

CHENNAI PORT TRUST EMPLOYEES' (CONDUCT) REGULATIONS, 1987

(PUBLISHED IN PART II SECTION 3 SUB-SECTION (i) IN EXTRAORDINARY ISSUE OF THE GAZETTE OF INDIA DATED 4TH MAY 1987)

GOVERNMENT OF INDIA/BHARAT
SARKAR
MINISTRY OF SURFACE TRANSPORT/JAL
BHUTAL PARIVAHAN MANTRALAYA
PORTS WING/PATTAH PAKSHA.

New Delhi, 4th May, 1987

NOTIFICATION

G.S.R.450 (E) In exercise of the powers conferred by Sub-Section (1) of Section 124 read with Sub-Section (1) of Section 132, of the Major Port Trusts Act, 1963 (38 of 1963), the Central Government hereby approves the **Chennai Port Trust Employees' (Conduct) Regulations, 1987** made by the Board of Trustees for the Port of Chennai and set out in the Schedule annexed to this notification.

2. The said regulations shall come into force on the date of publication of this notification in the official gazette.

Sd/..

(P.M.ABRAHAM)

Additional Secretary to the Govt. of India
(File No. PR-12013/1/86-PE I)

THE SCHEDULE

CHENNAI PORT TRUST

Chennai Port Trust Employees' (Conduct) Regulations, 1987

In exercise of the powers conferred under Section 28 of the Major Port Trusts Act, 1963 (38 of 1963), the Chennai Port Trust Board hereby makes, subject to the approval of the Central Government, the following regulations and the same is published herein as required under Section 124 of the above Act:-

1. Short Title, Commencement and application:

(1) These Regulations may be called the Chennai Port Trust Employees' (Conduct) Regulations, 1987.

(2) Except as otherwise provided by or under these Regulations, they shall apply to all persons appointed to posts in connection with the affairs of the Chennai Port Trust.

¹[Provided that nothing in Regulation 9, regulation 11, sub-regulation (2) of regulation 12, regulation 13, regulation 16, 17 and 18 shall apply to an employee drawing a pay not exceeding a limit as may be prescribed by the Board from time to time in this behalf and holding a class III or class IV post].

Provided further that nothing in the foregoing proviso shall apply to an employee holding an office which mainly concerned with administrative, managerial, supervisory, security or welfare functions.

2. Definitions: In these Regulations, unless the context otherwise requires –

(a) 'Board', 'Chairman', 'Deputy Chairman' and 'Head of Department', shall have the same meanings as in the Major Port Trusts Act, 1963 (38 of 1963);

(b) 'Class I, Class II, Class III and Class IV posts' shall have the same meanings as assigned to them respectively in the ²[Chennai Port Trust Employees' (Recruitment, Seniority and Promotion) Regulations 2008].

(c) 'Employee' means an employee of the Board;

Explanation: An employee whose services are temporarily placed at the disposal of the Central or state Government or a local or other authority shall for the purpose of these Regulations be deemed to be an employee serving under the Board.

¹GSR No. 746 (E) dated 25.09.2000 (BR Nos. 238, dated 25.02.98 & 159, dated 30.10.98)

²GSR No.17 (E) dated 07.01.2009 (BR No. 108, dated 25.02.2005)

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(d) 'Government' means the Central Government;

(e) 'Members of the family' in relation to an employee includes –

(i) the wife or husband, as the case may be of the employee, whether residing with the employee or not but does not include a wife or husband, as the case may be, separated from the employee by a decree or order of a competent Court;

(ii) Son or daughter or step-son or step-daughter of the employee and wholly dependent on him, but does not include a child or step-child, who is no longer in any way dependent on the employee or of whose custody the employee has been deprived by or under any law;

(iii) Any other person related, whether by blood or marriage, to the employee or to the employee's wife or husband and wholly dependent on the employee.

(f) 'Prescribed authority' means the appointing authority as prescribed in the ²[Chennai Port Trust Employees' (Recruitment, Seniority and Promotion) Regulations 2008].

3. **General:**

(1) Every employee shall at all times

- i) maintain absolute integrity;
- ii) maintain devotion to duty; and
- iii) do nothing which is unbecoming of an employee of the Board.

(2) No 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 such direction, obtain the direction in writing, wherever practicable and where it is not practicable to obtain the direction in

writing, he shall obtain written confirmation of the direction as soon thereafter as possible.

