

MARATHI - SHREE VITTHAL RUKMINI TEMPLES COMMITTEE, PANDHARPUR,
SERVICES (CONDUCT) REGULATIONS,2015.

SHREE VITTHAL RUKMINI TEMPLES COMMITTEE, PANDHARPUR Post. Pandharpur, Tal. Pandharpur, Dist. Solapur- 413304 SERVICE REGULATIONS 2015 (Conduct) gomBAY Pandharpur Temples Act, 1973 REGULATIONS Shree Vitthal Rukmini Temples Committee, Pandharpur, Ta- Pandharpur Dist- Solapur Dated - 08/09/2017 No.SVRTCP/EST/ 165/2015. In exercise of the powers conferred by section 2, 37 & 38 of the Pandharpur Temples Act, 1973 (Mah.IX of 1974), and of all other powers enabling it in that behalf, the Shree Vitthal Rukmini Temples Committee, hereby makes the following regulations, namely : CHAPTER 1 1. Short title, application and saving.- (1) These Regulations may be called the Shree Vitthal Rukmini Temples Committee, Pandharpur, service (conduct) Regulations, 2015. (2) They shall come into force on 01 January, 2016 (3) Except as otherwise provided by or under these regulations, these regulations shall apply to all persons appointed to the Trust services and posts in connection with the affairs of the Committee, but shall not apply to the officers appointed on deputation by the State Government

2. Definition .- In these regulations, unless there is anything repugnant and subject or context, (a) (b) "Act" means the Pandharpur Temples Act, 1973 (Mah.IX of 1974); "Committee" means the Shree Vitthal Rukmini Temples Committee constituted under section 21 of the Act; LAY (d) (f) (g) (h) (i) "Executive Officer" means the Executive Officer appointed by the Government under section 33 of the Act; "Government" means the Government of Maharashtra; Group A Officer, the minimum of whose scale of pay is more than Rs. 5200-20200. Group B Officer, the minimum of whose scale of pay is Rs.5,000-20200 or taking honourium of more than Rs.6000. Group C Committee employee, the minimum of whose scale of pay is Rs.4440-7440. Group D Committee employee means temporary employee of the committee who is taking his salary on daily basis. "Members of family", in relation to the Committee Employees includes,- (ii) the wife or husband, as the case may be, of the Committee employee, whether residing with the Committee employee or not, but does not include a wife or husband, as the case may be, separated from the Committee employee by a decree or order of a competent court; son or daughter or step-son or step-daughter of the Committee employee who is wholly dependent on him, but does not include a son or daughter or step-son or step-daughter who is no longer in any way dependent on the Committee employee or of whose custody the iii) ASH Committee employee has been deprived by or under any law; any other person related, whether by blood or marriage to the Committee employee or to the Committee employee spouse and wholly dependent on the Committee employee; (j) (k) 3. Duty devotion all times- "Registered Trust" means trust established under section 2 (za) of the Act. "Committee employee" means a person who is appointed to any service or post in connection with the affairs of the Committee. of Committee employee to maintain integrity, to duty, etc.- (1) Every Committee employee shall at (i) Maintain absolute integrity; (ii) Maintain devotion to duty; and (iii) Do nothing which is unbecoming of a Committee employee. (2) Every Committee employee holding a supervisory post shall take all possible steps to ensure the integrity and devotion to duty of all Committee employees for the time being under his control and authority. (3) No Committee employee shall, in the performance of his official duties or in the exercise of powers conferred on him, act otherwise than in his best judgement except when he is acting under the direction of his official superior and shall, where he is acting under the direction of his official superior and shall, where he is acting under such direction obtain the direction in writing, he shall obtain written confirmation of the direction as soon as possible, thing in sub-rule (3) shall be construed as empowering a mittee employee to evade his responsibilities by seeking tructions from, or approval of, a superior officer or authority when such instructions are not necessary under the scheme of distribution of powers and responsibilities

