

Copy of letter No. B2 – 14628/66 dated 21-1-67 from the C. C. F. to all C.Fs, D.F.Os, A.C. F. F.U.O.W.P. Os S.R.O. W.L.P.O and the F.Veterinary Officer.

Sub:- Strike by N.G.Os. copies of G.Os relating to communicated.

I am forwarding herewith copies of the following Circular Memorandums and orders of Govt. for information and necessary action.

1. Circular Memo. No. 1194.SS/67/PD dated 10-1-67  
From Public (SS) Dept.
2. G.O. MS.15/67 dated 18-1-67 from Public (SS) Dept.
3. G.O. MS.No.16/67 dated 18-1-67 from Public (SS) Dept.
4. G.O.P.21/67/Public dated 19-1-67 do
5. G.O. Rt. No. 86/67 dated 19-1-67 do
6. Govt. Circular Memo No. 3229/SS/67 PD dated 21-1-67 from Public (SS) Dept.
7. G.O.P. No. 27/67/Public dated 21-1-67 from Public (SS) Department.

2. The report required in paragraph (2) of the Circular Memorandum No.3229/SS/67/PD dated 1-1-67 may be sent to this office on or before 10-2-1967.

Sd/- For Chief Conservator of Forests.

Copy of Govt. Circular Memorandum No.1194.SS/67/PD dated 10-1-67

Sub: - Strike by Government servants arrangements for the disposal of business instructions issued.

The Government have considered the question now best the offices could function even if the strike continues. The following instructions are issued.

1. The Heads of Departments are empowered to employ pension and others on an ad hoc basis. If the period during which they will have to work is less than one month they will be paid a minimum of one Month's salary.

2. The services of temporary employees who have absented them selves during the strike days unauthorized will be terminated wherever necessary,

3. If an employee returns to duty early and apologizes for his unauthorized absence in the office, his case will be considered sympathetically. The question of withdrawing prosecution against such an employee will also be considered.

4. Secretaries, Heads of Departments and Heads of Offices are authorized to pay for taxi hire and for snacks and coffee for the working N.G.Os. in suitable cases. The question of substituting taxi fare and free supply of coffee and eatables by a cash payment is under consideration and separate orders would issue in this regard.

Sd/- N.M. Patnaik, Chief Secretary 10-1-67

Copy of G.O. No.SS. 15/67 dated 18-1-67 Public (SS) Department.

Withdrawal of strike by N.G.Os disposal of disciplinary cases orders issued.

### **ORDER**

In view of the decision of the Non-gazetted officers to all off the strike with effect from the forenoon of the 17<sup>th</sup> Jan. 1967 Government are pleased to direct that all disciplinary action taken against them during the period of the agitation be withdrawn. Government also direct that no further action need be taken in respect of personnel belonging to essential services in pursuance of notifications issued by the various Heads of Departments/Collectors directing them to report for duty by a specified date.

There may be cases in which punishments night have been imposed in disciplinary proceedings on the employees in connection with the strike or pursuant to the notifications referred to above. In such cases, the disciplinary authorizes are here by directed to forward such files to Government in the Public Department immediately for review.

Sd/- N.M. Patnaik, Chief Secretary.

Copy of G.O. MS. No. 16/67 dated 18-1-67 Public (SS) Department.

Strike by Non gazetted officer's arrangements during the strike period employment of provision hands instructions issued formal orders issued.

Read:-  
1. Circular Memorandum no.61/SS/67/PD dated 2-1-67  
2. Circular Memorandum No. 1194/SS/67/FD dated 10-1-67

## ORDER

In Circular Memorandum No.61/SS/67/PD dated 2-1-67 all Heads of Departments and Offices has been authorized to recruit hands from the Employment Exchange and outside in the event of a strike, according to necessity. It has been specified that the last grade servants will be paid a sum not exceeding Rs.5/- (Five) per day. Again in Circular Memorandum No.1194/SS/67/FD dated 10-1-67 all Secretaries to Government Heads of Departments District Collectors etc. have been empowered to re-employ pensioners and here on an ad hoc basis. It has been stated that if the period will be paid a minimum of one month's salary.

2. How that the N.G.Os, have called off the strike, Government consider that there is no more necessity to continue the employment of personnel appointed on a purely temporary basis during the strike period. They there fore direct in relaxation of rule 87(a) Kerala Financial Code, that when the new recruits are relieved, they should be paid one month's pay in the case of those who have been recruited on a monthly salary basis and in the case of those who have recruited on a daily wage basis, their daily wages for the number of days they worked inclusive of the intervening holidays. It is however, left to the discretion of the Collectors/Heads of Departments and Secretaries to Government to decide whether those on monthly salary should be relieved immediately or after one month from the appointed date. Sanction is also accorded for the creation of temporary posts for one month to accommodate those who have been recruited on monthly salary.

3. Sanction is hereby accorded to the Collectors, Heads of Departments, and Secretaries to Government etc. to incur necessary expenditure in respect of temporary appointments as detailed in para (1) above.

4. Wages to those negated on daily wages may be paid from office contingencies and the salary of those recruited on monthly salary may be debited to pay of establishment and allowances under the relevant heads of accent of the Departments concerned.

5. A letter of appreciation for the services rendered to Government during the period of strike may also be given to those temporary employees at the time of discharging them.

Sd/-N.M. Patnaik, Chief Secretary.

