



GOVERNMENT OF MEGHALAYA  
PERSONNEL & A.R. (A) DEPARTMENT

THE MEGHALAYA SERVICES  
(CONDUCT) RULES, 1990

The 15<sup>th</sup> January, 1990

No.PER.105/84/74 – In exercise of the powers conferred by the proviso to Article 300 of the Constitution of India, The Governor of Meghalaya is pleased to make following rules, namely.–

THE MEGHALAYA SERVICES (CONDUCT) RULES, 1990

1. **Short title, commencement and application** – These rules may be called the Meghalaya Services (Conduct) Rules, 1990.

1. They shall come into force with effect from the date of their publication in the Official Gazette.
2. Save as otherwise provided they shall apply to every person appointed to a Civil Service or post in connection with the affairs of the State of Meghalaya.,

Provided that nothing in these rules shall apply to any Government employee who is.–

- (a) a member of the all India Service; or
- (b) a holder of any post in respect of which the Governor may by a general or special order, direct that these rules shall not apply.

2. **Definitions** :- In these rules, unless the context otherwise requires.–

- (a) "Government" means the Government of Meghalaya.
- (b) "Government employee" means any person appointed by the Government to any Civil Service or post in connection with the affairs of the State of Meghalaya.

**Explanation.**– A Government employees whose service are placed at the disposal of a Company, Corporation, Organisation or a Local Authority by the Government shall, for the purpose of these rules, be deemed to be a Government employee serving under the Government notwithstanding the fact that his salary is drawn from sources other than the consolidating Fund of the State;

- (c) "Member of family" in relation to a Government employee includes –

- (i) the wife or husband as the case may be, of the Government employee, whether residing with the Government employee or not but does not include a wife or husband as the case may be, separated from the Government employee by a decree or order of a competent court;
- (ii) son or daughter or step-son or step-daughter of the Government employee and Wholly dependent on him, but does not include a child or step child who, in any way is no longer dependent on the Government employee or of whose custody the Government employee has been deprived of by or under law; and
- (iii) any other person related, whether by blood or marriage to the Government employee or to the Government employee's husband or wife, and wholly dependant on the Government employee.

**3. General.**— (1) Every Government employee shall at all time maintain absolute integrity and devotion to duty and shall do nothing which is unbecoming of a Government employee.

(2) Every Government employee holding a supervisory post shall take all possible steps to ensure the integrity and devotion to duty by all Government employees for the time being under his supervision, control or authority.

(3) No Government employee shall, in the performance of his official duties or in the exercise of power conferred on him act otherwise than in the best of his judgement except when he is acting under such direction of his official superior and shall, when acting under such direction, obtain the direction in writing and , where it is not practicable to obtain the direction in writing, shall' obtain written confirmation of the direction as soon thereafter as possible.

**Explanation.**— Nothing in sub-rule (3) shall be construed as empowering a Government employee to evade his responsibility by seeking instructions form, or the approval of a superior officer or authority when such instructions are not necessary under the scheme of distribution of powers and responsibilities.

- 3. A.**
- (1) Every employee shall perform the task assigned to him within the time set for the purpose; ensuring the quality of performance expected of him.
  - (2) Every employee shall obey implicitly the order of his superior officer and shall not exhibit any kind of insubordination either alone or in combination with others.

(3) No employee shall wilfully or otherwise neglect his duties.

**3. B. Absence from Duty,-**

"No employee shall be absent from duty without permission from the competent authority"

**3. C. Prohibition of Sexual Harassment of working Women**

(1) No member of the Service shall indulge in any act of sexual harassment of any women at working place.

(2) Every Govt. servant who is in-charge of work place shall take appropriate steps to prevent sexual harassment to any woman at such work place.

**Explanation** - For the purpose of this rule, "Sexual harassment" includes such unwelcome sexually determined behaviour, whether directly or by implication.

(a) physical contact and advances;

(b) a demand or request for sexual favours;

(c) sexually coloured remark;

(d) Showing photography or

(e) any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

**3.D. Prohibition of employment of children below 14 years of age.-**

No member of the Service shall employ to work any child below the age of 14 years.

**4. Gifts:-** (1) Save as otherwise provided in these rules, no Government employee shall except or permit any member of his family or any other person acting on his behalf to accept any gift.