4. Taking part in politics and elections.- (1) No Committee employee shall contest any election to a local authority, State Legislature or Parliament. (2) No Committee employee shall be a member of or be otherwise associated with, any political party or any organization which takes part in politics, nor shall he take part in, or subscribe in aid of, or assist in any other manner, any political movement or activity. (3) It shall be the duty of every Committee employee to endeavor to prevent any member of his family from taking part in, subscribing in aid or, assisting in any other manner, any movement or activity which is, or

which tends directly or indirectly to be, subversive of any Government in India as by law established, and where a Committee employee is unable to prevent a member of his family from taking part in subscribing in aid of, or assisting in any other manner, any such movement or activity, he shall make a report to that effect to the Executive Officer. (4) No Committee employee shall canvass or otherwise interfere with, or use his influence in connection with or take part in an election to any legislature or local authority (hereinafter referred to as "the election"): Provided that, a Committee employee qualified to vote at such election may exercise his right to vote, and where he does so, he shall give no indication of the manner in which he proposes to vote or has voted. Explanation.- (1) Where a Committee employee assists in the conduct of an election in due performance of a duty imposed on him by or under any law for the time being in force or by an order of the Competent Authority, he shall not be deemed to have contravened the provisions of this regulations. (2) The display by a Committee employee on his person, vehicle or residence of any electoral symbol shall amount to using his influence in connection with the election and his proposing or seconding the nomination of a candidate at the election shall amount to taking part in the election within the meaning of this regulation, and accordingly, the Committee employee shall, in any such eventualities, be deemed to have contravened the provisions of this regulation

5. Demonstration and Strikes.- No Committee employee shall, engage himself or participate in any demonstration which is prejudicial to the interest of the sovereignty and integrity of India, the security of the State, friendly relations with foreign States, public order, decency or morality, or which involves contempt of court, defamation or incitement to an offence; or resort to, or in any way abet, any form of strike in connection with any matter pertaining to his service; Provided that, nothing in this sub-clause shall be deemed to prohibit those Committee employee from resorting to any strike who are expressly permitted to resort to such a strike under any law for the time being in force. • 6. Prohibition against unauthorized supply of Information, etc.- No Committee employee shall, except in accordance with any general or special order of the Committee or in the performance in good faith of the duties assigned to him, communicate, directly or indirectly, any official document or any part thereof or information to any Committee employee or any other person to whom he is not authorized to communicate such document or information

7. Subscriptions .- No Committee employee shall, except with the previous sanction of the Committee or of the Executive Officer, ask for or accept contributions to, or otherwise associate himself with the raising of, any funds or other collections in cash or in kind in pursuance of any object whatsoever. - (1) Save as otherwise provided in these regulations, 8. Gifts . no Committee employee shall accept, or permit any member of his family or any person acting on his behalf to accept, any gift. Explanation- The expression "gift" includes free transport, boarding, lodging or other service or any other pecuniary advantage when provided by any person other than a near relative or personal friend having no official dealings with the Committee employee. Note I.-A casual meal, lift or other social hospitality shall not deemed to be a gift. Note II.- A Committee employee shall avoid accepting lavish hospitality or frequent hospitality from any individual having official dealings with him or from industrial or commercial firms, organizations or any similar bodies. (2) On occasion, such as weddings, anniversaries, funerals or religious functions, when the making of a gift is in conformity with the prevailing religious or social practice, a Committee employee may accept gifts from his near relatives, but he shall make a report to the Executive Officer, if the value of any such gift exceeds-rupees 5000

9. Public demonstrations in honour of Committee Employees.- No Committee employee shall, except with the previous sanction of the Committee, receive any complimentary or valedictory address or accept any testimonial or attend any meeting or entertainment held in his honour, or in the honour of any other Committee employee: Provided that, nothing in this regulation shall apply to - (ii) a farewell entertainment of a substantially private and informal character held in honour of a Committee employee or any other Committee employee on the occasion of his retirement or transfer or any person who has recently quit the service of the committee; or the acceptance of simple and inexpensive entertainment arranged by public bodies or institutions. Note:-• Exercise of pressure or influence or any sort on any Committee employee to induce him subscribe towards any farewell entertainment even if it is of a substantially private or informal character and collection of subscriptions from under any circumstances for the entertainment of any Committee employee is forbidden