Copy of G.O. P. 21/67Public dated 19-1-67 Public (SS) Dept.

Strike by State Government employees concessions to loyal workers further orders issued.

Read:- G.O. MS. No. 5/67 Public dated 12-1-1967

## ORDER

Government clarify that the grant of advance increment ordered in para 2 of the Government order cited will take a effect from 5-1-67 and will be without prejudice to the normal increments due to the officers.

2. In respect of persons who have reached the maximum of the scale of pay or are in receipt of personal pay above the maximum pay a personal pay or increase of personal pay equivalent to one increment in the last incremental stage will be allowed in lieu of advance increment.

3. Orders in para 3 of the Government order cited regarding payment of an allowance equal to the rates of daily allowance will also take effect from 5-1-67. The allowance under these orders will be paid in addition to any daily allowance otherwise admissible to the officers under the rules. The expenditure as authorized in Circular Memorandum No. 1194/SS/67PD dated 10-1-67 for taxi fare and for snacks and coffee should be adjusted from the daily allowance so payable from 5-1-67 under these orders.

4. Executive staff will be sanctioned advance increment and daily allowance only on their superior gazetted officers certifying that the executive staff actually performed their duties. Advance increments to the non-gazetted officers who were working as Home guards will be sanctioned subject to the production of certificate from the District Commandant, Home Guards that the officer attended to the duty regularly.

5. These orders will not supply to the following officers.

1. Those who were on leave for the period form 5-1-1967 to 16-1-67
2. Those who were on deputation to the Government of India or other States or on foreign services.
3. Those who were outside the State on tour training or duty.
4. Those who were on deputation to the State Government from the Govt. of India other States etc.
5. Those who were absent during 5-1-67 to 16-1-67 without prior or sanction of leave on any day or holiday on 7-1-67 oneself of restricted holiday on 7-1-67
6. These orders do not apply to teachers.
7. These orders apply to all the non-gazetted personnel of the police force and fire force except the following.
  - (i) Probationary sub-Inspectors and Police recruits under training
  - (ii) Members of the A.P. Battalions on deputation to Nagaland.

By Order of the Governor

Sd/- N.M. Patnaik,  
Chief Secretary.

Copy of G.O. Rt. No 86/67 dated 19-1-67/Public (SS) Department

Strike by the Non-gazetted officers services offered by loyal staff police Home Guards and others appreciation by Government recorded.

Government are pleased to place on record their high appreciation of the valuable services rendered by the Police , Home guards and such other officers and members of the staff as attended office during the period of the recent non-gazette officers strike.

The Inspector General of Police and the Commandant General Home guards are requested to communicate the appreciation to the service personnel suitably.

Sd/- N.M. Patnaik, Chief Secretary.

To

The Inspector General of Police  
The Commandant General Home guards  
All Secretaries to Govt.  
All Heads of Departments  
All District Collectors  
They are informed that the appreciation of Govt.  
may be recorded in the confidential report of the Non-gazetted officers  
who attended office during the strike period.

Copy of Govt. Circular Memorandum No.3229/SS/67/PD dated 21-1-67 Public (SS) Department.

Strike by Government employees Grant of advance increment to local non-gazetted officers instructions issued.

The attention of the Heads of Departments District Collectors etc. is invited to GOMS No.5/Public dated 12-1-67 and G.O.P.21/Public dated 19-1-67 regarding grant of advance increment. They are requested to see that the advance increment is sanctioned before the end of January 1967 and disbursed to the concerned officers in the first week of February, 1967.

All Heads of Departments will forward a report to reach Government on or before 15-2-67 stating that the increment have been drawn and disbursed to the Non-gazetted officers.

Sd/- N.M.Patnaik, Chief Secretary

Copy of G.O.P.27/67/Public dated 21-1-67 Public (SS) Department

Sub:- Establishment Non-gazetted officers under Government unauthorized absence on account of participation in strike regularization of orders issued.

### **ORDER**

A large number of Non-gazetted Government Officers absented themselves from duty from the 5<sup>th</sup> to the 16<sup>th</sup> January 1967 on account of participation in strike. According to rule 14 A Part I Kerala Service Rules, unauthorized absence on account of participation in any strike shall cause interruption in service entailing for feature of past service. Where an officer forfeits his past service he loses not only the benefit of all increments earned by him in the scale of pay of the post which he was holding at the time of interruption but also the leave he had to his credit. Again under rule 35, Part III, Kerala Service Rules, unauthorized absence of the above description results in for feature past service for purposes of pension. Also he will not be entitled to pay and allowances during this period.

It has been represented to the Government that the operation of the above rules in the case of the nongazetted officers who participated in the strike would cause them serious hardship. As the non-gazetted officers have called off the strike and resumed their duties, Government are pleased to take a very sympathetic view in the matter and in exercise of the powers vested in them under Rule 7, Part I Kerala Service Rules order that the unauthorized absence of the non-gazetted officers who participated in the strike from the 5<sup>th</sup> to the 16<sup>th</sup> January, 1967 will be treated as leave other than casual leave to which they are eligible.

No individual application will be required for this purpose.

By Order of the Governor,

Sd/- N.M.Patnaik,  
Chief Secretary.

Endt. on E1-600/67 dated 6-2-1967

Copy to G2, G1 and Stock File

Conservator's Office,

Chalakkudy.

For Conservator of Forests