

No. Per (AP-B) B (3)-10/75-III
Government of Himachal Pradesh
Department of Personnel
(Appointment-II)

From

The Chief Secretary to the
Government of Himachal Pradesh

To

- 1 All the Administrative Secretaries to the
Government of Himachal Pradesh
- 2 All the Head of Departments in Himachal Pradesh
- 3 All the Divisional Commissioners / Deputy
Commissioners in Himachal Pradesh
- 4 All the Managing Directors/ Registrars/Secretaries of
Boards/ Corporations/ Universities/ Autonomous
Bodies in Himachal Pradesh

Dated Shimla-171002, the 16th March, 2026

Subject

**Regarding adhering of dress code and also to ensure
discipline on social media use by government
employees – instructions thereof.**

Sir/Madam,

I am directed to invite your attention to the subject cited above and to say that vide this department's letter of even number dated 3rd August, 2017 (**for reference please see Annexure 35.73 of Hand Book on Personnel Matter Vol.III – Edition 2021**), it has been advised that all Government servants should be attired in appropriate, formal, clean, modest and decent clothes in sober colours. Casual and party attire should be strictly avoided during appearance in Court and while attending office. The conduct and dress of a Government servant should reflect a sense of decorum, decency and professionalism at the work place etc.

2. It has come to the notice of the Government that many employees are not adhering to the instructions of the department *ibid*. It is also impressed that while attending office etc. male employees shall

wear shirts and pants or trouser pants/ collared shirts paired with pants, shoes or sandals. Female employees shall wear sarees, ladies formal suits, salwars/ chudidars/ kurtas with dupattas and trouser pants and shirts paired with chappals, sandals or shoes. Besides, employees shall not wear jeans and t-shirts in offices. The dress code aims to maintain modesty and decorum in the services and the dress in the office shall be formal. Therefore, this is the second iteration of the government advice that all government employees and officers should wear formal attire to [make them look like they are officers/officials]. All employees should also pay due attention to grooming and personal hygiene.

3. Further, GOI, MHA letter No. 141/51-Ests. dated 11th August, 1952 appearing below Rule- 3-C of CCS (Conduct) Rules, 1964, provides that provisions in the government servants' Conduct Rules do not violate Fundamental Rights guaranteed under the Constitution and GOI is also of the opinion that the provisions in the rules ibid which place any restriction on the freedom of speech and expression of Government servants are not in consistent with the provisions of the Constitution. Rule-3(1)(iii) of the CCS (Conduct) Rules lays down that Government servants shall not do anything which is unbecoming of a Government servant. Unbecoming of a Government servant refers to conduct that is considered inappropriate or unworthy of a public employee and may lead to disciplinary action. As per above rules, the State Government employees have to maintain responsible and decent standard of conduct and act in accordance with the government policies on duty or off duty. Therefore, any unauthorized comments pertaining to the government policies and issues on one's personal media account/blog/stories have the potential to cause damage. In addition, Rule- 11 prohibits communication, directly or indirectly of any official documents or its part to anyone who is not authorised. Rule- 8(3) lays down that a government servant publishing a book or participating in a public media shall at all times make it clear that the views expressed by him/her are his/her own and not that of the Government. Rule- 9 prohibits a Government servant from making a public utterance, communication or statement of fact or opinion that can have the effect of adverse criticism of any current or recent policy or action of the government or which is capable of embarrassing the relations between the Central Government, State Government or Government of any foreign State. The government employees are subject to certain restrictions when it comes to expressing their views on social media,

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which are primarily intended to maintain the integrity and impartiality of the service.

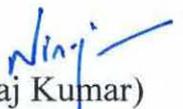
4. Accordingly, it is impressed that the Government employees under your control may be advised not to express opinion on government policies/schemes etc. through personal social media accounts or to make political or religious statements in any public forum, vlogs and other social media platforms etc.. No official information shall be disseminated to public through media on personal social media handles without having authorization. Further, employees shall also ensure discipline in use of social media.

5. The above advice/ directions may be adhered to in letter and spirit and violation of the above should be viewed seriously and remedial/disciplinary action against the erring officers/officials should be taken depending on the nature of the violation.

6. This instructions can be seen on departmental website at www.himachal.nic.in/personnel.

7. Receipt of these instructions may be acknowledged.

Yours faithfully,


(Niraj Kumar)
Joint Secretary (Personnel) to the
Government of Himachal Pradesh
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