19. (1) No Government employee shall, except with the previous sanction of the Government, receive any complimentary or valedictory address or accept any testimonial or attend any meeting or entertainment held in his honour; or in the honour of any other Government employee:

Public demonstration in honour of Government employees.

Provided that nothing in this rule shall apply to—

- (a) a farewell entertainment of a substantially private and informal character held in honour of a Government employee or any other Government employee on the occasion of his retirement or transfer or of any person who has recently quitted the service of any Government; or
- (b) the acceptance of simple and inexpensive entertainment arranged by public bodies or institutions.

(2) No Government employee shall exercise pressure or influence of any sort on any Government employee to induce him to subscribe towards any farewell entertainment even if it is of a substantially private or informal character.

20. (1) Subject to the provisions of sub-rule (2), no Government employee shall, except with the previous sanction of the Government—

Private trade or employment.

- (a) engage directly or indirectly in any trade or business, or
- (b) negotiate for, undertake, any other employment, or
- (c) hold an elective office, canvass for a candidate for an elective office, in any body, whether incorporated or not; or
- (d) canvass in support of any business of insurance agency, commission agency, etc., owned or managed by any member of his family, or
- (e) take part, except in the discharge of his official duties, in the registration, promotion or a management of any bank or other company registered under the Companies Act, 2013 (18 of 2013) or any other law for the time being in force, or of any Co-operative Society for Commercial purposes or
- (f) participate in, or associate himself in any manner, in making of—
 - (i) a sponsored media (including radio, televisions) programme, or
 - (ii) a media programme commissioned by Government media but produced by an outside agency or;
 - (iii) a privately produced radio or televisions or other media programme including a video magazine:

Provided that no previous permission shall be necessary in case a Government employee participates in a programme produced by the Doordarshan or a subject dealt with by him in his official capacity.

- (g) involve or engage himself in the registration, promotion, management of other kinds of activities of any non-Government Organisation (NGO) if the same is aided by the Central Government, State Government or an international Organization or agency.

(2) A Government employee may, without the previous sanction of the Government—

- (a) undertake honorary work of a social or charitable nature; or

- (b) undertake occasional work of literary, artistic or scientific character; or
- (c) participate in sports activities as amateur; or
- (d) take part in the registration, promotion or management (not involving the holding of an elective office) of a literary, scientific or charitable society, or of a club, or similar organisation, the aims or objectives of which relate to promotion of sports, cultural, or recreation activities, registered under the Societies Registration Act, 1860 (21 of 1860), or any other law for the time being in force; or
- (e) take part in the registration, promotional or management (not involving the holding of elective office) of a Co-operative Society substantially for the benefit of Government employee, registered under the Co-operative Societies Act, 1912 (2 of 1912) or any other law for the time being in force in any State:

Provided that—

- (i) he shall discontinue taking part in such activities if so directed by the Government; and
- (ii) in a case falling under clause (d), or clause (e) of this sub-rule, his official duties shall not suffer thereby and he shall, within a period of one month of his taking part in such activity, report to the Government giving details of the nature of his participation.

Explanation I.— A “Co-operative Society” means a society registered, or deemed to be registered under the Co-operative Societies Act, 1912 (2 of 1912) or any other law relating to Co-operative Societies for the time being in force in any State.

Explanation II.— Canvassing for a candidate for an elective office referred to in the second proviso shall be deemed to be breach of this sub-rule.

(3) Every Government employee shall, if any member of his family is engaged in a trade or business, or owns or manages an insurance agency or commission agency, report that fact to the Government.

(4) No Government employee shall accept any fee for any work done for any public body or for any private person without the sanction of the prescribed authority.

Explanation.— The term ‘Fee’ has been defined in Haryana Civil Services (General) Rules, 2016

Government accommodation.

21. (1) The Government accommodation allotted to a Government employee shall not be sublet or leased out or used otherwise.

(2) A Government employee shall, after the cancellation of his allotment of Government accommodation vacate the same within the time limit prescribed by the competent authority.

Investment, lending and borrowing.

