

Government of India
Ministry of Road Transport & Highways
(S&R(R) Section)

RW/NH-33044/10/2003-S&R(R)

Dated 10th November, 2016

To

1. The Principal Secretaries / Secretaries of all States / UTs Public Works Department dealing with National Highways, other Centrally Sponsored Schemes and State Schemes.
2. The Engineer-in-Chief and Chief Engineers of Public Works Department of States / UTs dealing with National Highways, other Centrally Sponsored Schemes and State Schemes.
3. The Chairman, NHAI, Dwarka, New Delhi.
4. The MD, NHIDCL, New Delhi.

Sub.: Inauguration / Bhoomi Pujan / Foundation Stone Laying / any other ceremony in respect of National Highways / Bridges works.

Sir,

I am directed to refer to this Ministry's letter of even No. dated 16-12-2011 and 16-6-2016 (copy enclosed) on the subject cited above and to say that guidelines issued by DOPT vide their OM dated 1-12-2011 (copy enclosed) regarding observance of proper procedure by the official dealings between the Administration and Members of Parliament and State Legislature may also be kept in view while issuing any invitation for any function organised by the Government. Special attention is drawn to the clarification given in para 5(V) of DOPT OM as under:-

"It is clarified that if a constituency of any Member of Parliament is spread over more than one District, the MP should invariably be invited to all the functions held in any of the Districts which are part of his / her constituency".

2. It is reiterated that the aforesaid instructions may please be followed, both in letter and spirit.

Encl.: As above.


(S.N.DAS)

Director General (RD) & Special Secretary

Copy to:

All the Technical Officers in the Ministry of RT&H
The Secretary General (IRC)
The Director (IPAF)
Technical Circular File of S&R Section
NIC for uploading it of the website of this Ministry

Copy to:

JS (Parliament) with reference to Parliament Section's OM No. H-11011/39/2015-Parl. dated 10-11-2016.



GOVERNMENT OF INDIA
MINISTRY OF ROAD TRANSPORT & HIGHWAYS

Parivahan Bhavan,
1, Sansad Marg
New Delhi-110001

No.RW/NH-33044/10/2003-S&R(R)

Dated: 16th December, 2011

To

1. The Principal Secretaries /Secretaries of all States/U.Ts. Public Works Department dealing with National Highways, other Centrally Sponsored Schemes and State Schemes.
2. The Engineers-in-Chief and Chief Engineers of Public Works Departments of States/U.Ts dealing with National Highways, other Centrally Sponsored Schemes and State Schemes.
3. The Chairman, National Highways Authority of India (NHAI), G-5&6, Sector-10, Dwarka, New Delhi-110 075.
4. Director General (Border Roads), Seema Sadak Bhawan, Ring Road, New Delhi-110 010.

Sub: Inauguration/ Bhoomi Pujan/ Foundation Stone Laying/ Any other ceremony in respect of National Highway works.

Please refer to this Ministry's letter No.RW/NH-33044/10/2003-S&R(R) dated 13th May 2003 on the subject of Inauguration/ Bhoomi Pujan/ Foundation Stone Laying/ Any other ceremony in respect of National Highway works. The instructions have been reviewed to streamline the procedure in respect of National Highway works and accordingly, following consolidated instructions in supersession of earlier circular on the subject are issued.

2. Inauguration/ Bhoomi Pujan/ Foundation Stone Laying/ any other Ceremony for National Highways works:

As the National Highways vest in the Central Government, all ceremonial functions like Inauguration/ Bhoomi Pujan/ Foundation Stone Laying etc. relating to National Highways will be done by the Hon'ble Minister, MoRT&H/ Minister of State, Road Transport & Highways, or a Minister from the Central Government, as decided by the MoRT&H. It is therefore, incumbent on the part of the executing agencies to intimate the Government of India three months in advance about the likely start/ completion of any work for holding Bhoomi Poojan/ Inauguration/ Foundation Stone Laying/ any other ceremony for National Highway Works. For this purpose following procedure shall be followed:

- (a) When the Bhoomi Poojan/ Inauguration/ Foundation Stone Laying/ any other ceremony for any other National Highway work is to be held, the State Chief Engineer (NH) will make a report well in advance (copy of the request should be endorsed to Regional Officer/ Engineer Liaison Officer) about it to this Ministry, who will take a decision about the day of the ceremony as well as dignitary who would perform the function.