(3) No employee, holding a Class I or Class II post, shall use his position or influence directly or indirectly to secure employment for any member of his family in any company or firm.

(4) No employee holding a Class I post shall, except with the previous sanction of the Chairman, permit his son, daughter or any other dependent to accept any employment with any firm or company with which he has dealings in his capacity as such employee or with any other firm having dealings with the Board;

Provided that where the acceptance of such employment by the son, daughter or other dependent of such employee cannot await the prior permission of the Chairman or is otherwise considered urgent, the matter shall be reported by the employee, to the Chairman and the employment may be accepted provisionally subject to the permission of the Chairman.

(5) Every employee shall desist from dealing with a case relating to award of a contract or exercise of patronage in favour of a firm or company in which his child or dependent is employed.

(6) No employee shall bid at auctions arranged by or on behalf of the Board.

(7) Participation by an employee in proselytising activities or the direct or indirect use of his position and influence in such activities shall be objectionable.

(8) An employee who is convicted by a Court of law or arrested shall report the fact of his conviction or arrest to his departmental superiors promptly in writing. Failure to do this may render him liable to disciplinary action.

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4. **Misconduct:**

Without prejudice to the generality of the term 'Misconduct' the following acts of omission and commission shall be treated as misconduct:-

(1) Theft, fraud or dishonesty in connection with the business or property of the Board or of property of another person within the port premises.

(2) Taking or giving bribes or any illegal gratification

(3) Possession of pecuniary resources or property disproportionate to the known sources of income by the employee or on his behalf by another person, which the employee cannot satisfactorily account for.

(4) Furnishing false information regarding name, age, father's name, qualification, ability or previous service or any other matter germane to the employment at the time of employment or during the course of employment.

(5) Acting in a manner prejudicial to the interests of the Board.

(6) Willful insubordination or disobedience, whether or not in combination with others, of any lawful and reasonable order of his superior.

(7) Absence without leave or over-staying the sanctioned leave for more than ten consecutive days without sufficient grounds or proper or satisfactory explanation.

(8) Habitual late or irregular attendance.

(9) Neglect of work or negligence in the performance of duty including malingering or slowing down of work.

(10) Damage to any property of the Board.

(11) Interference or tampering with any safety devices installed in or about the port premises.

(12) Drunkenness or riotous or disorderly or indecent behaviour in the port premises or outside such premises where such behaviour is related to or connected with the employment.

(13) Gambling within the port premises.

(14) Smoking within the port premises where it is prohibited.

(15) Collection without the permission of the Chairman of any money within the port premises except as sanctioned by any law of the land.

(16) Sleeping while on duty

(17) Commission of any act which amounts to a criminal offence involving moral turpitude.

(18) Absence from the employee's appointed place of work without permission or sufficient cause.

(19) Purchasing properties, machinery, stores, etc. from or selling properties, machinery, stores etc. to the Board without express permission in writing from the Chairman.

(20) Commission of any act subversive of discipline or of good behaviour.

(21) Abatement of or attempt at abatement of any act which amounts to misconduct.

(22) - (Deleted)³ –

4-A Prohibition of Sexual harassment of working women³

[(1) No Port employee shall indulge in any act of sexual harassment of any woman at her work place;

(2) Every Port employee who is in-charge of a work place shall take appropriate steps to prevent

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sexual harassment to any woman at such work place

EXPLANATION: For the purpose of this Regulation, "sexual harassment" includes such unwelcome sexually determined behaviour, whether directly or otherwise, as:

- (a) physical contact and advances ;
- (b) demand or request for sexual favours ; whether by words or actions;
- (c) sexually coloured remarks ;
- (d) showing pornography;
- (e) any other unwelcome physical, verbal or non-verbal conduct of sexual nature.³

NOTE: The above instances of misconduct are illustrative in nature, and not exhaustive.

5. Connection with press or radio:

(1) No employee shall except with the previous sanction of the Chairman, own wholly or in part or conduct or participate in the editing or managing of, any newspaper or other periodical publication.

(2) No employee shall, except with the previous sanction of the Chairman, or any other authority empowered by him in the behalf or in the bonafide discharge of his duties, participate in a radio or television broadcast or contribute any article or write any letter either anonymously or in his own name or in the name of any other person to any newspaper or periodical ⁴[or publish a book himself or through a publisher, or contribute an article to a book or a compilation of articles.]