**Explanation-** The expression "gift shall include free transport boarding, lodging or other service or any other pecuniary advantage when provided by any person other than a near relative or personal friend having no official dealings with the Government employee.

*Note (I):-* A casual meal, life or other hospitality shall not be deemed to be a gift.

*Note (II):-* A Government employee shall avoid accepting lavish hospitality or frequent hospitality from any individual having official dealings with him or from industrial or

commercial firms, organisations. etc.

(2) On occasions such as wedding, anniversaries, funerals or religious functions, when the making of a gift is in conformity with the prevailing religious or social practice, a government employee may accept gifts from his near relatives but shall make a report to the Government if the value of any such gift exceeds.-

(i) Rs. 1,000/- in the case of a Government employee holding any Group 'A' or Group 'B' post;

(ii) Rs. 750.00 in the case of a Government employee holding any Group 'C' post, and

(iii) Rs. 300.00 in the case of a Government employee holding any Group 'D' post.

(3) On such occasion as are specified in sub-rule (2) a Government employee may accept gifts from his personal friend having no official dealing with him but shall make a report to the Government, if the value of any such gift exceeds.-

(a) Rs. 500.00 in case of a Government employee holding any Group 'A' or Group 'B' post.

(b) Rs. 300.00 in the case of a Government employee holding any Group 'C' post, and

(c) Rs. 100.00 in the case of a Government employee holding any Group 'D' post.

(4) In any other case, a Government employee shall not accept or permit any member of his family or any other person acting on his behalf to accept any gift without the sanction of the Government, if the value thereof exceeds.-

(a) Rs. 500.00 in case of a Government employee holding any Group 'A' or Group 'B' post.

(b) Rs. 300.00 in the case of a Government employee holding any Group 'C' or Group 'D' post.

**5. Giving or taking of Dowry.-** No Government employee shall.-

(a) Give or take or abet the giving or taking of dowry; or (b) demand, directly or indirectly, from the parents or guardians of bride or bridegroom, as the case may be, any dowry.

**Explanation** :- For the purpose of this rule 'dowry' has the same meaning as in the Dowry

Prohibition Act, 1961 (28 of 1961).

**6. Public demonstrations in honour of Government employee.**— No Government employee shall, except with the previous sanction of the Government, receive any complimentary or valedictory address or accept any testimonial or attend any meeting or entertainment held in his honour or in the honour of any other Government employee.

Provided that nothing in this rule shall apply to:—

(a) A farewell entertainment of a substantially private and informal character held in honour of the Government employee or any other Government employee on the occasion of his retirement or transfer or of any person who has recently quit his service under any Government; or.

(b) The acceptance of simple and inexpensive entertainment arranged by public bodies or institutions.

**Note.** Exercise of pressure of influence of any sort on any Government employee to induce him to subscribe towards any farewell entertainment even if is of a substantially private or informal character is forbidden.

**7. Presentation of trowels, etc. at ceremonial functions.**— No Government employee shall, except with the previous sanction of the Government, receive any trowel, key or other similar articles offered to him at a ceremonial function such as the laying of a foundation stone or the opening of a public building.

**8. Criticism of Government.**— No Government employee shall, in any radio broadcast or in any document published in his own name or anonymously, pseudonymously or in the name of any other person or in any communication to the press or in any public utterance make any statement of fact or opinion:—

(a) Which has the effect of an adverse criticism of any current or recent policy or action of the Central Government or any State Government; or

(b) Which is capable of embarrassing the relations between the Central Government and the Government of any State; or

(c) Which is capable of embarrassing the relation between the Central Government and the Government of any foreign State.

Provided that nothing in this rule shall apply to any statement made or views

expressed by a Government employee in his official capacity or in the due performance of the duties assigned to him.

**9. Subscriptions.** – No Government employee shall, except with the previous sanction of the Government or of the prescribed authority, ask for or accept contributions to, or otherwise associate himself with the raising of any funds or other collections in cash or in kind in pursuance of any object whatsoever.

