



**THE GANDHIGRAM INSTITUTE OF RURAL HEALTH
AND FAMILY WELFARE TRUST**

**AMBATHURAI R.S., GANDHIGRAM PO - 624 302,
DINDIGUL DISTRICT, TAMIL NADU**

SERVICE RULES (REFRAMED)

**APPROVED BY THE BOARD OF TRUSTEES IN THE
MEETING HELD ON 4TH JANUARY, 2003**

THE GANDHIGRAM INSTITUTE OF RURAL HEALTH AND FAMILY WELFARE TRUST
AMBATHURAI RS, GANDHIGRAM PO - 624 302, DINDIGUL DT, TAMILNADU

Whereas a set of Service Rules were framed soon after the formation of the Gandhigram Institute of Rural Health and Family Welfare Trust to enable the Institute to regulate the appointment and service conditions of its employees.

And whereas, it is considered necessary and expedient to reissue a comprehensive set of rules incorporating all the amendments and changes made up-to-date.

Now, therefore, the Board of Trustees in supersession of the Service Rules approved by it at its meeting held on 22nd February, 1984, hereby makes the following rules governing the service conditions of its employees:

- Part-I : Recruitment Rules**
- Part-II : Discipline and Appeal Rules**
- Part-III : Leave Rules**
- Part-IV : Conduct Rules**
- Part-V : Miscellaneous Rules**

The rules shall come into force on and from **4th January, 2003** the date of its approval by the Board of Trustees.

General:

The Institute has been established to promote Gandhian ideals of rural upliftment and it is expected to all the employees to act in conformity with the Gandhian traditions so that the functioning of the Institute reflects its Gandhian objectives fully at all levels of activities.

- i) The Staff of the Institute take interest in community work and village extension work without affecting his/her normal duties in the Institute.
- ii) Gandhigram gives equal reverence to all religions and faiths. The Sarvodaya Community Prayer conducted every week reflects the objectives of Gandhigram. The Staff of all wings of Gandhigram are expected to participate in this inter-religious community prayer every week and set an example.
- iii) As part of the Gandhigram ethics, the Staff of the Gandhigram shall observe the spirit of 'Swadeshi'. Swadeshi will mean, the encouragement of the products produced by the poor and the deprived population living in the countryside and will constitute mainly khadi and village Industries articles.
- iv) The employees shall not show any discrimination of either caste or creed or class.

- v) Gandhigram stands for the two cardinal principles of Gandhiji, namely 'Truth' and 'Non-violence'. The practice of Truth and Non-violence is essential for reaching the objectives of Gandhigram.