

IMMEDIATE

No. 66/36/93-7GSI

From

The Chief Secretary to Govt., Haryana.

To

- (1) All Heads of Departments in Haryana.
- (2) The Registrar, Punjab and Haryana High Court.
- (3) The Commissioners, Ambala, Rohtak, Hissar and Gurgaon Divisions.

Dated Chandigarh, the 27th May, 1993.

Subject: Regularisation of Adhoc Class II Employees.

Sir,

I am directed to invite your attention on the subject noted above and to say that the matter regarding regularisation of adhoc class II employees has been engaging the attention of Govt., for some time past and it has now been decided to regularise the services of adhoc class II employees if they fulfil the following conditions :—

- (i) That the employees have completed two years service on 31-3-93 and were in service on 31-3-93.
- (ii) That the employees shall be regularised against the posts/vacancies of relevant categories. The employees of general category may be regularised in excess of their quota with the clear stipulation that in future recruitments only the candidates from reserved categories will be appointed until the back log arising out of utilisation of reserve category vacancies by general category adhoc employees is cleared.
- (iii) That the employees should have been recruited through the Employment Exchange or directly appointed by the appointing authority after obtaining the non-availability certificate from the Employment Exchange or appointed as per the approved procedure as in the case of lecturers in Colleges.
- (iv) That the work & conduct of such employees shall be of overall good category and no disciplinary proceedings are pending against them.
- (v) That the employees possessed the prescribed qualifications for the post at the time of their appointment on adhoc basis.

However, the employees who have been promoted on adhoc basis pending recruitment by Haryana Public Service Commission will not be covered under this decision.

2. Government have also taken a decision to take out all such posts as have been held for a minimum period of two years on 31-3-93 by Class-II employees on adhoc basis and who satisfy the above conditions of regularisation out of the purview of the Haryana Public Service Commission. However, the notification for amending the Haryana Public Service Commission (Limitation of functions) Regulation, 1973 will be issued only after the designation and number of the posts to be taken out of the purview is ascertained. It is, therefore, requested that designation and number of posts as has been held for a minimum period of two years on 31-3-93 by Class-II employees on adhoc basis and who satisfy the conditions of regularisation may be supplied to this office within a period of 15 days so that the required notification is issued.

3. The seniority of the adhoc Class II employees so regularised with effect from the 31st March, 1993, vis-a-vis the Class II employees appointed on the same date on regular basis shall be determined with effect from 31st March, 1993. The inter-se-seniority of such adhoc Class-II employees shall be determined in accordance with the date of their joining the post on adhoc basis. If the date of joining the post (s) on adhoc basis by such adhoc employees was the same, then an older employee shall rank senior to an employee younger in age. If the date of appointment of the direct recruit and the date of regularisation of adhoc employee is the same, the direct recruit shall be senior.

4. It is further pointed out that keeping in view the impact of regularisation of Class-II adhoc employees, the number of available vacancies in the department may undergo a change and affect the