**10. Consumption of intoxicating drinks and drugs and indulgence in vicious habits .-**  
A Government employee shall:-

(a) strictly abide by any law relating to intoxicating drinks or drugs in force in any area in which he may happen to be for the time being;

(b) not be under the influence of any intoxicating drinks or drug during the course of his duty and shall also take due care that the performance of his duties at any time is not effected in any way by the influence of such drinks or drug;

(c) Not consume any intoxicating drink or drug in a public place (d) not appear in a public place in a state of intoxication;

(e) not use any intoxicating drink to excess;

(f) not indulge in fornication, gambling or other vicious habit which may tend to reduce his efficiency and utility as a public servant or damage him or the Government in public esteem.

**Explanation .-** For the purpose of this rule "public place" means any place or premises, including a conveyance, to which the public have, or are permitted to have access, whether on payment or otherwise.

**11. Investment, lending and borrowing:-** (1) No Government employee shall speculate in any stock, share or other investment.

**Explanation.-** Frequent purchase or sale or both of shares securities or other investments shall be deemed to be speculation within the meaning of this sub-rule.

(2) No Government employee shall make or permit any member of his family or any person acting on his behalf to make any investment which is likely to embarrass or influence him in the discharge of his official duties.

(3) If any question arises whether any transaction is of the nature referred to in sub-rule (1) or sub-rule (2), the decision of the Government thereon shall be final.

(4) No Government employee shall, save in the ordinary course or business with a bank or firm duly authorised to conduct banking business, either himself or through any member of his family or any other person acting on his behalf-

(a) lend or borrow money as principal or agent to or from any person with whom he is likely to have official dealings or otherwise place himself under pecuniary obligation to such person; or

(b) lend money to any person at interest or in a manner whereby return in money or in kind is charged or paid-

Provided that a Government employee may give to or accept from a relative or a personal friend a purely temporary loan of a small amount free of interest, or operate a credit account with a *bona-fide* trademan or make an advance of pay to his private employee.

Provided further that nothing in this sub-rule shall apply in respect of any transaction entered into by a Government employee with the previous sanction of the Government.

(5) When a Government employee is appointed or transferred to a post of such nature as would involve him in the breach of any of the provision of sub-rule (2) or sub-rule (4), he shall forthwith report the circumstances to the prescribed authority and shall thereafter act in accordance with such order as may be made by such authority.

**12. Insolvency and habitual indebtedness :-** A Government employee shall so manage his private affairs as to avoid habitual indebtedness or insolvency. A Government employee against whom any legal proceeding is instituted for recovery of any debt due from or adjudging him as an insolvent shall forthwith report the full fact of the legal proceedings to the Government.

**Note :-** The burden of proving that the insolvency or indebtedness was the result of circumstances which, with exercise of ordinary diligence, the Government employee could not have foreseen, or over which he had no control, and had not proceeded from extravagant or dissipated habits, shall be upon the Government employee.

**13. Movable, Immovable and Valuable property:-** (1) Every Government Employee shall on his first appointment to any service or post and thereafter at such intervals as may be specified by the Government, submit a return of his assets, and liabilities, in such form as

may be prescribed by Government, giving the full particulars regarding-

(a) the immovable property owned; inherited, or acquired by him by lease, mortgage or otherwise whether in his own name or name of any member of his family or any other persons.

(b) shares, debentures and cash including bank deposits held, owned, inherited or acquired by him or acquired by him.

(c) other movable property held, owned, inherited or acquired by him; and

(d) debts and other liabilities incurred by him directly or indirectly.

**Note.**- (1) sub-rule (1) shall not ordinarily apply to Group 'D' employees but the Government may direct that it shall apply to any such Government employee or Group of such Government employees.

(II) In all returns, the value of items of movable property worth less than Rs.3000.00 may be added and shown as a lump-sum. The value of articles of dairy use such as clothes, utensils, crockery, books, etc., need not be included in such return

(2) No Government employee shall except with the previous knowledge of the prescribed authority acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise either in his own name or in the name of any member of his family.

Provided that the previous sanction of the prescribed authority shall be obtained by the Government employee if any such transaction is -

(a) with person having official dealings with the Government employees;

(b) otherwise than through a regular or reputed dealers.