Provided that no such sanction shall be required, if such broadcast or such contribution is of a purely literary, artistic or scientific character.

6. Criticism of Board/Government:

No employee, shall, in any radio or television broadcast or in any document, published anonymously or in his own name pseudonymously or in the name of any

other person or in any communication to the press or in any other public utterance, make any statement of fact or opinion -

(i) which has the effect of an adverse criticism of any current or a recent policy or action of the Central Government, State Government, the Board or any other Major Port Trust;

Provided that in the case of any employee specified in the proviso to the sub-regulation (2) of Regulation 1, nothing contained in this Regulation shall apply to bonafide expression of views by him as an office bearer of a trade union of such employees for the purpose of safeguarding service conditions of such employees or for securing any improvement thereof; or

(ii) which is capable of embarrassing the relations between the Board, the Central Government, the Government of any State or any other Major Port Trust;

(iii) which is capable of embarrassing the relations between the Central Government and the Government of any foreign state;

Provided that nothing in this Regulation shall apply to any statements made or views expressed by an employee in his official capacity or the due performance of the duties assigned to him.

7. Evidence before committee or any other authority:

(1) Save as provided in sub-regulation (3) no employee shall except with the previous sanction of the Chairman, give evidence in connection with any inquiry conducted by any person, committee or authority.

(2) Where any sanction has been accorded under sub-regulation (1) no employee giving such evidence shall criticise the policy or any action of the Board or of any other Major Port Trust or of the Central Government or of a State Government.

³GSR No.553 (E) dated 07.07.2011 (BR No. 35, 27.07.2010)

⁴GSR No.810(E) dated 24.09.1990 (BR No. 37, 29.06.1990)

(3) Nothing in this Regulation shall apply to:-

(a) evidence given at an inquiry before an authority appointed by the Central or a State Government by Parliament or by a State Legislature or by the Board or by any other Major Port; or

(b) evidence given in any judicial inquiry; or

(c) evidence given in any departmental inquiry ordered by authorities subordinate to the Government or by the Board, or by any other Major Port Trust or by the Chairman or Deputy Chairman or Head of a Department,

8. Unauthorized communication of information:

No employee shall except in accordance with any general or special order of the Board or in the performance in good faith of the duties assigned to him, communicate directly or indirectly, any official document or information to any person to whom he is not authorized to communicate such documents or information.

Explanation:

If an employee quotes or copies in his representation, appeal etc, circulars and instructions of the Board or any other Major Port Trust or Government including these marked secret, notes and other information from files which they are ordinarily not expected to have been or to have retained, the action shall be construed as not only improper but also as involving contravention of this regulation.

9. Subscriptions:

No employee shall, except, with the previous sanction of the Chairman, ask for or accept contribution to, or otherwise associate himself with the raising of, any funds ⁴[or raising of any other collections in cash or kind] in pursuance of any object whatsoever.

Explanations:

(1) Mere payment of subscription to a charitable or benevolent fund does not by itself violate this Regulation.

(2) Voluntary association of an employee with the collection of Flag Day contributions for the benefit of Ex-servicemen and Merchant Navy personnel is permissible without any specific sanction under this regulation.

(3) Collection of subscriptions by an employee Qua-member of a service union of employees from amongst other members of the union shall be -

(i) Unobjectionable and shall not require prior sanction if -

(a) the proceeds are proposed to be utilized for welfare activities of the union or:

(b) where a matter affected the general interests of the members of the Union is in dispute, if permissible under the rules of the union to spend its funds over such matters;

(ii) objectionable if the proceeds are proposed to be utilized for the defence of an individual member of the union against whom departmental action is being taken on grounds which concerned him in particular.

(4) Approach to the public for collecting funds for the union without the previous sanction of the Chairman shall be objectionable.

⁴10. Gift:

(1) Save as otherwise provided in these regulations, no employee shall accept or permit any member of his family or any other person acting on his behalf to accept any gift.

Explanation: The expression 'gift' shall include free transport, boarding, lodging or other service or any other pecuniary advantage when provided by any

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person other than a near relative or personal friend having no official dealings with the employees.

