

**Haryana Government
General Administration Department
(General Services-I Branch)**

No. 6/7/2014-1GS I

Dated Chandigarh, the 16th June, 2014.

To

1. All the Additional Chief Secretaries/ Principal Secretaries to Government of Haryana.
2. All Heads of Departments, Commissioners, Ambala, Hisar, Rohtak and Gurgaon Divisions.
3. The Registrar, Punjab & Haryana High Court, Chandigarh.
4. All the Deputy Commissioners in the State of Haryana.

Subject:- Regularization of adhoc Group-'B' Employees.

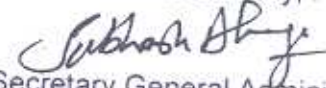
Sir/ Madam,

I am directed to invite your attention to the subject noted above and to intimate that the State Government vide its circular letter No. 6/38/95-2GS1, dated 7th March, 1996 had issued a Regularization Policy for Group-B adhoc employees but the same was withdrawn vide circular letter No. 43/15/1997-1GS1, dated 8.12. 1997 with effect from the date of its issuance.

2. Now, the State Government has reconsidered the matter and has decided to revive the above mentioned policy dated 07.03.1996 to the extent that only those Group 'B' employees working on adhoc basis whose services could not be regularized vide State Government Policy dated 07.03.1996 due to withdrawal by the State Government vide letter dated 08.12.1997 shall be regularized with effect from the date they were eligible as per the policy dated 07.03.1996. Other terms & conditions of regularization would remain the same. The above decisions regarding regularization would be applicable to the employees who are presently working with the Government."

3. You are, therefore, requested to bring the above decision to the notice of all concerned for compliance in the matter.

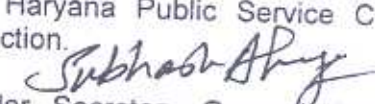
Yours faithfully,


Under Secretary General Administration,
for Chief Secretary to Government of Haryana.

Endst No 6/7/2014-1GS1

Dated Chandigarh, the 16th June, 2014.

1. A copy is forwarded to Chief Secretary to Government of Haryana (in Services-III Branch) for information and necessary action in the matter.
2. A copy is forwarded to the Secretary, Haryana Public Service Commission, Panchkula for information and necessary action.


Under Secretary General Administration,
for Chief Secretary to Government of Haryana.

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3. The Registrar, Punjab & Haryana High Court, Chandigarh
4. All the Deputy Commissioners in the State of Haryana.
5. All the Registrars of the Universities in the State.

Subject:- Amendment in regularisation policy dated 29th July, 2011 relating to Group B employees.

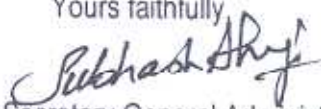
Sir/ Madam,

I am directed to invite your attention to the regularization policy of Group-B employees issued vide circular letter No. 6/50/2007-1GS1, dated 29th July, 2011 and to intimate that the Government has further reconsidered the matter and has decided to substitute the clause (iii) of para 1 of the aforesaid letter as under:-

(iii) 'That the concerned employee should have been appointed/ engaged against duly sanctioned vacant post.'

2. These instructions may please be brought to the notice of all concerned for compliance.

Yours faithfully,

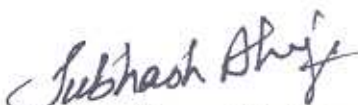


Under Secretary General Administration,
for Chief Secretary to Government of Haryana

Endst. No.6/7/2014-1GS1

Dated Chandigarh, the 16th June, 2014.

1. A copy is forwarded to the Chief Secretary to Government of Haryana (in Services-III Branch) for information and necessary action in the matter.
2. A copy is forwarded to the Secretary, Haryana Public Service Commission, Panchkula for information and necessary action.



