



मुख्यालय
Headquarters
पंचदीप भवन सी०आई०जी रोड, नई दिल्ली-110002
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File No.: Z-11015/3/2021-MED-VI-Part(1)

Dated : 10.07.2026

OFFICE MEMORANDUM

Sub: Proposed Agitation Programme from 16.07.2026, including Indefinite Strike, by "All India ESIC Nursing Officer Federation" (Unrecognized) - regarding

The undersigned is directed to invite attention to the instructions issued by the Department of Personnel & Training (DoPT) prohibiting Government servants from participating in any form of strike, including mass casual leave, go-slow, sit-down, etc., or abetting any form of strike. Such actions violate Rule 7 of the CCS (Conduct) Rules, 1964, which apply *mutatis mutandis* to the employees of the Corporation under Regulation 23 of the ESIC (Staff & Conditions of Service) Regulations, 2023.

It has been brought to the notice of the Competent Authority that a call for a nationwide agitation from 16.07.2026 to 22.07.2026 and onwards, culminating in mass casual leave on 21st July, 2026, and an indefinite strike with effect from 22nd July, 2026, has been issued by the "All India ESIC Nursing Officers' Federation". In this regard, it is clarified that the aforesaid Federation is not a recognized Federation. Any call for strike, mass casual leave, or agitation given by an unrecognized body is, therefore, unauthorized and illegal, and shall not be treated as a valid ground for absence from duty by any employee.

It is reiterated that unauthorized absence from duty on account of participation in the proposed strike or mass casual leave shall invite appropriate disciplinary action. In terms of the proviso to Rule 17(1) of the Fundamental Rules, pay and allowances are not admissible for any period of absence from duty without the prior sanction of the Competent Authority. Accordingly, the principle of "No Work, No Pay" shall be enforced strictly. Unauthorised absence due to participation in a strike or mass casual leave shall be treated as a break in service ("Dies-Non") under FR 17-A , wherever applicable.

Since healthcare services provided in ESIC hospitals and dispensaries constitute an essential public service, any disruption of patient care shall be viewed seriously. Employees responsible for such disruption shall be liable for disciplinary action under the Central Civil Services

(Classification, Control and Appeal) Rules, 1965, as applicable to the Corporation, and may also attract action under the Essential Services Maintenance Act (ESMA), wherever applicable.

Further, it is specifically brought to the notice of all newly recruited Nursing Officers currently on probation or appointed in a temporary capacity that their services are governed by the Central Civil Services (Temporary Service) Rules, 1965, as applicable to the Corporation. Participation in the aforesaid unauthorized strike or mass casual leave constitutes a grave violation of their appointment conditions, rendering them liable for immediate termination of service.

Accordingly, all Controlling Officers are directed not to sanction Casual Leave or any other kind of leave to officers and employees during the proposed strike period. Any leave already sanctioned stands cancelled forthwith. Controlling Officers must ensure that willing employees are provided hindrance-free entry into office premises. The attendance of all employees shall be strictly monitored, and the incidence of participation of any official in the strike shall be reported to the Competent Authority immediately for initiating appropriate disciplinary and penal action.

This issues with the approval of the Director General.

**Deputy Director
(Medical Administration)**

Copy to :-

1. Website contents manager_ for uploading on ESIC website,
2. All Medical Commissioners / Zonal Medical Commissioners
3. All Insurance Commissioners / Zonal Insurance Commissioners
4. All Regional Directors for information and necessary action.
5. All Medical Superintendent /Dean for information and necessary action.