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(b) The Chief Engineer of this Ministry, dealing with the concerned project, will be the 'nodal officer' for finalization of invitation card, programme, plaque and advertisement by the Ministry. He will also coordinate with the State Government/ Chief Engineer regarding the function.

(c) Detailed programme of this function and the advertisement to be issued on such occasion shall be made by the concerned Chief Engineer of the Ministry.

(d) Invitation cards shall be issued on behalf of the Government of India, Ministry of Road Transport & Highways. Formats for invitation card and plaque shall be in accordance with the formats provided in Ministry's letter No. RW/NH/33044/10/2003/S&R(R) dated 13th May, 2003.

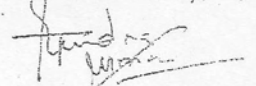
(e) Expenditure on such a ceremony should be kept to a minimum level and should not exceed Rs. three lakh. It will include expenditure of a contingent nature like printing of Invitations, Plaque, provision of shamianas, refreshments, garlands and photographs etc. Advertisements shall be published through DAVP as per rules. In case of important functions which are attended by the President/ Vice President/ Prime Minister of India and/ or Minister for Road Transport & Highways/ Minister of State, Road Transport & Highways, the expenditure ceiling will be decided by this Ministry on case to case basis. In order to exercise economy in expenditure, such function should, however, be restricted only to important works, such as, widening/ strengthening, four-laning/ expressways, major bridges and bypasses, and the number of invitees should be kept within a reasonable limit.

(f) Due to courtesy in order of protocol shall be ensured in extending the invitations to the dignitaries in the following order:

- ✓ (i) Member of Parliament (Lok Sabha) representing the spot where function is being held.
- ✓ (ii) Member of Legislative Assembly representing the spot where function is being held.
- ✓ (iii) Member of Parliament (Rajya Sabha) representing the spot where function is being held.
- ✓ (iv) Other invitees may be decided by MORT&H

3. This may please be brought to the notice of all concerned for strict compliance.

Yours faithfully,



(Trivendra Kumar)

Executive Engineer SR&T (Roads)
for Director General (Road Development) & SS

Copy to:

1. All the Technical officers in the Ministry of Road Transport & Highways
2. All ROs and ELOs
3. The Secretary General, Indian Roads Congress
4. The Director, IAHE
5. Technical Circular File of S&R Section
6. NIC - for office intranet

No. NH-15017/17(1)/2016-P&M
Government of India
Ministry of Road Transport & Highways
(P&M zone)

Transport Bhawan
1, Parliament Street
New Delhi dated 16th June, 2016

To

All Secretaries of States/Union Territories, PWDs dealing with National Highways.

Subject:- Inauguration/Bhoomi Pujan Foundation Stone Laying/Any other ceremony in respect of National Highway works.

Please refer to this Ministry's letter No.RW/NH-33044/10/2003-S&R(R) dated 16th December, 2011 on the subject of Inauguration/Bhoomi Pujan/Foundation Stone Laying/Any other ceremony in respect of National Highway works. The matter has been reviewed and following consolidated instructions in supersession of earlier circular on the subject are issued:

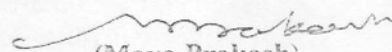
Inauguration/Bhoomi Pujan Foundation Stone Laying/Any other ceremony in respect of National Highway works:

As the National Highways vest in the Central Government, all ceremonial functions like Inauguration/Bhoomi Pujan Foundation Stone Laying etc. relating to National Highways will be done by the Hon'ble Minister, MoRT&H/Hon'ble Minister of State, RT&H, or a Minister from the Central Government, as decided by the MoRT&H. It is therefore, incumbent on the part of the executing agencies to intimate the Government of India three months in advance about the likely start/completion of any work for holding Bhoomi Pujan/Inauguration/Foundation Stone Laying/any other ceremony for National Highway Works. For this purpose following procedure shall be followed:-

- (a) When the Bhoomi Pujan/Inauguration/Foundation Stone Laying/any other ceremony for any other National Highway work is to be held, the State Chief Engineer (NH) will make a report well in advance (copy of the request should be endorsed to Regional Officer/Engineer Liaison Officer) about it to this Ministry, who will take a decision about the date of the ceremony as well as dignitary who would perform the function.
- (b) The Chief Engineer of this Ministry, dealing with the concerned project, will be the 'nodal officer' for finalization of invitation card, programme, plaque and advertisement by the Ministry. He will also coordinate with the State Government/Chief Engineer regarding the function.
- (c) Detailed programme of this function and the advertisement to be issued on such occasion shall be made by the concerned Chief Engineer of the Ministry.
- (d) Invitation card shall be issued on behalf of the Government of India, Ministry of Road Transport and Highways. Formats for invitation card and plaque shall be in accordance with the formats provided in Ministry's letter No.RW/NH/3304/10/2003/S&R(R) dated 13th May, 2003.
- (e) Such public functions shall be used as forums for spreading awareness on road safety matter and educating the general public about best practices on road safety, helping accident victims, trauma care facilities, etc. in addition, information on environmental damage mitigation, construction hazard reduction, socio-economic benefit, etc. may be disseminated to increase public awareness, public safety and public cooperation about the development program.