10. Purchase of resignation.- A Committee employees shall not enter into any pecuniary arrangement for the resignation by one of the Committee employee of any office held by him under the Committee for the benefit of any other person. . Vo 11. Private trade or employment.- No Committee employee shall, except with the previous sanction of the Committee, engage directly or indirectly in any trade or business or undertake any other employment: Provided that, a Committee employee may, without such sanction, undertake honorary work of a social or charitable nature or occasional work of a literary, artistic or scientific character, subject to the condition that his official duties do not thereby suffer; but he shall not undertake, or shall discontinue, such work if so directed by the Executive Officer. Explanation.- (1) Canvassing by a Committee Employee in support of the business of insurance agency, Commission agency, etc. owned or managed by his spouse or any other member of his family shall be deemed to be a breach of this on regulation. (2) Every Committee Employees shall report to the Executive Officer, if any member of his family is engaged in a trade or business or owns or manages an insurance agency or commission agency. (3) No Committee employee shall, without previous sanction of the Executive Officer, except in the discharge of his official duties, take part in the registration, promotion or management of any bank or other company which is required to be registered under the Companies Act, 1956 (1 of 1956), or any other law for the time being in force or any co-operative society for commercial purposes: Provided that, a Committee employee may take part in the registration, promotion or management of a co-operative society substantially for the benefit of Committee employees, registered under the Maharashtra Co-operative Societies Act, 1960 (Mah. XXIV of 1961), or any other law for the time being in force, or of geo a literary, scientific or charitable society registered under the 1860 (21 of 1860) or any Societies Registration Act, corresponding law in force. (4) No Committee employees may accept any fee for any work done by him for any public body or any private person without the sanction of the Executive Officer. (5) No Committee employees shall without obtaining prior written permission from the Executive Officer accept commercial employment immediately within a period of two years of his retirement

12. Investment, lending and borrowing.- (1) No Committee employee shall speculate in any stock, share or other investment. Explanation.- Frequent purchase or sale or both of shares, securities or other investment shall be deemed to be speculation with in the meaning of this sub-regulation. (2) No Committee employee shall make, or permit any member of his family or any person acting on his behalf to make any investment, which is likely to embarrass or influence him in the discharge of his official duties. (3) If any question arises whether any transaction is of the nature referred to in sub regulation (1) or regulation (2), above the decision of the Committee thereon shall be final. (4) (i) No Committee employee, shall, save in the ordinary course of business with a bank or a firm of standing duly authorized to conduct banking business, either himself or through any member of his family or any other person acting on his behalf, - lend or borrow money, as principal or agent, to or (a) from any person within the local limits or with whom he is likely to have official dealing, or comp., (b) (ii) otherwise place himself under any pecuniary obligation to such person, or lend money to any person at interest or in a manner whereby return in money or in kind is charged or paid; Provided that, a Committee employee may give to or accept from a relative, a purely temporary loan of a small amount free of interest, or operate a credit account with a bona fide tradesman or make an advance of pay to his private employee: Provided further that, nothing in this sub-rule shall apply in respect of any transaction entered into by a Committee employee with the previous sanction of the Executive Officer. When a Committee employee is appointed or transferred to a post of such nature as would involve him in the breach of any of the provisions of sub-regulation (2) or sub-regulation (4) above, he shall forthwith report the circumstances to the Executive Officer and shall thereafter act in accordance with such order as may be made by the Executive Officer. anything (5) Notwithstanding regulations (4), contained in sub- (a) (b) The Committee may, regard being had to the circumstances of each case, relax any of the provisions of sub-regulation (4) in the case of Committee employee belonging to Group C or Group D service; The Committee may direct that in relation to loans to, or borrowing by Committee employee from, any co-operative society registered or deemed to be registered under the Maharashtra Co-operative 1960 (Mah.XXIV of 1961), the Societies Act, provisions of sub-regulation (4) shall apply with such restrictions or relaxation as the Committee may specify. (1) When a 13. Insolvency and habitual indebtedness.- Committee employee is adjudged or declared an insolvent or when a moiety of his salary iS constantly being attached, or has been continuously under attachment for a