(3) Every Government employee shall report to the prescribed authority every transaction entered into by him either in his own name or in the name of a member of his family in respect of movable property, if the value of such property exceeds Rs. 3000.00 in the case of a Government employee holding any Group 'A' or Group 'B' post of Rs. 2000.00 in the case of a Government employee holding any Group 'C' or Group 'D' post.

Provided that the previous sanction of the prescribed authority shall be obtained if any such transaction is-

(a) with a person having official dealings with the Government employee; or

(b) otherwise than through a regular or reputed dealer.

(4) The Government or the prescribed authority may, at any time, by general or special order, require a Government servant to furnish within a period specified in the order a full and complete statement or such a movable or immovable property held or acquired by him on his behalf or by any member of his family as may be specified in the order. Such statement, if so required by the Government or by the prescribed authority, shall include the details of the means by which, or the source from which, such property was acquired.

(5) The return as mentioned in sub-rule (1) or statement as mentioned in sub-rule (4) must be certified by the Government employee as true to his knowledge and belief.

(6) Any Government employee concealing any of his assets or liabilities which he is liable to declare under sub-rule (1) or (4) above shall be liable to disciplinary action provided that *bona-fide* omission or mistakes shall not make him so liable.

(7) If any Government employee or any other person on his behalf or any member of his family is found in possession of pecuniary resources or property which appear to the Government to be disproportionate to his known sources of income, the Government shall presume, unless the contrary is proved, that the Government employee acquired such property by dishonest means and the Government shall take such action against the Government employee concerned as it deem necessary.

(8) The Government may exempt any category of Government employees belonging to Group 'C' or Group 'D' from any of the provisions of this rule except sub-rule (4), (5), (6) and (7).

**Explanation .** For the purpose of this rule the expression.

(a) 'movable property' includes-

- (i) shares, securities, debentures, jewellery and insurance policies, the annual premia of which exceeds Rs. 3000.00 or one-sixth of the total annual emoluments received from Government, whichever is less;
- (ii) loans advanced by such Government employees whether secure or not;
- (iii) motor cars, motor cycles, or any other means of conveyance, and
- (iv) refrigerators, radios, radiograms and television sets,

- (b) 'prescribed authority' means-
- (i) the Government, in the case of a Government employee holding any Group 'A' posts, except where any lower authority is specifically designated by the Government for any purpose;
  - (ii) Head of Department, in the case of a Government employee holding any Group 'B' post;
  - (iii) Head of office, in the case of a Government employee holding •• Group 'C' or Group 'D' post;
  - (iv) in respect of a Government employee on foreign service or on deputation to any other Government, the parent department on the cadre of which such Government employee is borne.

**14. Transaction in immovable property outside India.**- Notwithstanding anything contained in sub-rule (2) of Rule 13, no Government employee shall, except with the previous sanction of the prescribed authority -

(a) acquire by purchase, mortgage, lease, gift, or otherwise, either in his own name or in the name of any member of his family, any immovable property situated outside India.

(b) dispose of by sale, mortgage, gift, or otherwise, or grant any lease in respect of any immovable property situated outside India which was acquired or is held by him either in his own name or in the name of any member of his family,

(c) enter into any transaction with any foreigner, foreign Government, foreign organisation or concern -

(i) for the acquisition by purchase, mortgage, lease, gifts or otherwise, either in his own name or in the name of any member of his family, of any immovable property.

(ii) for the disposal by sale, mortgage, gift or the grant of any lease in respect of any immovable property which was acquired or is held by him either in his own name or in the name of any member of his family.

**Explanation.**- Under this rule, "prescribed authority" has the same , meaning as Rule 13.

**15. Private trade or employment :-** (1) No Government employee shall, except with

the previous sanction of the Government, engage himself directly or indirectly in any trade or business or undertake any other employment;

Provided that a Government employee may, without such sanction undertake honorary work of a social or charitable nature or occasional work of a literary, artistic or scientific character, subject to the condition that his official duties do not thereby suffer; but he shall not undertake, or shall discontinue such work, if so directed by the Government.

Provided, further, that, if the undertaking of any such work involves holding of an elective office, he shall not seek election to any such office without the previous sanction of the government.

***Explanation I***:- Canvassing by a Government employee in support of a business or insurance agency or commission agency owned or manage by his wife or any other member of his family shall be deemed to be a breach of this sub-rule.