- (f) For incurring expenditure for Inauguration/Bhoomi Pujan Foundation Stone Laying/Any other ceremony in respect of National Highway works, the directions issued vide Ministry's circular No. NH-15017/17(2)/2016-P&M dated 16th June, 2016 may be followed.
- (g) Due to courtesy in order of protocol shall be ensure in extending the invitations on the dignitaries in the following order:-
- i. Member of Parliament (Lok Sabha) representing the spot where function is being held.
 - ii. Member of Legislative Assembly representing the spot where function is being held.
 - iii. Member of Parliament (Rajya Sabha) representing the spot where function is being held.
 - iv. Other invitees may be decided by MoRT&H.
3. This may please be brought to the notice of all concerned for strict compliance.

Yours faithfully,


(Maya Prakash)
Director (P&B)
Tel. No. 011-23710454

Copy to:-

1. All Technical Officers in the Ministry of Road Transport and Highways
2. All Section Officers in the Ministry of Road Transport and Highways
3. All ROs and ELOs
4. Chairman-NHAI
5. AS&FA
6. MD-NHIDCL
7. JS(H)/JS(T)
8. The Director-IAHE/Secretary General-IRC
9. Technical circular file of S&R Division

Copy also forwarded for information to:-

1. PS to Hon'ble Minister (RT&H,S)
2. PS to Hon'ble Minister of State (RTH&S)
3. PPS to Secretary (RT&H)
4. PPS to JS(LAP)

No. 11013/4/2011-Estt. (A)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

North Block, New Delhi.
01st December, 2011

OFFICE MEMORANDUM

Subject: Official dealings between the Administration and Members of Parliament and State Legislatures – Observance of proper procedure.

The Members of Parliament and State Legislatures as the accredited representatives of the people occupy a very important place in our democratic set-up. In connection with their duties, they often find it necessary to seek information from the Ministries/Departments of the Government of India or the State Governments, or make suggestions for their consideration or ask for interviews with the officers. Certain well-recognized principles and conventions to govern the relations between the Members of Parliament/ State Legislatures and Government servants have already been established.

2. Reference is invited to the guidelines concerning the official dealings between Administration and Members of Parliament and State Legislatures which were issued by the Cabinet Secretariat (Department of Personnel and Administrative Reforms, in the O.M. No 25/19/64-Estt. (A) dated 08.11.1974). The importance of adherence to these guidelines was reiterated in the Department of Personnel and Training's O.M. No. 11013/6/2005-Estt. (A) dated 17.08.2007. The provisions of the Central Secretariat Manual of Office Procedure regarding prompt disposal of communications from MPs have also been reiterated by the Department of Administrative Reforms and Public Grievances. The Minister of State for Personnel, Public Grievances and Pensions has also written to all Ministers in this regard vide D.O letter dated 5th May, 2011, requesting that a mechanism may be set up to periodically monitor progress in disposal of references received from Members of Parliament.

3. Some instances of non-adherence to the existing guidelines have been brought to Government's attention by Members of Parliament and a need has been felt for again sensitizing all administrative authorities concerned.

4. The Central Secretariat Manual of Office Procedure provides following instructions for prompt disposal of letters from Members of Parliament:-

Correspondence with Members of Parliament –

- (1) Communications received from a Member of Parliament should be attended to promptly.
- (2) Where a communication is addressed to a Minister or a Secretary to the Government, it should, as far as practicable, be replied to by

the Minister or the Secretary himself as the case may be. Where it is not practicable for the Minister to reply, a reply should normally be issued under the signature of an officer of the rank of Secretary to the Government.