22. (A) Transactions in sale and purchase of shares and debentures etc.—

(1) On investment in stock, share, debenture, etc. an intimation shall be sent to the prescribed authority in the form as given below:-

- (i) Group ‘A’ and ‘B’ employees – If the total transaction in shares, securities, debentures or mutual funds scheme etc. exceeds Rs. 50,000/- during the financial year; and
- (ii) Group ‘C’ and ‘D’ employees – If the total transactions in shares, securities, debentures or mutual funds scheme etc. exceeds Rs. 25,000/- during the financial year.

If an individual transaction exceeds the amount prescribed in sub rule (3) of rule 24 the intimation to the prescribed authority shall still be necessary. The intimation prescribed in sub rule (1) shall be in addition to this, where cumulative transaction(s) i.e. sale, purchase or both in shares, securities, debentures or mutual funds etc. in a year exceed the limits indicated in sub rule (1).

Form for giving intimation for transactions in shares, securities, debentures and investment in mutual fund schemes, etc.

1.	Name and designation	
2.	Scale of pay and present pay	
3.	Details of each transaction made in shares, securities, debentures, mutual funds scheme, etc., during the financial year.	
4.	Particulars of the party, firm with whom transaction is made—	
	(a) Is party related to the applicant?	
	(b) Did the applicant have any dealings with the party in his official capacity at any time or is the applicant likely to have any dealings with him in the near future?	
5.	Source or sources from which financed—	
	(a) Personal savings	
	(b) Other sources giving details	
6.	Any other relevant fact which applicant may like to mention.	

DECLARATION

I hereby declare that the particulars given above are true.

Station: _____ Signature: _____

Date: _____ Designation: _____

- (2) No Government employee shall make, or permit any member of his family or any person acting on his behalf to make any investment which is likely to embarrass or influence him in the discharge of his official duties. For this purpose any purchases of shares from out of the quotas reserved for Directors or their friends and associate shall be deemed to be an investment which is likely to embarrass the Government employee.
- (3) If any question arises whether any transaction is of the nature referred to in sub-rule (1) or sub-rule (2), the decision of the Government thereon shall be final.

(B) Lending and borrowing.—

- (1) No Government employee shall save in the ordinary course of business with a bank or a firm of standing duly authorized to conduct banking business, either himself or through any member of his family or any other person acting on his behalf :-
- (a) lend or borrow money as principal or agent, to or from any person within the local limits of his authority or with whom he is likely to have official dealings, or otherwise place himself under any pecuniary obligation to such person, or
- (b) lend money to any person at interest or in a manner whereby return in money or in kind is charged or paid:

Provided that a Government employee may, give to, or accept from, a relative or a personal friend purely temporary one of a small amount free of interest or operate a credit account with a bonafide trade man or make an advance of pay to his private employee but such amount shall not exceed twelve months basic pay for the construction of house or purchase of built up house and six months basic pay for the purchase of conveyance and other purposes.

Provided further that a Government employee may, with the previous sanction of the Government, enter into any transaction referred to in sub-clause (a) or sub-clause (b).

- (2) When a Government employee is appointed or transferred to a post of such nature as shall involve him in the breach of any of the provisions of sub-rule (A)(2) or sub-rule (B)(1), he shall forthwith report the circumstances to the prescribed authority and shall there after act in accordance with such order as may be made by such authority.

Insolvency and habitual indebtedness.

23. (1) A Government employee shall so manage his private affairs as to avoid habitual indebtedness, or insolvency.

(2) A Government employee against whom any legal proceedings are instituted for recovery of any debt due from him or for adjudging him as an insolvent shall immediately report the full facts of the legal proceeding to the Government.

(3) The burden of proving that the insolvency or indebtedness was the result of circumstances which, with the exercise of ordinary diligence, the Government employee may not have foreseen, or over which he had no control, and had not proceeded from extravagant or dissipated habits, shall be upon him.

Movable, immovable and valuable property.

24. (1) Every Government employee shall submit—

- (i) declaration of property on his first appointment to any service or post;
- (ii) annual property return as on 31st March of every financial year; and
- (iii) property return as and when he is directed by the prescribed authority, showing particulars in detail, in the prescribed Forms appended to these rules at Annexure A and B, regarding—
 - (a) immovable property inherited, owned, acquired or held on lease or mortgage, by him or his spouse or any member of his family, either in their own name or in the name of any other person; and
 - (b) movable property.

