

IMPORTANT

**GOVERNMENT OF ANDHRA PRADESH
SCHOOL EDUCATION DEPARTMENT**

Cir.No.22/A&I/2021

Dated:17/04/2021

Sub:-School Education - Andhra Pradesh Civil Services (Conduct) Rules, 1964 to regulate the conduct of Government employees - General guidelines issued - Regarding.

Ref:- 1) Andhra Pradesh Civil Services (Conduct) Rules, 1964

2) G.O.Ms.No.264, General Administration (Service Welfare) Dept., Dated:22.06.2001.

3) Govt.Cir.Memo.No.32818/A/521/FR-I/2008, Finance (FR.I), Department, Dt:-05.12.2008.

4) G.O.Ms.No.177, General Administration (SW.I) Dept., Dt:-13.04.2011.

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All the Officers/Employees/Teachers and Associations in the Department may aware that the efficiency of Government depends on the conduct of the Government servants in discharge of their duties and on their behavior with public. Discipline is the foundation of any orderly State or society and because it the public that are affected by any misconduct on the part of Government Servant.

2. The misconduct of the Government servant reflects on the Government itself and, thus, it is essential that the Government should regulate the conduct of the Government servants to see to the interest of the Government as well as the interest of the public are safeguarded. Further, the service associations are bound by the terms and conditions as prescribed by government from time to time and also bound by the **AP Civil Services (Conduct) Rules, 1964** which every Government Servant should have to adhere to without any deviation.

3. The Government have prescribed the rules for recognition of service associations and withdrawal thereof, relaxation, interpretation, penalties and probation period of service association in **AP Civil Services (Recognition of Service Association) Rules, 2001 vide G.O.Ms.No.264, General Administration (Service Welfare) Dept., Dated:22.06.2001.**

4. As per the Rule (4) of AP Conduct Rules, 1964, No Government employee shall participate in **any strike** or similar activities or incitement thereto and as per the Rule 24 (1) of AP Conduct Rules that, *no Government employee shall, bring or attempt to bring any extraneous **influence to bear upon any authority** for the furtherance his interests.*

5. As per the G.O.Ms.No.177, General Administration (SW.I) Dept., Dt:-13-04-2011, the Government have issued orders with regard to action to be taken on the employees, who participate in the agitation programme like "Strikes, Bandhs, Pen Down, Chalk Down etc., and informed that, the disciplinary action will be initiated against the employees, who participate in the disturbing activities in the premises of the offices, which effect the decency and decorum of the Government and adopt the "No Work - No Pay" policy strictly and treat period as "Not Duty" and no pay and allowances shall be admissible for that period.

6. In recent times, several incidents came to the notice of the undersigned that the Conduct Rules are not properly being followed by some of the Government Servants of various cadres and Service Associations. The same is to be curtailed at initial stage itself.

7. In view of the above, all the officers/employees/teachers and service association working under the control of Director of School Education are hereby directed to follow the **AP Civil Services (Recognition of Service Association) Rules, 2001 and AP Civil Services (conduct) Rules 1964** properly. In case of failure to follow the conduct rules properly, the undersigned is constrained to invoke AP CCA rules.

8. The Regional Joint Directors of School Education and District Educational Officers are requested to ensure that these instructions are disseminated to all the officers/employees/teachers and service associations and also requested to place the Rules on the office notice board and also in the notice boards of each school for wide dissemination and ensure that everyone follows these rules by the book.

Chinaveerabhadru Vadrevu
Director, School Education

To

All the Addl.Directors/Joint Directors /Deputy directors/Assistant Directors working in this office.

All the Staff members of this office.

All the Regional Joint Directors of School Education in the State

All the District Educational Officers in the State.

Copy submitted to the Principal Secretary to Government, School Education Department, A.P Secretariat, Velagapudi, Guntur.

Copy to the State Project Director, Samagra Shiksha, A.P., Patamata.

Copy to the Addl.PS to Hon'ble Minister for Education, GoAP., A.P Secretariat, Velagapudi, Guntur District.

Copy to the Principal Office Bearers of all Recognized & Un-recognized Teachers' Association.

Copy to the DSE Peshi.