

TCS CONDUCT RULES 1964



Rule-3 Becoming and unbecoming of Government Servants

Rules-4 No Government employee shall participate in any Strikes or similar activities thereto.

Rules-5: No Government employee shall participate in any Demonstration which is against interests of the Sovereignty and integrity of India or public order.

Rule- 6:- No Government employee shall accept or permit any member of his family to accept Gifts, Services, addresses and other forms of felicitations, the receipt of which or any service the performance of which will place such employee under any kind of official obligation or embarrassment in relation to any person



Rule-7: No Government employee shall, except with the previous sanction of Government, ask for, accept, or in any way participate in the raising of, any subscriptions or other pecuniary assistance in pursuance of any object whatsoever.

Rule-8: No Government employee shall save in the ordinary course of business with a bank or a public limited company, himself or through any member of his family or any person acting on his behalf.

Rule-9: No Government employee shall, except after previous intimation to Government, acquire or dispose of, or permit any member of his family to acquire or dispose, any immovable property by exchange, purchase, sale, gift or otherwise, either by himself or through others.



TCS (CCA) RULES 1991



RULE-3:- THESE RULES SHALL BE APPLICABLE TO EVERY GOVERNMENT SERVANT EXCEPT,

A) CASUAL EMPLOYEES,

B) PERSONS DISCHARGE FROM SERVICE ON LESS THAN ONE MONTH'S NOTICE

C) PERSONS FOR WHOM SPECIAL PROVISIONS IS MADE

D) MEMBERS OF ALL INDIA SERVICES.



Rule-8:- Suspension of member of Service on following cases:

- Where a disciplinary proceedings is contemplated or pending
- He has engaged himself in activities prejudicial to the interest of Security of the state
- Where a case has registered against him in any Criminal Offence is under investigation, inquiry or trial.
8 2)(a) If he deemed in custody, whether on a criminal charge or otherwise for a period exceeding(48) forty eight hours.



Rule-9 Minor Penalties:

- i) Censure
- ii) withholding of promotion
- iii) omitted
- iv) withholding of increments of pay without cumulative effect
- v) (a) Suspension, where a person has already suspended under rule 8 to the extent necessary
 - (b) reduction to lower stage the time scale of period of 3 years without cumulative effect and not adversely affecting his pension
- vi) Major Penalties:
 - v) withholding of increments of pay with cumulative effect



Vii (a) reduction to a lower stage in the time scale of pay for a specified period with further directions whether Government Servant will earn increment of pay during the period of reduction etc.,

(b) reduction to lower time scale of pay grade, post or service which shall be bar for promotion et, from which he was reduced with or without further directions, regarding conditions of restoration to the grade or post or service from which the Govt., servant was reduced and his seniority and pay on such restoration to that grade, post or service.



viii) Compulsory Retirement

ix) Removal from service which shall not be disqualification for future employment under Government.

x) Dismissal from service which shall be ordinarily be disqualification for future employment in Govt., Service.

In all proved cases of misappropriation, bribery bigamy, corruption, moral turpitude, forgery and outraging the modesty of women, the penalty of dismissal from services shall be imposed vide G.O.Ms.No. 458, GAD,Dt.22-09-2009)



Rules - 20& 21: Procedure for conducting Major Penalties:

Rules - 22 : Procedure for conducting Minor Penalties:

Rules - 34: Appellate Authorities

Rules - 35: Time Limit for appeal

Rule - 36: Form content of appeal

Rule - 37: consideration of appeal

Rule - 38: Review of original orders passed by Govt.,

Rule - 40: Revision by Government or HODs