Explanation.— For the purpose of this rule the expression 'movable property' includes—

- (i) cash, bank balance, deposits, Loans and Advances;
- (ii) investments in Shares, Securities, Debentures, Bonds etc.;
- (iii) jewellery and Insurance policies;
- (iv) vehicles, any other means of conveyance;
- (v) any electric, electronic goods or household items such as refrigerators, air conditioner, LCD, LED, computers, washing machines, furniture etc.;
- (vi) debts and other liabilities incurred directly or indirectly by him or his spouse or any other member of his family; and
- (vii) any other movable property owned, acquired or inherited by him or his spouse or any other member of his family.

Note 1.— The moveable/immoveable properties either acquired by the members of the family of the employee from their own funds or inherited by them shall not attract the provisions of this rule.

Note 2.— In all returns the value of items of movable property costing less than Rs. 50,000 may be added and shown as a lump sum. The value of articles of daily use such as clothes, utensils, crockery, books, etc., shall not be included in such return.

(2) No Government employee or any dependent member of his family shall except with the previous knowledge of the prescribed authority, acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise either in his own name or in the name of any dependent member of his family:

Provided that the previous sanction of the prescribed authority shall be obtained by the Government employee if any such transaction is—

- (i) with a person having official dealings with the Government employee; or
- (ii) otherwise than through a registered dealer.

(3) Where a Government employee enters into a transaction in respect of movable property either in his own name or in the name of the member of his family, he shall, within one month from the date of such transaction, report the same to the prescribed authority, if the value of such property exceeds two months' basic pay of the Government employee:

Provided that the previous sanction of the prescribed authority shall be obtained if any such transaction is—

- (i) with a person having official dealings with the Government employee; or
- (ii) otherwise than through a registered dealer.

(4) The Government or the prescribed authority may at any time, by general or special order, require a Government employee to furnish, within a period specified in the order, a full and complete statement of such movable or immovable property held or acquired by him on his behalf or by any member of his family as may be specified in the order. Such statement shall, if so, required by the Government or by the prescribed authority, include the details of the means by which, or the source from which, such property was acquired.

25. (1) No Government employee shall, except with the previous sanction of the Government, have recourse to any court or to the press for vindication of any official act which has been the subject matter of adverse criticism or on attack of a defamatory character:

Vindication of acts and character of Government employees.

Provided that if no such sanction is received by the Government employee within a period of three months from the date of receipt of his request by the Government, he shall be free to assume that the permission as sought for has been granted to him.

(2) Nothing in this rule shall be deemed to prohibit a Government employee from vindicating his private character or any act done by him in his private capacity and where any action for vindicating his private character or any act done by him in private capacity is taken, the Government employee shall submit a report to the prescribed authority regarding such action.

26. No Government employee shall bring or attempt to bring any political or other influence to bear upon any superior authority to further his interests in respect of a matter pertaining to his service under the Government.

Canvassing.

27. (1) No Government employee shall enter into, or contract, a marriage with a person having a spouse living.

Restriction regarding bigamous marriage.

(2) No Government employee, having a spouse living shall enter into, or contract, a marriage with any person:

Provided that the Government may permit a Government employee to enter into, or contract, any such marriage as is referred to in sub-rule (1) or sub-rule (2), if it is satisfied that—

- (a) such marriage is permissible under the personal law applicable to such Government employee and the other party to the marriage; and
- (b) there are other grounds for so doing.

(3) A Government employee who has married or marries a person other than of Indian nationality shall forthwith intimate the Government.

(4) Every Government employee shall in his personal capacity observe strictly, the existing policies regarding age of marriage.

28. A Government employee shall—

Consumption of intoxicating drinks and drugs.

- (a) strictly abide by any law, relating to intoxicating drink or drugs, in force in any area in which he may happen to be for the time being;
- (b) not be under the influence of any intoxicating drink or drug during the course of his duty and shall also take due care that the performance of his duties at any time is not affected in any way by the influence of such drink or drug;
- (c) not consume any intoxicating drinks, drugs or smoking in public place ;
- (d) not appear in a public place in a state of intoxication;

(e) not be present on duty in a state of intoxication; and

(f) not use any intoxicating drinks or drugs to excess.

Explanation.— For the purposes of this rule, “public place” means any place or premises (including conveyance) to which the public have or are permitted to have, access whether on payment or otherwise.