period exceeding two years, or is attached for a sum, which in ordinary circumstances, cannot be repaid within a period of two years, he shall be liable to be dismissed and in such cases, the Executive Officer shall report the matter to the Committee. (2) Where a moiety of the salary of a Committee employee is attached the report shall show the proportion of his debts to the salary, how far the debts detract from the debtor's efficiency as a Committee employee, whether the debtor's position is irretrievable, and whether in the circumstances of the case, it is desirable to retain him in the post held by him at the time when the matter is brought to the notice of the Committee. (3) In every case under this regulation, the burden of proving that the insolvency or indebtedness is the result of circumstances which, with the exercise of ordinary diligence, the Committee employee could not have foreseen or over which he had no control, and has not proceeded from extravagant or dissipated habits shall be upon the Committee employees

14. Movable, immovable and valuable property.- (1) Every Committee employee shall on his first appointment to any service or post and thereafter, at such intervals as may be specified by the Committee, submit a return of his assets and liabilities in such form as may be prescribed by the Government for its employees giving the full particulars regarding- (b) (d) the immovable property inherited by him or owned or acquired by him or held by him on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other persons; shares, debentures and cash including bank deposits inherited by him or similarly owned, acquired or held by him; other movable property inherited by him or similarly owned acquired or held by him; debts and other liabilities incurred by him directly or indirectly. Note I. - Sub-regulation (1) shall not ordinarily apply to Group D employees but the Committee may direct that it shall apply to any such Committee employees or class of such Committee employees. In all returns the values of item of movable Note 11. property worth less than rupees 10,000 may be added and shown as a lump sum. The values of articles of daily use such as clothes, utensils, crockery, books, etc., need not be included in such return. Note III. - Every Committee employee who is in service on the date of the commencement of these regulations shall submit a return under this sub-regulation on or before such date as may be specified by the Committee after such commencement. (2) No Committee employee shall, except with the previous knowledge of the Executive Officer, acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift, or otherwise either in his own name or in the name of any member of his family: Provided that, the previous sanction of the Executive Officer shall be obtained by the Committee employee, if any such transaction is, (c) with a person having official dealing with the Committee employee; or otherwise than through a regular or reputed dealer. (d) (3) Every Committee employee shall report to the Executive Officer every transaction entered into by him either in his own name or in the name of a member of his family in respect of movable property, if the value of such property exceeds rupees 20,000. Provided that, the previous sanction of the prescribed authority shall be obtained, if any such transaction is (i) (ii) with a person having official dealing with the Committee Employee; or otherwise than through a regular or reputed dealer. (4) Notwithstanding anything contained in sub-regulation (2) and (3), any transaction entered into by the spouse or any other member of family of Committee employee out of his or her own funds (including stridhan, gifts, inheritance, etc.) as distinct from the funds of the Committee employee himself, in his or her name and in his or her own right, shall not be treated as a transaction entered into by the member of the family of Committee employee within the meaning of sub-regulation (2) and (3).) The Committee or the Executive Officer may, at any time, by eneral or special order, require a Committee employees to furnish, within a period specified in the order, a full and ASH 1 g s complete statement of such movable or immovable property held or acquired by him or on his behalf or by any member of his family as may be specified in the order. Such statement shall, if so required by the Committee or by the Executive Officer, include the details of the means by which, or the source from which, such property was acquired, alongwith the evidence in support of such statement. Explanation.- For the purpose of this regulation, (1) The expression "movable property" includes- (a) (b) (c) (d) jewellery, insurance policies the annual premium of which exceeds Rupees 10,000 or one sixth of the total annual emoluments received from the Trust, securities and whichever less, shares, is debentures; loans, advances by such whether secured or not; motor cycles, motor cars; means of conveyance; and refrigerators and T.V. sets. Committee employee horses, or any other 15. Vindication of acts and character of Committee employee.- (1) No Committee employee shall, except with the previous sanction of the Committee, have recourse to any court or to the press for the vindication of any official act which has been the subject matter of adverse criticism or an attack of defamatory character. (2) Nothing in sub-regulation