- (3) Where a communication is addressed to the head of an attached or subordinate office, Public Sector Undertakings, Financial Institutions (including nationalized banks) Division/Branch in charge in a Ministry/Department/Organization, it should be replied to by the addressee himself. In such cases, care may be taken to ensure that wherever policy issues are involved, approval of the competent authority is obtained before a reply is sent. It should, however, be ensured that the minimum level at which such replies are sent to Member of Parliament is that of Under Secretary and that also in a polite letter form only.
- (4) Information sought by a Member of Parliament should be supplied unless it is of such a nature that it would have been denied to him, if similar information had been sought in Parliament.
- (5) While corresponding with Members of Parliament, it should be ensured that the letter is legible. Pre-printed or cyclostyled replies should be scrupulously avoided.
- (6) In case a reference from an ex-member of Parliament is addressed to a Minister or Secretary, reply to such reference may be sent by the concerned Divisional Head after obtaining approval of the Secretary of Ministry/Department.

In case the reference is addressed to a lower level officer, reply to such reference could be sent by the officer on his own in non-policy cases and after obtaining approval of the higher authorities in policy cases. Here also, it may be ensured that the minimum level at which a reply is sent is that of an Under Secretary and that too in a polite letter form only.

Prompt response to letters received --

- (1) Each communication received from the Member of Parliament, a member of the public, a recognized association or a public body will be acknowledged within 15 days, followed by a reply within the next 15 days of acknowledgement sent.
 - (2) Where a delay is anticipated in sending a final reply, or where the information has to be obtained from another Ministry or another office, an interim reply may be sent within a month (from the date of receipt of the communication) indicating the possible date by which a final reply can be given.
 - (3) If any such communication is wrongly addressed to a department, it should be transferred promptly (within a week) to the appropriate department under intimation to the party concerned.
5. The aforesaid guidelines also cover Official dealings between Administration and Members of Parliament/State Legislatures. In this context, attention is also invited to Rule 3(2A) of All India Service (Conduct)

Rule, 1968 and Rule 3-A of Central Civil Service (Conduct) Rules, 1964 which provide as follows:-

Every member of the service shall in the discharge of his duties act in a courteous manner and shall not adopt dilatory tactics in his dealings with the public or otherwise.

The existing instructions are hereby appropriately strengthened to emphasize the basic principles to be borne in mind by the Government servants while interacting with the Members of Parliament and State Legislatures. These are as follows :-

(i) Government servants should show courtesy and consideration to Members of Parliament and State Legislatures;

(ii) while the Government servants should consider carefully or listen patiently to what the Members of Parliament and of the State Legislatures may have to say, the Government servant should always act according to his own best judgment and as per the rules;

(iii) Any deviation from an appointment made with a Member of Parliament/State Legislature must be promptly explained to him to avoid any possible inconvenience. Fresh appointment should be fixed in consultation with him;

(iv) An officer should be meticulously correct and courteous and rise to receive and see off a Member of Parliament/State Legislature visiting him. Arrangements may be made to receive the Members of Parliament when, after taking prior appointment, they visit the officer of the Government of India, State Government or local Government. Arrangements may also be made to permit entry of vehicles of the Members to these Offices subject to security requirements/restrictions;

(v) Members of Parliament of the area should invariably be invited to public functions organized by a Government office. Proper and comfortable seating arrangements at public functions and proper order of seating on the dais should be made for Members keeping in view the fact that they appear above officers of the rank of Secretaries to Government of India in the Warrant of Precedence; The invitation cards and media events, if organized for the function held in the constituency, may include the names of the Members of that constituency who have confirmed participation in these functions.

It is clarified that If a constituency of any Member of Parliament is spread over more than one District, the M.P should invariably be invited to all the functions held in any of the Districts which are part of his/her constituency;

(vi) Where any meeting convened by the Government is to be attended by Members of Parliament, special care should be taken to see that notice is given to them in good time regarding the date, time, venue etc. of the meeting. It should also be ensured that there is no slip in any

matter of detail, however minor it may be. It should especially be ensured that:--

(a) intimations regarding public meetings/functions are sent through speedier communication devices to the M.Ps, so that they reach them well in time, and

(b) that receipt of intimation by the M.P is confirmed by the officer/official concerned;

(vii) Letters from Members of Parliament and Members of State Legislatures must be promptly acknowledged, and a reply sent at an appropriate level expeditiously as per the relevant provisions of the Central Secretariat Manual of Office Procedure;

(viii) Information or statistics relating to matters of local importance must be furnished to the MPs and MLAs when asked for. The information so supplied should be specific and answer the points raised. A soft copy of the information should also be sent to the Member via e-mail;