Prohibition of
child labour.

29. No Government employee shall employ any child below the age of 14 years as domestic help.

Power to
interpret, amend
and relax.

30. The power to give interpret, amend and relax these rules shall vest in the General Administration Department, whose decision thereon shall be final.

Note.— Communications regarding the interpretation and alteration of these rules shall be addressed to the General Administration Department through the Administrative Department concerned.

Delegation of
power.

31. The Government may, by general or special order, direct that any power exercisable by it or any Head of Department under these rules (except the powers under rule 30) shall, subject to such conditions, if any, as may be specified in the order, be exercisable also by such officer or authority, as may be specified in the order.

Repeal and
saving.

32. (1) The Government Employees (Conduct) Rules, 1966 (Appendix 23 of Punjab Civil Services Rules Volume-I, Part-II) are hereby repealed.

(2) Anything done or any action taken under the rules so repealed shall be deemed to have been done or taken under the corresponding provisions of these rules.

ANNEXURE-A

(See rule 24)

For the period from.....to.....

**DECLARATION FORM FOR MOVABLE PROPERTY HELD BY GOVERNMENT EMPLOYEE AND
HIS/HER FAMILY MEMBERS UNDER RULE 24 OF THE HARYANA CIVIL SERVICES
(GOVERNMENT EMPLOYEES' CONDUCT) RULES, 2016.**

Name & Designation of the Government employee :

Address

Statement made on.....

- (1) Cash, jewellery, deposits, insurance policies, share, securities and debentures;
- (2) Loans and advances by such Government employee whether secured or not;
- (3) Motor-cars, motor-cycle, horses, or any other means of conveyance; and
- (4) Refrigerators, radiograms and other electronic goods.

Description: (a)

- (i) Cash, jewellery, deposits, insurance policies, share, securities and debentures;
- (ii) Motor-cars, motor-cycle, horses, or any other means of conveyance; and
- (iii) Refrigerators, radiograms and other electronic goods.

Sr. No.	Description of item	Value	Name of member of the Government employee's family and Benamidar (if any in whose name the assets is held)	Date and manner of fresh acquisition during the year	Remark
1	2	3	4	5	6

Description: (b)

(iv) Detail of Loans

Sr. No.	Amount of Loan	If loan is a secured one, nature of the security with appropriate value	Name of member of the Government employee's family who has advanced loan	Name with description of the loanee	Date with other particulars of the loan.	Remarks
1	2	3	4	5	6	7

Note.— Members of a Government employee's family are those as mentioned in rule 3(c) of the Haryana Civil Services (Government Employees' Conduct) Rules, 2016.

Dated: _____

Signature of the Government employee.

ANNEXURE-B

(See rule 24)

For the period from.....to.....

**DECLARATION FORM FOR IMMOVABLE PROPERTY HELD BY GOVERNMENT EMPLOYEE
AND MEMBERS OF HIS FAMILY UNDER RULE 24 OF THE
HARYANA CIVIL SERVICES (GOVERNMENT EMPLOYEES'
CONDUCT) RULES, 2016.**

Name & Designation of the Government employee :

Address

Statement made on.....

- Note:** (i) All interest in land of a permanent nature whether ownership, mortgage or hereditary occupancy, should be entered also dwelling houses in State, District, Village or City.
- (ii) Members of a Government employee's family are those as mentioned in rule 3(c) of the Haryana Civil Services (Government Employees' Conduct) Rules, 2016. and in showing the holding of each, if a holding is Benami, the name of the Benamidar should also be mentioned.

Sr. No.	Type of Property	Name of State, District, Sub-Division & Village or city in which property is located	Plot/Agriculture land	Building
	A. Type of land area/ plot size (Residential/Institutional/ Commercial/Agricultural/ etc.)		(i) Cost of land (ii) Year of acquisition	(i) constructed area (ii) No. of floors (iii) cost of construction/ building
1	2	3	4	5

Sr. No.	Mode of acquisition (Whether by purchase/ lease/Mortgage/ inheritance/gift etc.)	Details of person/ authority from whom property acquired	Whether held in own name of employee or dependent (name & relation) and name of Benamidar (if any)	Annual Income from each property in A & B category
1	6	7	8	9

Dated: _____

Signature of the Government Employee.

