

**THE PUBLIC EMPLOYEES DISCIPLINE (PUNCTUAL  
ATTENDANCE) ORDINANCE, 1982**

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**THE PUBLIC EMPLOYEES DISCIPLINE (PUNCTUAL ATTENDANCE) ORDINANCE, 1982**

ORDINANCE NO. XXXIV OF 1982

[14<sup>th</sup> September, 1982]

WHEREAS it is expedient to make provisions to ensure discipline and punctuality among the public employees;

NOW, THEREFORE, in pursuance of the Proclamation of the 24th March, 1982 and in exercise of all powers enabling him in that behalf, the Chief Martial Law Administrator is pleased to make and promulgate the following Ordinance:-

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| <p><b>1.</b> This Ordinance shall be called the Public Employees Discipline (Punctual Attendance) Ordinance, 1982.</p>  | Short title                                      |
| <p><b>2.</b> In this Ordinance, unless there is anything repugnant in the subject or context,-</p> <p>(a) “authority” means the appointing authority or an officer or authority designated by it to exercise the powers of authority under this Ordinance;</p> <p>(b) “public employee” means a person in the service of the Republic or in the employment of any statutory body.</p> | Definitions                                      |
| <p><b>3.</b> This Ordinance shall have effect notwithstanding anything contained in any law, rules or regulations relating to public employees or in the conditions of service of any public employee.</p>  | Ordinance to override other laws, etc.           |
| <p><b>4.</b> If a public employee without prior permission from his higher authority proceeds on leave or absents himself from work, the authority shall deduct an amount equivalent to his basic pay for one day for each day of absence.</p>  | Penalty for absence from work without permission |
| <p><b>5.</b> If a public employee without prior permission from his higher authority leaves his office during the office hours, the authority shall deduct an amount equivalent to his basic pay for one day for each such occasion.</p>  | Penalty for leaving office without permission    |

- Penalty for late attendance      **6.** If a public employee comes late to his office, the authority shall deduct an amount equivalent to his basic pay for one day for each two days of late attendance.
- Penalty for repeated offence      **7.** If a public employee is found to have committed within a period of thirty days, any of the offences mentioned in section 4 or 5 or 6 for more than once, the authority may deduct an additional amount equivalent to his basic pay for seven days.
- Representation      **8.** In the event of any deduction from the pay of any public employee being ordered under section 4 or 5 or 6 or 7, the public employee concerned may represent within forty-eight hours to the authority for a revision of the order, whereupon the authority after such hearing as he thinks fit, may revise, set aside or confirm his order.
- Consultation with Public Service Commission not necessary      **9.** No consultation with the Public Service Commission shall be necessary on any matter under this Ordinance.
- Court's jurisdiction barred      **10.** No proceeding or order under this Ordinance shall be called in question in any Court.
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