

Copy of letter No. 4656-6GS-63/24763, dated the 25th July, 1963 from Shri Sarcop Krishan, I.C.S., Financial Commissioner, Planning and Additional Chief Secretary to Government, Punjab to the address of all Head of Department, etc., etc.

**Subject .—**Conduct of a Government employee in relation to the proper maintenance of his family.

I am directed to say that instances have come to the notice of the Government in which there has been failure on the part of Government employees in the matter of proper maintenance of their families and the question has arisen as to the action that can be taken in such cases. The position is that a Government employee is expected to maintain a reasonable and decent standard of conduct in his private life and not bring discredit to his service by misdemeanour of this type. Where, therefore, a Government employee is reported to have acted in a manner unbecoming of such employee, for instance by neglect of his wife and family, departmental action can be taken against him on that score. The Government Servants Conducted Rules should not, however, be invoked for this purpose and instead basis should be that neglect by a Government employee of his wife and family in a manner unbecoming of him can be regarded as a good and sufficient reason to justify action being taken against him in the terms of Rule 4 of Punjab Civil Services (Punishment and Appeal) Rules, 1952 which specifies the nature of penalties that may for good and sufficient reason be imposed on a Government employee.

2. It should, however, be noted that in certain cases the party affected has a legal right to claim maintenance, and if any legal proceedings in that behalf are pending in a court of law, it would not be correct for the Government to take action against the Government employee as such action may be construed by the Court to amount to contempt.