(1) shall be deemed to prohibit a Committee employees from vindicating his private character or any act done by him in his private capacity and, where any action for vindicatin his private character or any act done by im in private capacity is taken, the Committee employee shall ubmit a report to the Executive Officer regarding such action. ASH (3) In according sanction under sub-regulation (1)- 4 (a) (b) the Committee shall in each case decide- (i) (ii) whether it will itself bear the costs of the proceedings; or whether the Committee employee will institute the proceedings at his own cost, and• if so, whether in the event of Committee employee succeeding therein, the Committee will reimburse him to the extent of the whole or any part of the cost incurred by him as is in excess of the cost or damages if any, awarded to him by the court; and where the Committee decides to bear the costs of proceedings instituted by a Committee employee, it shall be expressly stated that the amount of compensation, damages or costs awarded by the Court, if any, to the Committee employee shall be first set off against the cost borne by the Committee and the balance, if any, shall only be retained by the Committee employee

16. Prevention of sexual harassment of working woman.- (1) No Committee employee shall indulge in any act of sexual harassment of any woman at her work place. (2) Every Committee employee who is in charge of a work place shall take necessary steps to prevent sexual harassment to any woman at such work place, Explanation.- For the purpose of this regulation, asexual harassment" includes such unwelcome sexually determined behavior, whether directly or otherwise such as; oo 1.) ASH ! O (a) (b) (a) physical contact and advances; a demand or request for sexual favours; sexually coloured remarks; showing pornography; or any other unwelcome physical, verbal or no verbal conduct of a sexual nature

17. Canvassing of non-official or other outside influences.- No Committee employee shall bring or attempt to bring any political or other outside influence to bear upon any superior authority in relation to any matter pertaining to his service under the Committee. 18b Membership of or association with communal institutions.- No Committee employee shall by writing, speech or deed, or otherwise indulge in any activity, which is likely to incite and create feeling of hatred or ill will between different communities in India or outside on religious, racial, regional, communal or other grounds

19. Association of names with public institutions or works.- No Committee employee shall, except with the previous sanction of Committee- (ii) associate his own name or allow it to be associated with any public institution, such as, libraries, hospitals, schools or roads and the like; or with such objects, as shields, trophies, prizes, medals and cups and the like; or allow any member of his family living with or wholly dependent on him to associate his name with any such institution or object

20. Contracting of marriages.- (1) No Committee employee shall enter into, or contract, a marriage with a person having a spouse living; and ASH 1 8B (2) No Committee employee, having a spouse living, shall enter into, or contract, a marriage with any person: Provided that, the Committee may permit a Committee employee to enter into, or contract, any such marriage as is referred to in sub-regulation (1) or (2) above, if it is satisfied that- such marriage is permissible under the personal law applicable to such Committee employee and the other party to the marriage; there are other ground for so doing. (b) (3) A Committee employee who has married or marries a person other than of Indian Nationality shall forthwith intimate the fact to the Executive Officer

21. Prohibition against Dowry.- No Committee employee shall, (ii) give or take or abet the giving or taking of dowry, or demand, directly or indirectly, from the parents or guardians of a bride or bridegroom, as the case may be, any dowry. Explanation. - For the purpose of this regulation, "dowry" has the same meaning as in the Dowry Prohibition Act, 1961 (28 of 1961)

22. Prohibition of employment of children.- No Committee employee shall employ, or permit any member of his family of any person acting on his behalf to employ any child below the age of 14 years for domestic or any other work

23. Consumption of intoxicating drinks and Committee employee shall, strictly abide by any law relating to (a) drinks or drugs in force in any area may happen to be for the time being; drugs.intoxicating in which he (b) BOMBAY not consume any intoxicating drink while on duty or not be under the influence of any intoxicating drinks or drug during the course of his duty and shall also take due care that the performance of his duties at any time is not affected in any way by the influence of any such drink or drug; refrain from consuming any intoxicating drink or drug in a public place. 24. uniform.- committee employee have to wear, while on duty, the uniform decided by the committee

25. Interpretation.- If any question arises relating to the interpretation of these regulations, it shall be referred to the Government, whose decision thereon shall be final. (S. B. Teli) Executive Officer, Shree Vitthal Rukmini Temples Committee, Pandharpur