***Explanation II***:- Canvassing for a candidate or candidates for an elective office referred to in the second proviso shall be deemed to be a breach of this sub-rule.

(2) Every Government employee shall report to the Government if any member of his family is engaged in a trade or business or own nor manages an insurance agency or commission agency.

(3) No Government employee shall, without the previous sanction of the Government, except in the discharge of his official duties, take part in the registration, promotion or management of any bank or other company which is required to be registered under the Companies Act, 1956 (Act 1 of 1956) or any other law for the time being in force or any Co-operative Society for commercial purposes.

Provided that a Government employee may take part in the registration, promotion or management of a Co-operative Society substantially for the benefit of Government employee registered under the Assam Co-operative Societies Act, 1949 (Act 1 of 1950) as adapted by Meghalaya or any other law for the time being in force or of as literary, scientific or charitable society registered under the Societies Registration Act, 1860 (Act 21 of 1860) or any corresponding law in force, subject to the following conditions, namely -

(i) that he shall report to the Government giving full details within a period of one

month of his taking part in such activity.

(ii) that his official duties do not thereby suffer; and

(iii) that he shall discontinue taking part in any such activity if so directed by the Government

Provided further that, if taking part in any such activity involves holding of an elective office, he shall not seek election to any such office without the previous sanction of the Government.

**Explanation :-** Canvassing for a candidate or candidates for an elective office referred to in the second proviso shall be deemed to be a breach of this sub-rule.

(4) No Government employee may except any fee for any work done by him for any public or any private person without the sanction of the Government.

#### **16. PROSECUTION OF STUDIES BY GOVERNMENT EMPLOYEES IN EDUCATIONAL INSTITUTIONS.**

No Government employee while in Government service shall join or attend any educational Institution for the purpose of preparing himself for or shall appear at any examination of a recognised Board or University without obtaining previous permission from the appointing authority.

Provided that the appointing authority may refuse such permission in the interest of public service on consideration that such joining or attending any educational institution or appearing at any examination may create dislocation of work or stand in the way of the efficient discharge of his duties by the Government employee concerned. Permission for study leave or any other kind of leave granted for the purpose of joining or *attending* any educational institution shall be subject to the condition that the Government employee shall not seek election to or hold any elective office in Students' Union or other Association of Students except Associations forms for purely literary, academic or athletic pursuits.

**Explanation.-** Normally no one should be allowed to continue studies beyond the Degree Course. Persons doing executive work should not normally be given permission to prosecute studies. Moreover, where giving permission means a big gap in the working strength of the office, permission may be refused by the appointment authority at his

discretion.

**17. Unauthorised Communication of information :-** No Government employee shall, except in accordance with any general or special order of the Government or in the performance in good faith of the duties assigned to him, communicate, directly or indirectly, any official document or any part thereof or information to any Government employee or any other person to whom he is not authorised to communicate such document or information.

**18. Connection with press or Radio :-** (1) No Government employee shall, except with the previous sanction of the Government, own wholly or in part, or conduct or participate in the editing or management of any newspaper or other periodical/publication.

(2) No Government employee shall, except with the previous sanction of the Government or of the prescribed authority or except in the *bona-fide* discharge of his duties-

- (a) publish a book himself or through a publisher or contribute an article to a book or a compilation or articles; or
- (b) participate in a radio broadcast or contribute or write a letter or article to any newspaper or periodical either in his own name or anonymously or pseudonymously or in the name of any person.

Provided that no such sanction shall be acquired :-

- (i) if such publication is through a publisher and is of a purely literary, artistic or scientific character; or
- (ii) if such contribution, broadcast, or writing is of a purely literary, artistic or scientific character.

**19. Evidence before Committee or any other authority :-** (1) Save as provided in sub-rule (3) no Government employee shall except shall except with the previous sanction of the Government, give evidence in connection with any enquiry conducted by any person, committee or authority.

(2) Where any sanction has been accorded under sub-rule (1), no Government employee giving such evidence shall criticise the policy or any action of the Central Government or a State Government.

