



Mailbox of dir.edu

Subject: Cases of absence linked to transfers

From: secy-hedu-hp <secy-hedu-hp@nic.in> on Mon, 11 Jun 2018 11:17:04

To: Director Higher Education <dirhe-hp@hp.gov.in>, director <dir.edu@rediffmail.com>, Manmohan Sharma <eleedu-hp@gov.in>

Sir,

Of late there has been a deluge of recommendations from the Directorate on absence/leave cases of employees. The absence, in some cases as long as 2-3 years is now sought to be regularised and this regularisation in some cases is after more than 5 years and that too without any disciplinary enquiries. This is irregular, objectionable and amounts to not only condoning the misconduct of the concerned but to pay by sanctioning the leave of the kind due by even clubbing the future service period is, absolutely **unwarranted**. To sanction the kind of leave due, without any disciplinary proceedings, is preposterous and we must follow a standard operating procedure. The procedure mentioned below is in consonance with the applicable disciplinary norms, which is as under

- 1) On receipt of transfer orders if any employee proceeds on leave of any kind without prior sanction from the competent authority, the concerned employee shall be subjected to disciplinary proceedings. Failure to do so is a misconduct of the controlling officer and open to disciplinary proceedings.
 - 2) In normal course, proceedings shall start after the joining period is over or as per the orders effecting this **transfer**. In case there is a stay, the proceedings take place when the stay goes, but this does not imply that the controlling officer literally awaits for the stay orders.
 - 3) Cases of proceeding on leave without getting the same sanctioned, depending upon case to case, could be efficiently tackled by treating such absence period as dies-non.
 - 4) All transfer cases up to 31st May 2018 be reviewed and those without any legally mandated reasons, have not joined be immediately **proceeded**. No laxity on this will be tolerated.
- Review up till May 2018 be sent to me, by name, by 30th June 2018. From 1st July monthly progress be **ensured**. It should contain the number of transfers ordered, effected, stayed by the competent authority including the courts and disciplinary action started. Any clarification be need only sent to me, by name.

Yours faithfully,

**Secy.(Education) to the
Govt. of Himachal Pradesh.**