NATIONAL PRODUCTIVITY COUNCIL
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ANNOUNCES RESIDENTIAL PROGRAMME ON
“CONDUCT RULES & GRIEVANCE MANAGEMENT”
From Sept. 7th – 11th, 2015 at Poovar Island

INTRODUCTION

CONDUCT RULES: The Conduct Rules were conferred by the Article 309 and Clause (5) of Article 148 of the Constitution. Conduct Rules are also referred to as the Central Civil Services (Classification, Control and Appeal) Rules, 1965. They came into force on the 1st December, 1965. The Conduct Rules extend from Delegation of Authority and Power to Discipline related matters on the Government Servants.

GRIEVANCE MANAGEMENT OR REDRESSAL

Grievance may be any genuine or imaginary feeling of dissatisfaction or injustice which an employee experiences about his job and its nature, about the management policies and procedures. A grievance is a complaint that has been put in writing and thus made formal. Both complaints and grievances are important since both may be important indicators of potential problems within the workforce. Grievance may result from the factors such as improper working conditions such as strict production standards, unsafe workplace, bad relation with managers, etc. Irrational management policies such as overtime, transfers, demotions, inappropriate salary structure, and Violation of organizational rules and practices. Grievances take the form of collective disputes when they are not resolved and also lower the morale and efficiency of the employees. Unattended grievances result in frustration, dissatisfaction, so an Effective grievance management is an essential part of personnel management. No administration can claim to be accountable, responsive and user-friendly unless it has established an efficient and effective grievance redress mechanism.

PROGRAM COVERAGE

This Program aims at discussion on the importance, relevance and requirement of the Conduct Rules, understanding its various important sections and coverage and the Grievance Redressal Mechanism and accordingly indulge in such acts which are becoming of a government Servant and avoid such behaviours and conduct which are not.

PARTICIPANT’S PROFILE

All level of employees working in Ministries, Central and State Government Departments, Central and State PSUs, Banks and Financial Institutions, Boards, Administrative bodies, Co-operative sector, Councils, Institutions, etc.