Under Secretary General Administration,
for Chief Secretary to Government of Haryana

**Haryana Government
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Dated Chandigarh, the 16th June, 2014.

To

1. All the Additional Chief Secretaries/ Principal Secretaries to Government of Haryana.
2. All Heads of Departments, Commissioners, Ambala, Hisar, Rohtak and Gurgaon Divisions and all the Deputy Commissioners in the State of Haryana.
3. The Registrar, Punjab & Haryana High Court, Chandigarh
4. All the Registrars of the Universities in the State.

Subject: Regularization Policy for Group-'B' employees appointed/ engaged on contract basis.

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Sir/Madam,

I am directed to invite your attention to the subject noted above and to intimate that the matter regarding regularization of the services of Group-B employees working on contract basis has been engaging the attention of the Government for the past some time and it has been decided to regularize the services of such Group-'B' employees working on contract basis engaged by Government/ approved agency of the State Government, who fulfill the following criteria:-

- i) That the employee/ worker should have worked for not less than 3 (three) years as on 28th May, 2014 and is still in service.
- ii) That the employee/worker possessed the prescribed qualifications for the post on the date of appointment/engagement.
- iii) That the post against which the regularization is to be done should be a sanctioned vacant post at the time of initial appointment/engagement and also at the time of regularization.
- iv) The reservation policy issued from time to time may also be kept in view at the time of regularization. In case the roster meant for reserved category is consumed by General or other category the next vacancy should be filled up from the said reserved category or vice versa.
- v) That the work and conduct of such employee/worker should have been satisfactory.
- vi) The contributory pension scheme would be applicable after regularization of the service.

- vii) A medical fitness certificate and documentary proof of date of birth as per the instructions shall be obtained from the employee/ worker concerned.
- viii) His/ her antecedents should be got verified by the Police Department as per the Government instructions, if it was not done earlier.
- ix) No relaxation in the criteria as laid down above shall be allowed.

2. The regularization of Group-B employees working on contract basis shall be made with effect from the date of issuance of the notification by the department concerned after adopting the due procedure. Such posts against which regularization is considered, are required to be taken out of the purview of Haryana Public Service Commission. As such, the concerned departments shall be required to complete the process for regularization of services of such employees in consultation with the Haryana Public Service Commission.

3. The seniority of the employees so regularised shall be fixed from the date of their regularisation and they shall be placed below in the seniority to the employees last appointed on the regular basis before the date of regularisation of these employees. However, the inter-se-seniority of such employees shall be determined in accordance with the date of their joining the post on contract basis. If the date of joining the post on contract basis of such employees is the same, then the older employee shall rank senior to the employee younger in age.


4. Since this policy is a 'one time measure' on humanitarian ground, no person shall be entitled to claim it as a matter of right, if found unsuitable due to non fulfillment of the conditions mentioned in these instructions.

6. In future, no **illegal/irregular** appointment/employment on adhoc/contract shall be made against sanctioned posts.

7. Further, it is also clarified that the departments might have sent their requisitions to fill up the vacant posts by taking into account the anticipated vacancy and advertisements may have also been issued by the Haryana Public Service Commission and as a result of regularization of such employees, the number of available vacancies in the departments may change and affect the requisitions already sent to Haryana Public Service Commission. Therefore, all the Departments are requested to ascertain that by regularizing the services of their employees, whether the number of vacancies requisitioned to HPSC have

changed. If yes, the Department concerned shall request the Commission within a period of one week to issue corrigendum, in this regard.

Yours faithfully


Secretary, General Administration Department
for Chief Secretary to Government of Haryana.

8/16/6

Endst No.6/50/2007-1GS1

Dated Chandigarh, the 16th June, 2014

1. A copy is forwarded to Chief Secretary to Government of Haryana (in Services-III Branch) for information and necessary action.
2. A copy is forwarded to the Secretary, Haryana Public Service Commission, Panchkula with the request that if any advertisement is in process of issue, the same may not be published till a fresh requisition is received from the concerned department.


Secretary, General Administration Department
for Chief Secretary to Government of Haryana.

8/16/6