

No.C.31011/3/2010-P&AR(ARW)
GOVERNMENT OF MIZORAM
DEPARTMENT OF PERSONNEL & ADMINISTRATIVE REFORMS
(ADMINISTRATIVE REFORMS WING)

*Mizoram Secretariat, MINECO
Bldg. 1, Basement-2, Room No. 081
Aizawl-796001, Mizoram*

Aizawl, the 30th July, 2024.

OFFICE MEMORANDUM

Subject: Actions warranted against illicit practice of engagement of proxies / substitutes by Government servants and instructions on grant of leave on return to duty.

Consolidated instructions on actions warranted against the illicit practice of engagement of proxies / substitutes by Government servants was issued by this Department vide Office Memorandum No.C.31011/3/2010-P&AR(ARW) dated 19.06.2024 and it was, inter alia, outlined that all Government employees engaging proxies / substitutes should return to duty within a period of 30 (thirty) days from the date of issue of the instructions. Correspondingly, all departments are expected to submit a 'compliance report' to DP&AR (ARW) within the stipulated period of 45 (forty-five) days in adherence to the said instructions and scrutiny of the reports shall be taken up from 05.08.2024 onwards.

2. In this regard, the Department has been receiving several references where certain Government employees who had been engaging proxies have returned to duty and immediately proceeded on leave on one pretext or the other. Under the extant provisions of CCS (Leave) Rules, 1972, leave cannot be claimed as a matter 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. Hence, all leave granting authorities are directed to exercise due diligence and ensure that leave is granted only in genuine and deserving cases within the ambit of the CCS (Leave) Rules, 1972. It is, therefore, impressed upon all concerned personnel and controlling authorities to observe these instructions scrupulously without fail. A serious view will be taken against defaulting officials.
3. The Government calls for the cooperation of all officials in its endeavour to put an end to this illegal and unwanted practice once and for all.

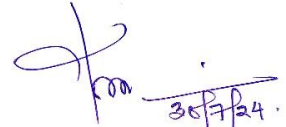
Sd/- K. LALTHAWMMAWIA
Commissioner & Secretary to the Govt. of Mizoram

Memo No.C.31011/3/2010-P&AR(ARW) :

Aizawl, the 30th July, 2024.

Copy to:

1. Secretary to Governor, Mizoram.
2. Commissioner & Secretary to Chief Minister, Mizoram
3. P.S. to Speaker / Ministers / Leader of Opposition / Deputy Speaker / Ministers of State / Vice Chairman, State Planning Board / Deputy Govt. Chief Whip.
4. All Members of Legislative Assembly, Mizoram.
5. Sr. P.P.S. to Chief Secretary, Government of Mizoram.
6. All Administrative Heads of Department.
7. Secretary, MPSC / MIC / SEC / AMC / Lok Ayukta.
8. All Heads of Department.
9. All Deputy Commissioners, Mizoram.
10. All Wings of DP&AR.
11. Website Manager, DP&AR for necessary action.
12. Guard file.



(LALMUANKIMA)

Under Secretary to the Govt. of Mizoram