Note (1): A casual meal, lift, or other social hospitality shall not be deemed to be a gift.

Note (2): An employee shall avoid accepting lavish hospitality or frequent hospitality from any individual having official dealings with him or from industrial or commercial firms, organisations, etc

(2) (a) On occasions, such as weddings, anniversaries, funerals or religious functions, when the making of a gift is in conformity with the prevailing religious or social practice, an employee may accept gifts from his near relatives but he shall make a report to the Chairman if the value of any such gift exceeds such limits for different classes of employees as may be prescribed by the Chairman.

(b) On such occasions as are specified in Clause (a) of sub-regulation (2), an employee may accept gifts from his personal friends having no official dealings with him, but he shall make a report to the Chairman, if the value of any such gift exceeds such limits for different classes of employees as may be prescribed by the Chairman.

(c) In any other case, an employee shall not accept any gift without the sanction of the chairman if the value thereof exceeds such limits for different classes of employees as may be prescribed by the Chairman.

¹[(3) Notwithstanding anything contained in sub-regulation (2) an employee being a member of Indian delegation or otherwise may receive and retain gifts from foreign dignitaries if the market value of gifts received on one occasion does not exceed Rs.1,000/-. In all other cases, the acceptance and retention of such gifts shall be regulated by the instructions issued by the Government in this regard from time to time].

¹[(4) An employee shall not accept any gift from any foreign firm which is

either contracting with the Board or is one with which the employee had, has or is likely to have, official dealings. Acceptance of gifts by an employee from any other firm shall be subject to the provisions of sub-rule 2(c) above].

(5) ¹[deleted]

(6) ¹[deleted]

(7) No employee shall -

(i) give or take or abet the giving or taking of dowry or

(ii) demand directly or indirectly, from the parents or guardian of a bride or bridegroom as the case may be, any dowry.

Explanation: For the purpose of this sub-regulation, dowry has the same meaning as in the Dowry Prohibition Act, 1961 (28 of 1961)]

11. Public demonstrations etc, in honour of employees:

No employee shall, except with the previous sanction of the Chairman, receive any complementary or valedictory address or accept any testimonial or attend any meeting or entertainment held in his honour, or in the honour of any other employee or accept any invitation to declare buildings etc. open or to lay the foundation stones of new buildings etc., or allow public place or institution to be named after him;

Provided that nothing in this Regulation shall apply to:-

(i) a farewell entertainment of substantially private and informal character held in honour of the employee or any other employee on the occasion of his retirement or transfer or any person who has recently quitted service under the Board; or

(ii) the acceptance of simple and inexpensive entertainments arranged by public bodies or institutions.

¹GSR No. 746 (E) dated 25.09.2000 (BR Nos. 238, dated 25.02.98 & 159, dated 30.10.98)

⁴GSR No.810(E) dated 24.09.1990 (BR No. 37, 29.06.1990)

⁴Note: Exercise or influence of any sort on any employee to induce him to subscribe towards any farewell entertainment even if it is of a substantially private or informal character and the collection of subscriptions from employees under any circumstances for the entertainment of any employee, is forbidden.

12. Private trade or employment:

(1) No employee shall, except with the previous sanction of the Chairman, engage directly or indirectly any trade or business or negotiate, or undertake any other employment.

Provided that an employee may, without such sanction –

- (i) undertake honorary work of social or charitable nature;
- or
- (ii) undertake occasional work of a literary, artistic or scientific character
- or
- (iii) participate in sports activities as amateur; subject to the condition that in all the cases his official duties do not thereby suffer. He shall not undertake or shall discontinue such work or activity, if so directed by the Chairman.

Explanation: Canvassing by an employee in support of the business of insurance agency, commission agency etc. owned or managed by his wife or any other member of his family shall be deemed to be a breach of this sub-regulation.

Every employee shall report to the Chairman if any member of his family is engaged in a trade or business or owns or manages an insurance agency or commission agency.

(2) No employee shall, except with the previous sanction of the Chairman, 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 an employee may take part in the registration, promotion, or management of -

i) a literary, scientific or charitable society or of a company, club or similar organisation the aims and objects of which relate to promotion of sports, cultural or recreational activities, registered under the Societies Registration Act, 1860 (21 of 1860) or the Companies Act, 1956 or any other law for the time being in force; or

ii) a co-operative society substantially for the benefit of employees registered under the co-operative Societies Act, 1912 (2 of 1912) or any other law for the time being in force.