- (3) Nothing in this rule shall apply to-
- (a) evidence given at an enquiry before an authority appointed by the Government, Parliament or a State Legislature; or
  - (b) evidence giving in any judicial enquiry; or
  - (c) evidence given at any departmental enquiry ordered by authorities subordinate to the Government.

**20. Taking part in politics and elections :-** (1) No Government employee shall be a member of or otherwise be associated with any political party or with any organisation which takes part in politics or whose activities have political bearing nor shall he take part in, subscribe in aid of, or assist in any other manner, any political movement or activity.

(2) It shall be the duty of every Government employee to endeavour to prevent any member of his family from taking part in, subscribing in aid of, or assisting in any other manner any movement or activity which is or tends directly or indirectly to be subversive of the Government as by the law established and where a Government servant is unable to prevent a member of his family from taking part in, or subscribing in aid of or assisting in any other manner any such movement or activity, he shall make a report that effect Government.

(3) If any question arise, whether a party is a political party or whether any organisation takes part in politics or if activities have political bearing or whether any movement or activity falls within the scope of sub-rule (2), the decision of the Government thereon shall be final.

(4) No Government employee shall canvass or otherwise interfere with or use his influence in connection with or take part in an election to any legislature or local authority in any manner which may cause doubt on his impartiality in relation to such elections any partisan behaviour would amount to a misconduct.

Provided that-

- (a) a Government employee qualified to vote at such election may exercise his right to vote, but where he does so he shall give no indication of the manner in which he proposed to vote or has voted;
- (b) a Government employee shall not be deemed to have contravened the provisions

of this rule by reason only that he assist in the conduct of an election in the due performance of a duty imposed on him by or under any law for the time being in force;

- (c) a Government may permit a Government employee to offer himself as a candidate for election to a local authority and the Government employee so permitted shall not be deemed to have contravened the provisions of this rule.

*Explanation* ;– The display by a Government employee on his person vehicle or residence of any electoral symbol shall amount to using his influence in connection with an election within the meaning of this sub–rule.

*Note* :–A Government employee eligible for election to any local body must obtain the permission of the Head of the Office before he files his nomination paper.

**21. Employment of near relatives of Government Employees in Company or Firms enjoying Government patronage.**– (1) No Government employee shall use his position or influence directly or indirectly to secure employment for any member of his family in any Company or Firm.

(2) No Group 'A' Officer shall, except with the previous sanction of the Government, permit his son, daughter or other dependent to accept employment in any Company of firm having official dealings with the Government.

Provided that where the acceptance of the employment cannot await prior permission of the Government or is otherwise considered urgent, the matter shall be reported to the Government and the employment, may be accepted provisionally subject to the permission of the Government.

(3) A Government employee shall, as soon as he becomes aware of the acceptance by a member of his family of any employment in such . Company or Firm as referred in sub–rule (2), intimate such acceptance to the prescribed authority and shall also intimate whether he has or had any official dealings with that Company or Firm.

Provided that no such intimation shall be necessary in the case of a Group 'A' Officer if he has already obtained the sanction of, or sent a report to, the Government under sub–rule (2).

(4) No Government employee shall in the discharge of his official duties with any matter or give Of sanction any contract to any Company or Firm or any other person if any member of his family is employed in that Company or Firm or under that person or if he or any member of his family is interested in such matter or contract in any other manner. The Government employee shall refer every such matter or contract to his official superior and the matter or contract shall thereafter be disposed of according to the instructions of the authority to whom the reference is made.

**22. Demonstration and Strikes :-** No Government employee shall-

- (a) engage himself or participate in any demonstration which is prejudicial to the interest of the sovereignty and integrity of India, the security of the State, friendly relations with foreign State, public order, decency or morality, or which involves contempt of Court, defamation or incitement to an offence; or
- (b) report to or any way abet any form of strikes or coercion or physical duress in connection with any matter pertaining to his service or the Service of any other Government employee.

**23. Vindication of acts and character of Government Employee :-** (1) No Government employee shall, except with the previous sanction of the . Government, have recourse to any court or to the press for the vindication of any official act which has been the subject matter of adverse criticism or an attract of a defamatory character.

(2) Nothing in this rule shall be deemed to prohibit a Government employee from vindicating his private character or any act done by him in his in private capacity and where any action for vindi3cating his private character or any act done by him in private capacity is taken. the Government employee shall submit a report to the prescribed authority regarding such action.

