

Most Urgent
Date Bound

No. 16/14/2019-3GSII

From

The Chief Secretary to Government, Haryana

To

1. All the Administrative Secretaries to Government Haryana
2. All the Heads of Departments, Haryana.
3. The Divisional Commissioners, Ambala, Hisar, Gurugram Rohtak, Karnal and Faridabad Divisions.
4. The Managing Directors/Chief Administrators of all the Boards/Corporations/Public Undertakings in Haryana State.
5. All the Deputy Commissioners and Sub-Divisional Officers (Civil) in the State of Haryana.
6. All the Registrars of Universities in Haryana.

Dated Chandigarh, the 02nd February, 2019

Subject:- Group D candidates - joining thereof.

Sir

I am directed to refer to the subject cited above and to inform you that it has come to notice that as the regular candidates are joining various Group D posts, persons deployed on contract basis against these posts are being relieved by the respective departments.

While this is being done rightly so, a subtle point needs to be carefully considered in public interest. It may be recalled that Section 24 (amended section) of the Haryana Group D Employees (Recruitment and Conditions of Service) Act 2018, prescribes that:

“if nature and duties of any posts in any service require any training or technical or professional knowledge, such in-service training shall be arranged by the Govt./Appointing Authority after selection and appointment of candidates to such posts and passing any such prescribed training or the course shall be part of the duties of the employees while

determining their work and conduct for confirmation in services as well as promotion to any higher post".

In view of the above it is directed as follows:

1. In case of posts of technical nature which lie in ambit of Section 24 of the Haryana Group D Employees (Recruitment and Conditions of Service) Act 2018, it needs to be ensured that neither an automatic nor routine relieving of contractual persons is resorted to, since this would lead to closure/disruption of technical/professional services. Therefore, till such technical/professional training of the newly joined candidates is completed by the department, the department shall continue to retain the existing contractual persons to avoid disruption of services. It is also directed that departments shall immediately proceed to prescribe the inputs of in-service skill/professional courses or technical/professional training that is to required be undergone by the newly appointed candidates.
2. Similarly, there are many posts which are still vacant but departments have been relieving the contractual persons upon arrival of the regular candidates. It has been decided that in case of non-technical posts of Group D, wherever further vacant posts are available and contractual persons have been engaged against such posts, the department shall send the requisition of the vacant Group-D posts to recruitment authority but continue to retain the existing contractual persons against those posts, till the regular candidates join.
3. In case due to joining of candidates, a department has already relieved some persons engaged on contract, the department may re-engage them provided any of the above two conditions are fulfilled.

Yours faithfully,

SKaan

Under Secretary Protocol
for Chief Secretary to Government Haryana.

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Dated Chandigarh, the 02nd February, 2019

A copy is forwarded to Secretary, Accountant General, Haryana information and necessary action.

SKaan

Under Secretary Protocol
for Chief Secretary to Government Haryana.