

Ministry of Personnel, Public Grievances and Pensions (Deptt. of Personnel and Training)
OM No. 49014/2/93 Estt. (C)
dated 12th July , 1994.

(XXIII)

Subject: Grant of temporary status and regularisation of casual workers.

The undersigned is directed to refer to Department of Personnel & Training OM No. 51016/2/90-Estt. (C) dated 10th September, 1993 on the subject noted above and to say that many references have been received from various Ministries/Departments seeking clarifications on certain points relating to grant of temporary status to casual labourers.

2. Clarifications in respect of the points raised in the references are given below:-

S. No.	Points raised	Clarifications
1.	Whether the casual employees who were not initially engaged through employment exchange are entitled to the benefit of temporary status.	Since it is mandatory to engage casual employees through employment exchange, the appointment of casual employees without employment exchange is irregular. Hence such casual employees cannot be bestowed with temporary status.
2.	Whether temporary status could be granted to the part-time casual employees.	No.
3.	Will the casual labourers initially engaged after crossing the upper age limit prescribed for recruitment to Group `D' posts be eligible for grant of temporary status?	No age limit has been prescribed for grant of temporary status. However, for the purpose of subsequent regularisation, the conditions regarding age and educational qualifications prescribed in the relevant recruitment rules will apply.
4.	Will the wages of casual employees would be debited to the salaries sub-head of the establishment or to the contingent sub-head?	Since the casual employees on grant of temporary status would be entitled for wages on actual basis, their wages will have to be debited to the sub-head `wages'.
5.	Whether the casual employees	Since the facility of paid weekly off is

	working in administrative offices observing 5 days week would be entitled to the benefit of paid weekly off.	admissible after 6 days of continuous work, this would not be admissible to casual employees working for 5 days in a week.
6.	For the purpose of assessing leave entitlement how should qualifying period be reckoned?	Qualifying period should be reckoned with reference to actual number of days duty performed ignoring days of weekly off, leave and absence etc. All days of duty will be counted irrespective of intervening spells of absence, which do not constitute break in service.
7.	Frequency at which leave will be credited.	Twice a year. On the 1 st of January and 1 st of July credit will be afforded for the preceding half year or fraction thereof, on a pro-rata basis at the rate of one day for every 10 days of work.

Sd/-
Krishna Menon
Deputy Secretary to the Government of India