**Note :-** This rule does not prohibit a Government employee to recourse to any court of law of his grievances arising out of his employment or conditions of service and Government permission for such a course of action is not required. At the same time the Government employee is expected to exhaust all normal official channels of redress before resorting to such course of action.

**24. Canvassing for non-official or undue influence.**– (1) No Government employee shall bring or attempt to bring any political or other undue influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service under the Government.

**25. Membership of the service Association and Recognition of Association of non-industrial Government Employees** :- No Government employee shall be a member, representative or office bearer of any association representing or purporting to represent Government employees unless such association is recognised. and no official recognition shall be given to such association which does not comply with the following conditions, namely:–

(a) membership of the association or associations shall be confined to Government employees of a Department or an office only and its office bearers, including the President, shall be selected or elected only from amongst its members;

(b) the association shall not be in any way connected with or affiliated to :-

(i) any association or federation of association which do not satisfy the provisions of clause (a);

(c) the association shall not in any way be connected with any political party or organisation or engaged in any political activity;

(d) the association shall not in respect of any election to a Legislative body whether in India or elsewhere or to a local authority or body -

(i) pay or contribute towards any expenses incurred by a candidate for such election;

(ii) by any means support the candidature of any person for such election;

(iii) undertake or assist in the registration of electors or the selection of candidates for such election; or

(iv) maintain or contribute towards the maintenance of any members of such legislative body or local authority or body;

(e) the association shall not–

(i) Publish any periodical except in accordance with any general or special permission of the Government and such permission shall be given only on condition that Writing in the publication is confined to the members of the Association only and that no letters or articles under *nom-de-plum* or pseudonym, criticism of or comments on any

Government communique, individual grievances against orders passed by a competent authority, notices or strikes or of organised action with a view to discrediting Government are published.

- (ii) except with the previous sanction of the Government, publish any representation on behalf of its members, whether in the press or otherwise;
- (f) the association shall not –
  - (i) allow any outsider to attend its meeting; or
  - (ii) pay or contribute towards the expenses of any Trade Union which has constituted a fund Under Section 16 of the Indian Trade Union Act, 1926 (Act XVI of 1926).

**26. Formation, Recognition and rules of procedure of an Association.**–(1) Employees of an office or department who desire to form an association shall convene a meeting and pass a resolution to form themselves into an Association and seek Government's recognition. The resolution signed by all the members present at the meeting together with a copy of the Constitution of the association shall be forwarded to the Head of the Office or Department. The Head of the Office or Department shall scrutinise the constitution to ensure that it does not contain any provision.

**27. Restriction regarding Marriages.**– (1) No Government Employees shall enter into or contract a marriage with a person having a spouse living.

(2) No government employee having a spouse living shall enter into or contract a marriage with any person.

Provided that the Government may permit a Government employees to enter into, or contract any such marriage as is referred to in sub-rule(1) or sub-rule(2), if is satisfied that that –

- (a) such marriage is permissible under the personal law applicable to such Government employee and the other party to the marriage; and
  - (b) there are valid and reasonable grounds for so doing.
- (3) A Government employee who has married or marries a person other than of

Indian Nationality shall forthwith intimate the fact to the Government.

**30. Interpretation.-** If any question arises relating to the interpretation of these rules shall be referred to the Government in the Personnel and A.R.(A) Department whose decision thereon shall be final.

**31. Delegation of powers.-** The Government may, by general or special order, direct that any power exercisable by it or any Head of Department under these rules (except the powers under rules 25 and 26) shall, subject to such conditions, if any, as may be specified in the order, be exercisable also, by such officer or authority as may be specified in the orders.

**32. Repeal and Saving.-** The Assam Civil Services (Conduct) Rules, 1965 as adapted and amended by Meghalaya are hereby repealed;

Provided that any order made or action taken under the rules so repealed shall be deemed to have been or taken under the corresponding provisions of these rules;

Provided further that such repeal shall not effect the previous operation of any of the said rules so repeal and a contravention of any of the said rules shall be punishable as if it were a contravention of these rules.

V Ramakrishnan  
Chief Secretary to the Government of Meghalaya