

Ref.No: 4155

Date: 30.03.2022

**CIRCULAR NO. 34 /2022 (P&HR)**

Sub : Strike by Unions/Associations representing Company employees on 28<sup>th</sup> and 29<sup>th</sup> March 2022 – Measures adopted – Orders issued – reg  
Ref : G.O(P) No.10/2022/GAD dated 28.03.2022.

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The Unions/Associations representing Company employees had gone on strike on 28<sup>th</sup> and 29<sup>th</sup> of March 2022 in connection with the National level strike. As per Rule 14 A of Part I of KSR, the period of unauthorised absence of an officer on account of participation in a strike shall be treated as dies-non.

Accordingly, in line with directions issued by the Government vide reference cited, no leave of any kind shall be granted to Company employees on 28<sup>th</sup> and 29<sup>th</sup> of March 2022 except on the following grounds:

1. Sickness of the individual or near relatives (near relative will mean wife, husband, children, father and mother of the employees).
2. Examination purpose of the employee.
3. Maternity purpose of the employee.
4. Other unavoidable reasons of like nature.

Hence, the Unit Heads are directed to be vigil on the matter and leave should be granted only to eligible employees on 28<sup>th</sup> and 29<sup>th</sup> of March 2022. In any case, if an employee failed to report for duty on those two days, the concerned leave sanctioning authority should do 'absence marking' in HRMS.

A copy of the G.O vide reference cited is enclosed herewith.

**For THE K.S.F.E. LTD.,**



**SUBRAMANIAN.V.P.**  
**MANAGING DIRECTOR**

To: All Units Heads

CC to:

1. All AGMs (Region)
2. All I.A.D Teams
3. All SDT Offices
4. All Dept. Heads in H.O.
5. PA to MD

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GOVERNMENT OF KERALA

Abstract

General Administration Department – Public Service – Strike by a section of employees on 28<sup>th</sup> and 29<sup>th</sup> March-2022 – Measures for dealing with – Orders issued.

GENERAL ADMINISTRATION (SS) DEPARTMENT

G.O (P) No.10/2022/GAD

Dated, Thiruvananthapuram, 28-03-2022

Read:- Order dated 28.03.2022 of the Hon'ble High Court of Kerala in WP(C) No. 10478/2022

**ORDER**

Certain organisations of State Government Employees and Teachers have gone on strike on 28<sup>th</sup> and 29<sup>th</sup> of March, 2022 in connection with the National level strike.

The matter has been brought to the notice of Hon'ble High Court by Shri Chandrachoodan Nair through WP(C) No.10478/2022 to declare the strike as illegal and seeking directions to ensure attendance of the Government servants and to initiate disciplinary proceedings as per service Rules against those employees who abstain from work.

As per Rule 14 A of Part I of Kerala Service Rules, the period of unauthorised absence of an officer on account of participation in a strike shall be treated as *dies-non*.

The Hon'ble High Court in the order read above declared the ongoing strike of Government employees illegal and directed Government to issue directions to prevent the Government Servants from engaging in strikes and to enable operation of vehicles.

In compliance with the directions, following orders are issued;

1. The unauthorised absence of employees participating in the strike will be treated as *dies-non*, under Rule 14 A of Part I, KSR. The pay for the days in which the strike is taking place will be withheld from the salary for the month of April 2022.
2. No leave of any kind shall be granted to Government Employees and Teachers etc. for the strike days except on the following grounds :
  - (a) Sickness of the individual or near relatives (near relative will mean wife, husband, children, father, and mother of the Government servant)
  - (b) Examination purpose of the employee.
  - (c) Maternity purpose of the employee.
  - (d) Other unavoidable reasons of a like nature
3. Persons indulging in violence or destruction of public property will be prosecuted.
4. Provisional recruits in Government Service who absent themselves without sanction during the days of the strike will be removed from service.
5. Heads of Departments will ensure that Rule 86 of Kerala Government

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Servants' Conduct Rules, 1960 and the Circular No. 142749/SS1/84/GAD Dated 21<sup>st</sup> January 1985 are not violated and in case of violation, appropriate action is taken.

6. Managing Director, Kerala State Road Transport Corporation and the District Collectors will ensure that sufficient vehicles are operated to enable the Government Servants to attend duty.
7. The District Collectors, Heads of departments, District Police Chiefs etc will take action :
  - a) to give protection to those not on strike.
  - b) To ensure unhindered access to Government Offices/institutions, and
  - c) to avoid over-crowding in front of the gates of the offices.

By order of the Governor

**Dr. V P Joy**  
**Chief Secretary**

All Additional Chief Secretaries/Principal Secretaries/Secretaries/Special Secretaries to Government.

The Director General of Police and SPC, Kerala, Thiruvananthapuram.

All Heads of Departments.

All District Collectors

The Director of Information and Public Relations Department, Kerala Thiruvananthapuram

The Registrar General, High Court of Kerala, Ernakulam

The Secretary, Kerala Public Service, Commission, Thiruvananthapuram

The Secretary to Governor, Raj Bhavan, Thiruvananthapuram

The Advocate General, Kerala, Ernakulam

The Accountant General (A&E), Kerala, Thiruvananthapuram.

Registrar, all Universities.

The Secretary, Kerala Legislative Assembly, Thiruvananthapuram.

All Heads of Public Sector Undertakings.

The Managing Director, Kerala State Road Transport Corporation, Thiruvananthapuram

Copy to

The Private Secretary to Chief Minister

The Private Secretary to Ministers

Forwarded/By order

  
Section Officer

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