(ix) If the information sought by a Member of Parliament cannot be given and is to be refused, instructions from a higher authority should be taken and the reasons for not furnishing the information should be given in the reply;

(x) Wherever any letter from a Member of Parliament is in English and the reply is required to be given in Hindi in terms of the Official Languages Act, 1963 and the rules framed there under, an English translation should also be sent along with the reply for the convenience of such Members of Parliament from non Hindi speaking areas;

(xi) References from the Committees of Parliament must be attended to promptly;

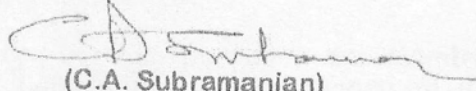
(xii) The officers should not ignore telephonic messages left for them by the Members of Parliament/State Legislatures in their absence and should try to contact at the earliest the Member of Parliament/State Legislature concerned. These instructions also include SMS and e-mails received on official mobile telephones which also should be replied to promptly and on priority;

(xiii) All Ministries/Departments may ensure that the powers of Members of Parliament/State Legislatures as Chairpersons/ Members of committees under various Centrally Sponsored/Central Sector government schemes are clearly and adequately defined; and

(xiv) A Government servant should not approach MPs/MLAs for sponsoring his individual case as bringing or attempting to bring political or non-official or other outside influence is prohibited under the conduct Rules e.g. Rule 18 of the All India Service (Conduct) Rules, 1968 and Rule 20 of the Central Civil Services (Conduct) Rules.

6. All Ministries/Departments are requested to ensure that the above basic principles and instructions are followed by all officials concerned, both in letter and spirit. Violation of the guidelines laid down on this subject will be viewed seriously.

7. Any violation of relevant Conduct Rules in this regard, which violation is established after due enquiry will render the Government servant concerned liable for appropriate punishment as per Rule.



(C.A. Subramanian)

Joint Secretary to the Government of India

To

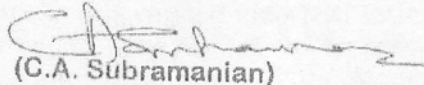
All the Ministries/Departments of Government of India

Copy to:-

1. Presidents Secretariat/ Vice Presidents Secretariat.
2. PMO/Cabinet Secretariat.
3. Comptroller and Auditor General of India.
4. UPSC/SSC/LBSNAA/ISTM/CVC/CIC.
5. Lok Sabha Secretariat/ Rajya Sabha Secretariat.
6. All Officers/Sections in Ministry of Personnel, PG & Pension.
7. NIC, DOPT-please upload this OM on this Department's website.

Copy also to:

Chief Secretaries of all States / UTs with a request to circulate these instructions to all State Government officials at the State/Division and District levels and to periodically review implementation.



(C.A. Subramanian)

Joint Secretary to the Government of India

P.K. Misra

सचिव

Secretary

Tele : 23094848

23092056

Fax : 23094500



सत्यमेव जयते

D.O.No.11013/4/2011-Estt.A

भारत सरकार

कार्मिक और प्रशिक्षण विभाग

कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय

नोर्थ ब्लॉक, नई दिल्ली - 110001

GOVERNMENT OF INDIA

DEPARTMENT OF PERSONNEL & TRAINING

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS

NORTH BLOCK, NEW DELHI - 110001

Website : <http://persmin.gov.in>

9th October, 2012

Dear Chief Secretary,

You would be aware that guidelines concerning official dealings between Administration and Members of Parliament and State Legislatures have been issued by the Ministry of Personnel, Public Grievances and Pensions. However, keeping in view certain instances of occasional non-observance of the above guidelines, the Committee of Privileges of the Lok Sabha recommended consolidation and reiteration of the existing instructions so that all concerned are aware of the same. Accordingly, revised comprehensive guidelines have been issued by this Department vide Office Memorandum No.11013/4/2011-Estt.A dated 1st December, 2011. Copy of this O.M. was also forwarded to the Chief Secretaries of all the States/UTs vide D.O. letter dated 8.12.2011 from my predecessor with the request that these instructions may be circulated to all officials of the State Government for compliance.

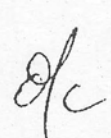
2. A copy of the above instructions dated 1st December, 2011 is again enclosed. It is once again requested that these instructions may be circulated to all officials of the State Government for compliance.