(3) Unless otherwise provided by general or special order of the Chairman, no employee may accept any fee for any work done by him for any private or public body or any private person without the sanction of the Chairman]

13. Investments, lending and borrowing:

(1) No employee shall speculate in any investment.

Explanation: The habitual purchase or sale of securities of a notoriously fluctuating value shall be deemed to be speculation in investments within the meaning of this sub-regulation.

(2) No employee shall make or permit his wife or any member of his family to make, any investment likely to embarrass or influence him in the discharge of his duties.

(3) If any question arises whether a security or investment is of the nature referred to in Sub-Regulation (1) or Sub-Regulation (2), it shall be referred to the Chairman who shall decide the same.

⁴[(4) No employee shall, save in the ordinary course of business with a bank or a public limited company either himself or

through any member of his family or any other person acting on his behalf

(a) lend or borrow or deposit money, as a principal or an agent, to or from, or with, any person or firm or private limited company within the local limits of his authority or with whom he is likely to have official dealing or otherwise place himself under any pecuniary obligation to such person or firm or private limited company; or

(b) lend money to any person at interest or in a manner whereby return in money or in kind is charged or paid;

Provided that an employee may, give to or accept from, a relative or a personal friend, a purely temporary loan of a small amount free of interest, or operate a credit account with a bonafide tradesman or make an advance of pay to his private employee.

Provided further that nothing in this sub-regulation shall apply in respect of any transaction entered into by an employee with the previous sanction of the Chairman.

(5) When an employee is appointed or transferred to a post of such a nature as to involve him in the breach of any of the provisions of sub-regulation (2) or sub-regulation (4) he shall forthwith report the circumstances to the Chairman and shall thereafter act in accordance with such orders as may be passed by the Chairman.]

14. Insolvency and habitual indebtedness:

(1) An employee shall so manage his private affairs as to avoid habitual indebtedness of insolvency. An employee who becomes a subject of a legal proceedings for insolvency shall forthwith report full facts to the Chairman.

(2) When an attachment order is to be enforced against an employee the Chairman may-

(i) determine whether the employee's financial position has reached a stage at which confidence in him must be diminished and; if so,

(ii) consider the question of taking disciplinary action against him

⁴[Note: The burden of proving that the insolvency or indebtedness was the result of the circumstances which, with exercise or ordinary diligence, the employee could not have foreseen, or over which he had no control and had not proceeded from extravagant or dissipated habits, shall be upon the employee concerned.]

¹[15. Movable, immovable and valuable property:

(1)(i) Every employee shall on his first appointment to any service or post submit a return of his assets and liabilities in such form as may be prescribed by the Chairman, giving the full particulars regarding :-

(a) 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 person ;

(b) shares, debentures and cash including bank deposits inherited by him or similarly owned, acquired, or held by him ;

(c) other movable property inherited by him or similarly owned, acquired or held by him ; and

(d) debts and other liabilities incurred by him directly or indirectly.

NOTE 1. Sub-regulation (1) shall not ordinarily apply to Class IV employees but the Chairman may direct that it shall apply to any such Class IV employees or category of such Class IV employees.

NOTE 2. In all returns, the value of items of movable property worth less than Rs.10,000/- may be added and shown as a lump sum. The value of articles of daily use such as clothes, utensils, crockery, books, etc., need not be included in such return.

(ii) The aforesaid return shall continue to be submitted by every Class I and II and III employee whose nature of

¹GSR No. 746 (E) dated 25.09.2000 (BR Nos. 238, dated 25.02.98 & 159, dated 30.10.98)

⁴GSR No.810(E) dated 24.09.1990 (BR No. 37, 29.06.1990)

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work involve public dealings at the intervals of every 12 months.

(iii) Notwithstanding any thing contained in these Regulations the Chairman, may at any time by general or special order, require an employee to submit, within a period specified in the order, a full and complete statement of such movable or immovable property held or acquired by him, or by any member of his family as may be specified in the order. Such statement, shall if so required by the Chairman, include details of the means by which or the source from which, such property was acquired.

