

No. 6147/98-1 GSI

From

The Chief Secretary to Government Haryana.

To

1. All Heads of Departments, Commissioners, Ambala, Hisar, Rohtak and Gurgaon Divisions.
2. All Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana.

3. The Registrar,
Punjab and Haryana High Court,
Chandigarh.

Dated : Chandigarh, the 1st February, 1999.

Subject :— Regularisation of Part Time Group-'D' Employees.

Sir,

I am directed to invite your attention to the subject noted above and to say that the Hon'ble Punjab and Haryana High Court in its judgement dated 24-2-98 delivered in C.W.P. No. 15602 of 1997—Mange Ram & Ors. Vs. State of Haryana & Ors. has directed the State Government to draw up a policy for regularisation of services of the Group 'D' Part Time employees working in Government Departments. After careful consideration, the State Government has decided to lay down the following policy regarding regularisation of the services of Group 'D' part time employees working in all the departments of the State Government (except Education Department, which has adopted a somewhat separate policy) :—

- (i) Whenever a Group 'D' post becomes available in the same institution/office of the State Government, where a part time employee is working and has completed atleast 5 years continuous service on the date of issue of these instructions, he/she shall be given preference for being considered for regular appointment against the post subject to all other things vis-a-vis the other candidates being equal and further subject to his/her fulfilling the following conditions :—
 - (i) That the employee 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 ;
 - (ii) That the employee possesses the prescribed qualifications for the post ; and
 - (iii) That the work and conduct of such employee has been satisfactory.

2. It has also been decided that existing policy regarding appointment of Part Time workers in Government Departments/Autonomous Bodies as per their limited requirement and emergent need may continue. However, in future, part time jobs, if necessary, should be got done through contractual agreement with private agencies/contractors after seeking concurrence of the Finance Department, so as to avoid long term implications of huge financial burden on State Exchequer. Departments are only a part employer in respect of these people and they are free to work elsewhere beyond the stipulated time. As such it is a contractual appointment made at a fixed remuneration for a fixed number of working hours. They are not work charged/daily wage employees of Government. In view of these facts services of such part time workers cannot be regularised like full time employees.

This may please be brought to the notice of all concerned, for information and necessary action.

Yours faithfully,

Joint Secretary General Administration,
for Chief Secretary to Government, Haryana.

No. 6/47/98-IGSI

Dated Chandigarh, the 1-2-99

A copy is forwarded to the Chairman/Managing Directors of all the Boards/Corporations in the State of Haryana for information and necessary action.

Sd/-

Joint Secretary General Administration,
for Chief Secretary to Government Haryana.

A copy is forwarded to all Financial Commissioners/Commissioners and Secretaries to Government Haryana for information and necessary action.

Sd/-

Joint Secretary General Administration,
for Chief Secretary to Government Haryana.

To

All the Financial Commissioners/
Commissioners and Secretaries to
Government Haryana.

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A copy each is forwarded to the Principal Secretary/Deputy Principal Secretary/Senior Secretaries/Secretaries/Private Secretaries to the Chief Minister/Ministers/State Ministers, Haryana for information.

Sd/-

Joint Secretary General Administration,
for Chief Secretary to Government Haryana.

To

The Principal Secretary/Deputy Principal
Secretary/Senior Secretaries/Secretaries/
Private Secretaries to the Chief Minister/
Ministers/State Ministers, Haryana.

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