

1. Short title, application and commencement—(1) These rules may be called the West Bengal Services (Duties, Rights and Obligations of the Government employees) Rules, 1980.

(2) They shall apply to all employees of the Government of West Bengal: Provided that nothing in these rules shall apply to persons appointed to any All India Service and members of the Police, and Jail Staff falling under the purview of the Jail Code.

(3) They shall be deemed to have come into force with effect from the 1st day of June, 1980.

2. Definitions—In these rules, unless there is anything contrary to the context,—

(a) “appointing authority” in relation to a Government employee, means the authority empowered to make appointment to the service or post held by him for the time being;

(b) “Government” means the Government of West Bengal;

(c) “Government employee” means a person appointed to a service or post in connection with the affairs of the State;

(d) “member of the family”, in relation to a Government employee, means the wife or husband, as the case may be, and the child or the step-child of the Government employee;

(e) “public servant” has the same meaning as in the Indian Penal Code (45 of 1860);

(f) “State” means the State of West Bengal;

(g) “strike” means strike as defined in clause (q) of section 2 of the Industrial Disputes Act, 1947 (14 of 1947).

3. Duties—The following shall be the duties of a Government employee :—

(1) every Government employee shall bear in mind that he is a public servant; he shall faithfully discharge his duties, shall always behave courteously with the members of the public or colleagues with whom he has to come in contact in the discharge of his duties as a public servant and shall always try to help them in all possible ways through quick and faithful discharge of the duties assigned to him;

(2) every Government employee shall in the discharge of his duties rise above all personal, political and other considerations and maintain integrity, impartiality and devotion to duty;

(3) every Government employee shall, notwithstanding his personal views on any matter relating to State Policy and programme, carry out faithfully the duties and responsibilities entrusted to him as a public servant;

