

Copy of Circular letter No. 2423-IGS (1)-64/12900, dated 27th April, 1964 from the Chief Secretary to Government, Punjab to all Heads of Departments etc., etc.

*Subject.*—Procedure to be followed in the event of Government Officers/officials returning to duty after having suffered from serious illness.

I am directed to address you on the subject noted above and to say that of late the Government has been receiving an increasing number of request from all categories of officers/officials who return to duty after serious illness, for postings on light duty assignments. However, it has been found that it is generally very difficult to accept all such requests. While it may be necessary for every such officer/officials to have proper rest after a serious illness, the Government is also justified in expecting that on resumption of duty the officer/official should be fit to shoulder the full responsibilities of the post he takes over. As will be appreciated it is very difficult for Government to find light duty posts or sinecures for its employees, especially in the present-day context, when on account of the needs of heavy development work all round every officer/official is required to put in his very best with hard work.

Accordingly, in order to deal with all such cases suitably, Government desire that the relevant provisions of the existing Civil services Rules should be used carefully for giving adequate relief to such officers/officials concerned as well as for safeguarding the Government and public interest in the matter of maintaining proper efficiency. Rule 8.44 of the Punjab Civil Services Rules, Volume I, clearly lays down that when a Gazetted officer resumes duty after sick leave for more than three months, he should produce a medical certificate of fitness from a Medical Board, and in case the leave is less than three months, such certificate should be from a Civil Surgeon. Similarly in the case of non-gazetted employees, they have to produce a certificate from Registered Medical practitioner. The appointing authorities are also competent to require a Government employee, under rule 3.5 (a) of the Punjab Civil Services Rule Volume I, to appear before a Medical Board for medical examination whenever the appointing authority has reason to believe that the Government employee is not physically fit to carry out his duties satisfactorily. Rule 5.11 of the Punjab Civil Services Rule Volume II, further provides that Government employees can be retired or put on invalid pension, on certain grounds as mentioned in the rule.

3. To ensure proper compliance of the rules mentioned just above, so that the interests of both Government employees as well as of Government work are properly safeguarded no Government employee who is not quite fit to resume duty should be recommended or allowed to come back to work until he has been properly certified to be fit for undertaking the full load of his responsibilities.

4. The receipt of the letter may kindly be acknowledged.