भारत सरकार GOVERNMENT OF INDIA
वित्त मंत्रालय MINISTRY OF FINANCE
राजस्व विभाग DEPARTMENT OF REVENUE
केंद्रीय अप्रत्यक्ष कर और सीमा शुल्क बोर्ड CENTRAL BOARD OF INDIRECT TAXES AND CUSTOMS
प्रधान आयुक्त का कार्यालय OFFICE OF THE PRINCIPAL COMMISSIONER
केंद्रीय कर और केंद्रीय उत्पाद शुल्क CENTRAL TAX AND CENTRAL EXCISE
कोच्चि आयुक्तालय KOCHI COMMISSIONERATE
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GEXCOM/VIG/MISC/295/2021 **दिनांक Date: As e-signed**

VIGILANCE CIRCULAR NO. 03/2025

Sub: Participation in any form of strike/ boycott of work etc. by Government servants- CCS (Conduct) Rules- Reg.

Attention of all officers is invited to various instructions issued by DoPT from time to time which prohibit Government servants from participating in any form of strike including mass casual leave, go slow etc. or any action that abet any form of strike in violation of Rule 7 of CCS (Conduct) Rules, 1964.

Attention of all employees of this Department is also drawn to DoPT O.M. No. 33012/1(s)/2008-Estt(B) dated 12.09.2008(copy enclosed) on the subject for strict compliance.

It is reiterated that any instances of violation of discipline and Conduct Rules would be viewed seriously and action taken according to the provisions of the relevant rules on the subject.

This is issued with the approval of the Competent Authority.

Digitally signed by
Rani C R
Date: 08-07-2025
14:48:08

(Rani C. R.)
Additional Commissioner (P&V)

Copy submitted to:

The Chief Commissioner, Central Tax, Central Excise & Customs, Thiruvananthapuram Zone

Copy To:

1. **Additional Commissioner/ Assistant Commissioners in CCO**
2. **The Joint Commissioner, Hqrs., Kochi**
3. **All Deputy/ Assistant Commissioner in Hqrs. Office, Kochi**
4. **The Deputy/Assistant Commissioner, Kakkanad /Idukki / Aluva/ Thrissur/ Perumbavoor / Ernakulam/ Chalakkudy Division**
5. **The General Secretary, All India Association of Superintendents of Central Tax, Kerala Unit**
6. **The General Secretary, All India Central Excise Inspectors' Association, Kerala Circle**
7. **The Superintendent (Systems) for uploading the Circular in the official website**
8. **Notice Board**

Estt(B)/strike matters

File No. 33012/1(s)/2008-Estt(B) (Pt)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training
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Dated the 12th September, 2008

OFFICE MEMORANDUM

Subject:- Participation in any form of strike/mass casual leave/boycott of work etc. by Government servants - CCS(Conduct) Rules - regarding.

The undersigned is directed to say that the instructions issued by the Department of Personnel & Training prohibit the Government servants from participating in any form of strike including mass casual leave, go-slow etc. or in any way abet any form of strike which will be in violation of Rule 7 of the CCS(Conduct) Rules, 1964. The Supreme Court has also agreed in several judgements that going on a strike is a grave misconduct under the Conduct Rules and that misconduct by the Government employees is required to be dealt with in accordance with law. Any employee going on strike in any form would face the consequences which, besides deduction of wages, may also include appropriate disciplinary action.

2. A Joint Consultative Machinery (JCM) for Central Government employees is already functioning. This scheme has been introduced with the object of promoting harmonious relations and of securing the greatest measure of cooperation between the Government, in its capacity as employer, and the general body of its employees in matters of common concern, and with the object, further of increasing the efficiency of the public service.

3. Therefore, apart from the fact that any form of strike/mass casual leave/boycott of work would be in violation of the CCS(Conduct) Rules, going on any form of strike will also not be in the interest of the employees. Accordingly, the undersigned is directed to convey that if any employee or an association/group of employees, under any nomenclature, indulge in any form of strike/boycott of work in pursuance of any alleged demands, or send any letter conveying of their intention to organize any such event, in terms of the provisions mentioned in para-1 above, the salary of such employees for the day/days in question shall not be paid and the details of such employees shall have to be intimated by the concerned office where such an event took place to the Administrative Ministry/Department concerned, within 15 days of such incident for a decision on how to treat the unauthorized absence occasioned by such an action by the employees. This will be without prejudice to any disciplinary action that may be initiated against such employees. All Ministries/Departments are requested to bring the contents of this O.M. to the notice of all concerned offices under them.

(Suneel K. Arora)
Under Secretary to the Government of India

To

All Ministries/Departments.