D. S. DHESI,
Chief Secretary to Government Haryana,
Chandigarh.

No. 18/03/2021-2GS-I
HARYANA GOVERNMENT
GENERAL ADMINISTRATION DEPARTMENT
(CHIEF SECRETARY OFFICE)

To

1. All the Administrative Secretaries to Government Haryana.
2. All the Heads of Department of Haryana.
3. All the Managing Directors/Chief Administrators of Boards/Corporations in the State of Haryana.
4. All the Divisional Commissioners in Haryana.
5. All the Deputy Commissioners of Haryana.
6. All the Registrar of Universities of Haryana.
7. The Registrar (General), Punjab & Haryana High Court.

Dated, Chandigarh, the 11th October, 2021

Subject: Implementation of Haryana Civil Services (Government Employees' Conduct) Rules, 2016.

R/ Madam/Sir,

I have been directed to invite your attention to Rule 9 and 10 of the Haryana Civil Services (Government Employees' Conduct) Rules, 2016, which are reproduced below:

"9. Taking part in politics and elections.

- (1) No Government employee shall be a member of, or be otherwise associated with, any political party or any Organization, which takes part in politics, nor shall take part in, or subscribe in aid of, or assist in any other manner, any political movement or activity.
- (2) It shall be the duty of every Government employee to endeavour to prevent any member of his family from taking part in or subscribing in aid of or assisting in any other manner, any movement or activity which is, or tends directly or indirectly to be subversive of the Government as by law established, and where a Government employee is unable to prevent member of his family from taking part in or subscribing in aid of, or assisting in any other manner, any such movement or activity, he shall make a report to that effect to the Government.
- (3) If any question arises whether a party is a political party or whether any organization takes part in politics or whether any movement or activity falls within the scope of sub-rule (2), the decision of the Government thereon shall be final.
- (4) No Government employee shall canvass or otherwise interfere with, or use his influence in connection with or take part in, an election to any legislature or local authority:

Provided that a Government employee—

- (a) qualified to vote at such election may exercise his right to vote, but where he does so, he shall give no indication of the manner in which he proposes to vote or has voted;
- (b) shall not be deemed to have contravened the provisions of this sub-rule by reason only that he has assisted in the conduct of an election in the due performance of a duty imposed on him by or under any law for the time being in force.

Explanation.— The display by a Government employee on his person, vehicle or residence of any electoral symbol shall amount to using his influence in connection with an election, within the meaning of this sub-rule.

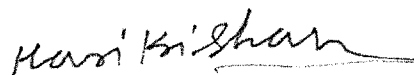
10. Joining of Associations

- (1) No Government employee shall join or continue to be a member of an association, the objects or activities of which are prejudicial to the interest of the sovereignty and integrity of India or public order or morality.
- (2) No Government employee shall be a member/ office bearer of more than one such association at State level and at National level, the aims or objectives of which relate to promotion of sports. However, the employee of the sports department may become member/ office bearer of only one association at State level and one at National level that too in the area of his own specialty/discipline.

2. With the coming into effect of the Haryana Civil Services (Government Employees' Conduct) Rules, 2016, Government Instructions No. 398-5G8-70/4340 dated 4.3.1970, No. 11/9/79-2 GS1 dated 2.4.1980 and No. 442/5GS-66/199 dated 11.1.1967 are hereby withdrawn with immediate effect as they are no longer relevant.

3. In view of the above, it may be ensured that all Government employees shall abide with Rules 9 and 10 of Haryana Civil Services (Government Employees' Conduct) Rules, 2016 in letter and in spirit. Any violation of the same shall invite immediate and strict disciplinary action.

Yours faithfully



Under Secretary, General Administration,
for Chief Secretary to Government of Haryana

Ednst. No.: 18/03/2021-2GS-I

Dated: 11.10.2021

A copy is also forwarded to the **Chairman of Haryana Bureau of Public Enterprises** for information and necessary action.



Under Secretary, General Administration,
for Chief Secretary to Government of Haryana

Note: All Orders issued by office of Chief Secretary, Haryana (General Administration Department) from 04.10.2021 onwards can be found on the official website - csharyana.gov.in. Any instruction/order purporting to be issued by office of Chief Secretary, Haryana (GAD) after 04.10.2021 but not available on our official website is to be treated as fake.

