

GOVERNMENT OF ORISSA  
FINANCE DEPARTMENT  
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OFFICE MEMORANDUM

Bhubaneswar, the 21st January, 1978.

Sub:- Mass Casual Leave by Government servants.

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The undersigned is directed to say that instances have come to the notice of Government where Government employees as members of Service Associations have resorted to taking mass Casual Leave with a view to pressurising Government for achieving their demands. Government have viewed such cases with grave displeasure in-as-much as such action goes against the prescribed service rules and regulations. Apart from causing erosion of discipline essential in public services, this also results in loss to the public exchequer due to disruption of work. This further indicates that Government servants resort to means other than those prescribed under the rules for ventilating their grievances and to achieve their demands.

2. According to Rule 131 of the Orissa Service Code, leave cannot be claimed as of right. When the exigencies of public service so require, discretion to refuse or revoke leave of any description is reserved to the authority empowered to grant it. The Orissa Service Code also inter-alia specifies that casual leave cannot be claimed as of right and that the authorities competent to sanction casual leave may not grant it when it is not actually necessary or when its grant would be opposed to the interest of public service. The Code further stipulates that casual leave is not intended ordinarily for rest or change, (as for those purposes other kinds of leave should be taken) but is meant to meet emergencies. Instances of such emergencies are temporary indisposition, illness or death of near relatives, performances of religious rites, obtaining of medical advice or assistance, meeting, escorting, or seeing off wife or children at a Port or Railway Station and the like.

3. It is clear from the above mentioned provisions that the grounds on which Casual Leave is availed en masse by Government employees do not fall within the frame-work of the rules. As such, it can be construed that

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Government employees who apply for availing mass Casual Leave on grounds other than those specified in the above mentioned rules are aware that such leave cannot be sanctioned under rules. The fact that they apply for mass Casual Leave on grounds which are not admissible under the rules, knowing fully well that their application on such grounds cannot be sanctioned amounts to violation of rules prescribed by Government and consequent disciplinary action.

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4. It is, therefore, impressed on all concerned that disciplinary action may lie against Government servants who as members of Service Associations or otherwise resort to mass Casual Leave with a view to pressurising Government for achieving their demands.

5. This issues with the concurrence of Political & Services Department.

Sd/-CH.U.N.MISHRA  
JOINT SECRETARY TO GOVERNMENT.

Memo No. 3570 (140) /F., Dated. 21/1/78

Copy forwarded to All Departments of Government/All Heads of Department/Accountant General, Orissa, Bhubaneswar/Deputy Accountant General, Orissa Puri/Secretary to Governor/Secretary to Chief Minister/All District Officers/Director Training Co-ordination/Principal, Accounts Training School/Principal, Secretariat Training Institute, Bhubaneswar for information and guidance of all concerned.

*Chhristi M*  
JOINT SECRETARY TO GOVERNMENT.

Memo No. 3571 (85) /F., Dated. 21/1/78

Copy to All Officers and All Branches in Finance Department.

*Chhristi M*  
JOINT SECRETARY TO GOVERNMENT.

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SIGNATURE