



**GOVERNMENT OF HARYANA  
SCHOOL EDUCATION DEPARTMENT**

**ORDER**

**No. 12/33-2011 Admn. (4)**

**Dated, Chandigarh, the 11.07.2017**

**LITIGATION MITIGATION COMMITTEE**

At present maximum time is being spent on the avoidable litigation. In some cases the employees are compelled to approach the Hon'ble Courts for addressal of their grievances. In this way, the employees are spending their money on this litigation. In many cases orders are passed by the Hon'ble High Court for personal appearance. With an object to save money and time of Govt. as well as govt. employees, it has been decided to evolve a system for redressal of Grievances of govt. employees. Accordingly, a Litigation Mitigation Committee (LMC) has been constituted:-

- |                                       |          |
|---------------------------------------|----------|
| 1. Additional Director Administration | Chairman |
| 2. Law Officer                        | Member   |
| 3. Chief Account's Officer            | Member   |

From the date of issuance of these orders, it is mandatory for all the employees to submit the representation with regard to their grievances before the Litigation Mitigation Committee.

**Procedure for disposal of representations:-**

After receipt of any representation of govt. employees, the same shall be examined in the concerned branch within two days. In case, any financial implication or the provisions of service rules framed by the Finance Department are involved in a representation, the matter shall be referred to Audit Cell for their comments. Audit Cell shall examine the representation in details and return the file within two days. Similarly, if any law-point is involved the representation of govt. employees, the case shall be referred to Legal Cell for its comments. Thereafter, the case shall be submitted to the Committee for taking a final decision.

If it is found by the Committee that the case of govt. employees is covered under the provisions of service rules/govt. instructions or govt. policies, the Committee shall recommend the benefit to the govt. employees.

However, if it is found that the case of the govt. employee is not covered under the provisions of service rules/govt. instructions or govt. policy an opportunity of personal hearing shall be provided to the govt. employees. Thereafter, on the recommendation of the Committee speaking orders shall be passed by the Competent Authority.

At present, many writ petitions are pending for adjudication before the Hon'ble High Court or Civil Suits are pending before the Hon'ble Civil Court, all such matters shall be examined in the same manners. If it is found that the



employees are entitled to the benefit claimed by them in their litigation, the said benefit shall be allowed. Even Legal Notice of employees shall be examined in the same manner. Thereafter, these facts shall be brought to the notice of the Hon'ble Court with a request to dismiss the writ petitions/civil suits being infructuous. In all those cases where the Committee recommend to allow the benefit, a final decision shall be taken by the Competent Authorities within a period of one week.

In all cases where the office feels that the benefits claimed are liable to be rejected, a personal hearing by Litigation Mitigation Committee shall be given before putting up the issues for decision by the Competent Authority.

**P.K. DAS**  
**ADDITIONAL CHIEF SECRETARY TO GOVT. HARYANA,**  
**SCHOOLE EDUCATION DEPARTMENT, CHANDIGARH**

**Endst. No. Even**

**Dated, Panchkula, the 25.07.2017**

A copy is forwarded to the following for information and necessary action:-

1. Director Secondary Education, Haryana, Panchkula.
2. Director Elementary Education, Haryana, Panchkula.
3. Additional Director Admn.-cum-Chairman O/o Director Secondary Education Haryana, Panchkula.
4. Chief Accounts Officer-cum-Member O/o Director Secondary Education Haryana, Panchkula
5. Law Officer-cum-Member O/o Director Secondary Education Haryana, Panchkula.
6. All District Education Officers in the State of Haryana with the directions to constitute sub Committee on the same pattern at district level and decide the representation of employees by following same procedure as mentioned in these order. You are also directed to appoint Nodal Officer at district level for this purpose.
7. Director, SCERT Gurugram.
8. All Principals, DIET in the State of Haryana.
9. PS/ACSSE.
10. All Branch Officers/Superintendents in the Directorate.
11. Incharge Legal Cell/Audit Cell.
12. Technology Officer (IT Cell).

  
**(VIRENDER SINGH)**

**JOINT SECRETARY SCHOOL EDUCATION**  
**for ADDITIONAL CHIEF SECRETARY TO GOVT. HARYANA,**  
**SCHOOL EDUCATION DEPARTMENT, PANCHKULA**