**No. 18/01/2018-4HR-I
HARYANA GOVERNMENT
HUMAN RESOURCES DEPARTMENT
(HUMAN RESOURCES-I BRANCH)**

Dated: Chandigarh, the 30th August, 2022

To

1. All the Administrative Secretaries to Government Haryana.
2. All the Heads of Departments of Haryana.
3. All the Divisional Commissioners in the State of Haryana.
4. The Registrar, Punjab and Haryana High Court, Chandigarh.
5. All the Deputy Commissioners in Haryana State.

Subject: Amendment in Government Employees Conduct Rules, 2016- Rule 24 thereof.

Sir/Madam

I am directed to invite your kind attention to the subject cited above and to say that State Government has omitted the words 'and Insurance Policies' from item (iii) of explanation, to sub-rule (1) of Rule 24 of Haryana Civil Services (Government Employees' Conduct) Rules, 2016 vide Notification dated 17.08.2022 (copy enclosed).

Yours faithfully

Tilak Ram

Superintendent, Human Resources-I
for Chief Secretary to Government Haryana

Endst.No. 18/01/2018-4HR-I

Dated, Chandigarh the 30th August, 2022

A copy is forwarded to SIO, NIC Haryana, 9th Floor, Haryana Civil Secretariat with the request to delete the option of "Insurance Policies" in Annual Property Returns on Human Resources Management System portal.

Superintendent, Human Resources-I
for Chief Secretary to Government Haryana

A copy is forwarded to the Secretary, Council of Minister, Haryana with reference to his U.O. No. 9/121/2022-2Cabinet, dated 21.07.2022 for information and necessary action.

Superintendent, Human Resources-I
for Chief Secretary to Government Haryana

To

The Secretary,
Council of Minister, Haryana (in Cabinet Branch).

U.O. No. 18/01/2018-4HR-I

Dated, Chandigarh the 30th August, 2022



Haryana Government Gazette

EXTRAORDINARY

Published by Authority

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No. 147-2022/Ext.]

चण्डीगढ़, बुधवार, दिनांक 17 अगस्त, 2022
(26 श्रावण, 1944 शक)

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HARYANA GOVERNMENT
HUMAN RESOURCES DEPARTMENT

Notification

The 17th August, 2022

No. G.S.R. 136/Const./Art. 309/2022.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules further to amend the Haryana Civil Services (Government Employees' Conduct) Rules, 2016, namely :-

1. These rules may be called the Haryana Civil Services (Government Employees' Conduct) Amendment Rules, 2022.
2. In the Haryana Civil Services (Government Employees' Conduct) Rules, 2016, (hereinafter called the said rules) in Rule 24, in sub-rule (1), in Explanation, in item (iii), the words '*and insurance policies*' shall be omitted.
3. In the said rules, in Annexure-A the words 'issuance policies' wherever occurred, shall be omitted.

SANJEEV KAUSHAL,
Chief Secretary to Government, Haryana.

भाग-III

हरियाणा सरकार

मानव संसाधन विभाग

अधिसूचना

दिनांक 17 अगस्त, 2022

संख्या सांका०नि० 136/संवि०/अनु० 309/2022- भारत के संविधान के अनुच्छेद 309 के परंतुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, हरियाणा के राज्यपाल, इसके द्वारा, हरियाणा सिविल सेवा (सरकारी कर्मचारी आचरण) नियम, 2016, को आगे संशोधित करने के लिए निम्नलिखित नियम बनाते हैं, अर्थात् :-

1. ये नियम हरियाणा सिविल सेवा (सरकारी कर्मचारी आचरण) संशोधन नियम, 2022, कहे जा सकते हैं।
2. हरियाणा सिविल सेवा (सरकारी कर्मचारी आचरण) नियम, 2016 (जिन्हें, इसमें, इसके बाद, उक्त नियम कहा गया है) में, नियम 24 में, उप-नियम (1) में, व्याख्या में, मद (iii) में, "तथा बीमा पॉलिसी" शब्दों का लोप कर दिया जाएगा।
3. उक्त नियमों में, अनुबन्ध-क में, "बीमा पॉलिसी" शब्द जहां कहीं भी आए, का लोप कर दिया जाएगा।

संजीव कौशल,
मुख्य सचिव, हरियाणा सरकार।