(iv) The Chairman may exempt any category of employee belonging to Class III and IV from any of the provisions of this regulations except sub-regulation (iii)

Explanations – (1) The construction of a house results in acquisition of immovable property and attracts the provisions of this Regulation. The purpose of movable property required for the construction of the house also attracts this Regulation.

(2) (a) Transactions as members of a Hindu Undivided Joint family shall not require the Chairman's prior permission. In such cases, transactions in immovable property shall be included in the annual property return and those immovable property shall be reported to the prescribed authority immediately after completion of the transaction or immediately after the employee comes to know of them. If the employee is unable to give an idea of his share of such property, he shall give details of the full property and the names of the members who share it.

(b) No employee shall, except with the previous Knowledge of the Chairman 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;

Note: Any acquisition or disposal of any immovable property by any member of the family of the employee shall be reported

by the employee to the Chairman within one month from the date of completion of such transaction.

Provided that the previous sanction of the Chairman shall be obtained by the employee, if any such transaction is with a person having official dealings with him.

(3) Where an employee enters into a transaction in respect of movable property either in his own name or in the name of the member of his family, he shall, within one month from the date of such transaction, report the same to the Chairman, if the value of such property exceeds ⁵[two months' basic pay of an employee.]

Provided that the previous sanction of the Chairman shall be obtained by the employee if any such transaction is with a person having official dealings with him.

Explanation – I For the purpose of this Regulation – the expression “movable property” includes:-

(a) Jewellery, insurance policies, the annual premia of which exceeds ⁵[two months' basic pay of an employee,] shares, securities and debentures.

(b) All loans, whether secured or not advanced or taken by the employee;

(c) Motor cars, motor cycles, horses or any other means of conveyance; and

(d) Computers, Refrigerators, radios (radiograms and television sets), Musical systems or any other Electronics items]³

Explanation – II For the purpose of this rule 'lease' means, except where it is obtained from or granted to, a person having official dealings with the employee a lease of immovable property from year to year or for any term exceeding one year or reserving a yearly rent.

¹ GSR No. 746 (E) dated 25.09.2000 (BR Nos. 238, dated 25.02.98 & 159, dated 30.10.98)

⁵ GSR No.536 (E) dated 08.08.2013 (BR No.90, dated 20.01.2012)

Explanation – III It is not contemplated that an employee may enter into transaction regarding movable and immovable property without the previous sanction of the prescribed authority and afterwards seek ex-post-facto sanction. Such a procedure would render the provisions of these regulations completely ineffective and defeat the purpose for which these regulations have been framed. It is, therefore, essential that the provisions of these regulations shall be strictly adhered to and the employee shall obtain the sanction of the prescribed authority wherever necessary before entering into a transaction.

(4) The forms and procedure for the purpose of these Regulations shall be prescribed by the Chairman from time to time.]

16. Vindication of acts and character of employees:

No employee shall except with the previous sanction of the Chairman have recourse to any court or the press for the vindication of any official act which has been a subject matter of adverse criticism or an attack or defamatory character.

Explanation: Nothing in this Regulation shall be deemed to prohibit an employee from vindicating his private character or any act done by him in his private capacity.

17. Canvassing of non-official or other outside influence:

No employee shall bring or attempt to bring any political or other influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service under the Board.

18. Restriction regarding marriages -

(1) No employee, shall after the commencement of these regulations -

(a) enter into, or contract, a marriage with a person having a spouse living, or

(b) having a spouse living enter into, or contract a marriage with any person;

Provided that the Chairman may, on an application made in the form specified in Annexure 'B' to these Regulations, exempt an employee from the operation of this Regulation, if he is satisfied that-

(a) such marriage is permissible under the Personal Law applicable to such employee and the other party to the marriage; and

(b) there are other grounds for so doing.

(2) Every person who enters the Board's service after the commencement of these Regulations shall make before such entry, a declaration as set out in Annexure "C" to these Regulations.

(3) An employee who has married or marrying a person other than of Indian Nationality shall forthwith intimate the fact to the Chairman.

19. Drinking

Subject to the provisions of any law relating to intoxicating drinks or drugs for the time being in force in any area, no employee shall-

(a) during the course of his duty be under the influence of any intoxicating drink or drug; or

(b) appear in a public place in a state of intoxication; or

(c) habitually use such drinks or drugs to excess

³[19 – A. Interpretation

Where a doubt arises as to the interpretation of any of the provision of the regulations, the matter shall be referred to the Chairman for a decision.]

