



Human Resources  
Management (K) Department,  
Secretariat, Chennai - 600 009.  
திருவள்ளூர் ஆண்டு 2055.

Letter No.5993233 /K1/ 2023-3, Dated 13.02.2024

From  
Thiru Shiv Das Meena, I.A.S.,  
Chief Secretary to Government.

To  
All Additional Chief Secretaries / Principal Secretaries /  
Secretaries to Government, Chennai-9  
All Departments of Secretariat, Chennai -9 /  
All Heads of Departments (Through Administrative Departments of Secretariat) /  
All District Collectors.

Sir / Madam,

Sub: Service Associations of State Government Employees -  
Proposed One day Token Strike on 15.02.2024 called for by  
certain recognized / un-recognized associations -  
Participation of State Government Employees / Teachers -  
Instructions - Issued.

Ref: Government letter No.105654/K2/91-1, Personnel and  
Administrative Reforms (K) Department, dated 18.12.1991.

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I am directed to state that certain recognized and un-recognized Associations of State Government employees have proposed to observe 'one day token strike' on 15.02.2024 pressing certain demands.

2. In the reference cited, it has been instructed that a 'strike or threat of strike' or participation by Government Servants in strike or demonstration or any other form of agitation, affecting the normal functioning of the Government offices, amounts to violation of rules 20, 22, and 22 A of the Tamil Nadu Government Servants Conduct Rules, 1973.

3. I am therefore directed to request you, to insist on the Government staff members of your department that they should not indulge in violation of the provisions of the Tamil Nadu Government Servants Conduct Rules, lest disciplinary action will be taken against them. If any of the Government Servants have not attended office, consequent of their participation in the proposed one day token strike on 15.02.2024 or any other day organized by recognized and unrecognized service Associations of the Teachers and Government Employees, their period of absence shall be considered

[P.T.O.]

as unauthorized and they shall not be entitled to the pay and allowances on the basis of the principle 'No Work - No Pay' as per the instructions issued in the reference cited. The part time employees, those on daily wages and on consolidated pay, will be liable to be discharged from service.

4. I am therefore directed to request you that besides ensuring that no Government Servant violates the Tamil Nadu Government Servants Conduct Rules, 1973, disciplinary action should also be taken promptly for unauthorized absence from duty by the employees. In this connection, it is also informed that application for 'Casual Leave' or any other leave other than medical leave shall not be entertained on the day of strike.

5. In this regard, I also request you to watch the position and report the facts about the violation of the Tamil Nadu Government Servants Conduct Rules, 1973, by any of the Government Servants in your department on 15.02.2024 or any other day.

6. All the Heads of Department are requested to send report on the attendance position in respect of the staff working in their offices to the administrative Department in Secretariat in the Proforma given below by 10.15 a.m. on 15.02.2024 without fail.

7. The Secretariat Departments are requested to send the attendance details of Officers / Staff in their Department and consolidated details in respect of Heads of the Department under their administrative control, separately in the Proforma given below by 10.30 a.m. to the Human Resources Management Department:-

**Proforma**

Sl. No.	Name of Depts.	Total sanctioned strength of the Dept. including Officers	Working strength of the Dept.	No. of persons who have attended the office	No. of persons on leave with prior sanction	No. of persons absent without prior sanction	Percentage of persons who did not attend without prior sanction (Col.7/Col.4*100)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)

\* working Strength is the actual personnel available as on date.

8. This may be treated as 'Most Immediate'.

Yours faithfully,

*D. 20*  
*13/2/2024*  
for Chief Secretary to Government.

*S. 05*  
*13/2/2024*