3. Some Members of Parliament have brought to the notice of this Department directly or through Lok Sabha / Rajya Sabha Secretariat that District level officials have not been showing them due regard and courtesy. This has also been raised in the recent meeting of the Committee on violation of Protocol Norms and Contemptuous Behaviour of Government Officers with Members of Lok Sabha constituted by the Hon'ble Speaker. It is, therefore, advised that implementation of the above mentioned instructions are to be periodically reiterated and reviewed in the Conference of District Magistrates / Collectors and Superintendent of Police of your States / UTs

4. You may please issue necessary directions to the district level officers and send a copy to this Department for its onward transmission to the Lok Sabha Secretariat, as desired by them.

With regards,

Yours sincerely,

 (P.K. Misra)

(By Name)

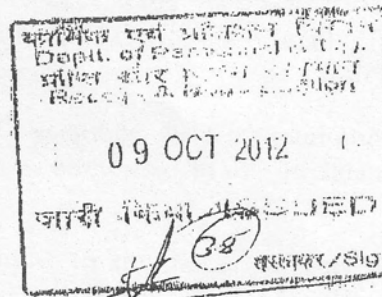
Chief Secretaries of all States / UTs

(AS per list)

Copy alongwith enclosures to:

1. Sh. Sanjay Kothari, Secretary, D/o Administrative Reforms and Public Grievances, Sardar Patel Bhawan, New Delhi with the request to make it as one of the Agenda items for discussing in the Annual Chief Secretaries Conference.
2. Sh. V.R. Ramesh, Joint Secretary, Lok Sabha Secretariat (Privileges & Ethics Branch, Parliament House, New Delhi w.r.t. their O.M. No. 12/1/2012-CoPV dated 13.9.2012.
3. Sh. Alok Rawat, Secretary (Coordination), Cabinet Secretariat, New Delhi.

(Signature)
(Mamta Kundra)
Joint Secretary (Estt.)



F.No. 11013/2/2012-Estt.A
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training
Establishment Division

North Block, New Delhi
Dated November 19th, 2014

Subject: Official dealings between the Administration and Members of Parliament and State legislatures – Observance of proper procedure.

The Members of Parliament and State Legislatures as the accredited representatives of the people occupy a very important place in our democratic set-up. In connection with their duties, they often find it necessary to seek information from the Ministries/ Departments of the Government of India or the state Governments, or make suggestions for their consideration or ask for interviews with the officers.

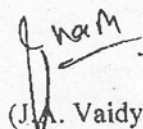
2. The guidelines concerning official dealings between Administration and Members of Parliament and State Legislatures have been issued by the Ministry of Personnel, Public Grievances and Pensions and reiterated from time to time. The provisions of the Central Secretariat Manual of Office Procedure regarding prompt disposal of communications from MPs have also been reiterated from time to time. However, keeping in view the instances of occasional non-observance of the above guidelines, a need was felt by the Committee of Privileges of the Lok Sabha for consolidating and reiterating the existing instructions. Accordingly, revised comprehensive guidelines were issued by this Department vide Office Memorandum No. 11013/4/2011-Estt.(A) dated 1st December 2011 (copy enclosed). A copy of former Secretary (P)'s D.O. No. 11013/4/2011-Estt.(A) dated 9th October, 2012 reiterating the said instructions is also enclosed for ready reference.

3. The Committee on Violation of Protocol Norms and Contemptuous Behaviour of Government Officers with Members of Lok Sabha in Paragraph 63 of its First Report tabled in the Lok Sabha on 06.02.2014 has recommended that this Department may sensitise all civil servants and officials in various Ministries and Departments particularly under them for strict compliance of the instructions relating to official dealings issued in this regard between the Administration and the Members of Parliament.

4. The Committee on Violation of Protocol Norms and Contemptuous Behaviour of Government Officers with Members of Lok Sabha at its first sitting held on 28 October, 2014, also felt that the consolidated instructions/ guidelines issued by the Department of Personnel & Training (DoPT) on 1 December, 2011 on Official Dealing between Administration and Members of Parliament need to be again circulated to all concerned Executive Functionaries.

5. All Ministries/ Departments are requested to ensure that the above basic principles and instructions are followed by all officials concerned, both in letter in spirit. Violation of the guidelines laid down on this subject will be viewed seriously.

6. Chief Secretaries of all States/ UTs are requested to circulate these instructions to all State Government officials at the State/ Division and District levels and to periodically review implementation.


(J. A. Vaidyanathan)
Director (Establishment)

To

1. All Ministries / Departments (as per standard list)
2. Chief Secretaries of all States / UTs (as per standard list)