20. Repeal and saving

On the commencement of the Regulations Clauses 17(b), 34, 36,37, 39 and 42 of the Standing Orders for the Port of Chennai, 1967 in force immediately before these Regulations come into force shall cease to have any effect in respect of employees to whom these Regulations apply without prejudices to other provisions

¹GSR No. 746 (E) dated 25.09.2000 (BR Nos. 238, dated 25.02.98 & 159, dated 30.10.98)

³GSR No.553 (E) dated 07.07.2011 (BR No. 35, 27.07.2010)

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in the said Standing Orders for the Port of Chennai.

Provided that –

(a) Regulations 20 shall not affect the previous operation of the 'Standing Orders for the Port of Chennai' or anything done or any action taken thereunder

(b) any proceeding under the "Standing Orders for the Port of Chennai" or the orders or practices pending at the commencement of these Regulations shall be conducted and disposed of, as far as may be, in accordance with the provisions of these Regulations.

Amendment Regulations

MOST's Notification No. GSR 810 (E) dated 24.09.1990.

MOST's Notification No. GSR 746 (E) dated 25.9.2000.

MOST's Notification No. GSR 17(E) dated 07.01.2009

MOS's Notification No. GSR 553(E) Dated 07.07.2011.

MOS's Notification No. GSR 536(E) Dated 08.08.2013.

ANNEXURE 'A'

(SEE REGULATION 15 (3))

STATEMENT OF IMMOVABLE PROPERTY
ON FIRST APPOINTMENT FOR THE YEAR--

1. Name of employee (in full).....
2. Present post held.....
3. Present Pay.....

Name of District Sub-Division Taluka and Village in which property is situated.	Name and detail of property		Present Value*	If not in own name, state in whose name held and his/her relationship to the employee **	How acquired whether by purchase, lease(s) mortgage inheritance gift or otherwise with date of acquisition and name with details of person from whom acquired	Annual Income from the property.
	House and other Building	Land				
(1)	(2)	(3)	(4)	(5)	(6)	(7)

Date

Note: The declaration form is required to be filled and submitted by every officer under Sub-Regulation (3) of Regulation 15 of the Chennai Port Trust Employees' (Conduct) Regulations, on first appointment to the service and thereafter at the interval of every twelve months, giving particulars of all immovable property owned, acquired or inherited 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 person.

* In cases where it is not possible to assess the value accurately, the approximate value in relation to present conditions may be indicated.

** In applicable clauses to be struck out.

(s) Includes short - term lease also.

ANNEXURE 'B'

(See Regulation 18(1) and Annexure 'C')

APPLICATION FOR NECESSARY
PERMISSION UNDER REGULATION 18

To

Sir,

I request that in view of the reasons stated below, I may be granted exemption from the operation of Regulation 18 of the Chennai Port Trust Employees' (Conduct) Regulations.

REASONS

(Here enter the reasons)

Yours faithfully,

(Signature).....

Date:

ANNEXURE 'C'
(See Regulation 18(2))

DECLARATION

1. I, Shir/Smt./Kumari.....declare as under:-

* (i) that I am unmarried/widower/widow;

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- * (ii) that I am married and have only one wife living;
- * (iii) that I am married and have more than one wife living. Application in the form specified in Annexure 'B' to the Chennai Port Trust Employees' (Conduct) Regulations, for grant of exemption is enclosed.
- * (iv) that I am married and that during the life time of my spouse, I have contracted another marriage. Application in the form specified in Annexure 'B' to the Chennai Port Trust Employees' (Conduct) Regulations, for grant of exemption is enclosed.
- * (v) that I am married and my husband has no other living wife to the best of my knowledge.
- * (vi) that I have contracted a marriage with a person who has already one wife or more living. Application in the form specified in Annexure 'B' to the Chennai Port Trust Employees' (Conduct) Regulations, for grant of exemption is enclosed.

\$2. I solemnly affirm that the above declaration is true and I understand that in the event of the declaration being found to be incorrect after my application, I shall be liable to be disbursed from service.

Date:

Signature

* Please delete clauses not applicable.

\$ Applicable in the case of clauses (i), (ii) and (iii) only.

(THESE REGULATIONS ARE EFFECTIVE FROM 4TH MAY, 1987)