

Department of Personnel and Administrative Reforms, Ministry of Home Affairs
OM No. 49014/4/77-Estt. (C)
dated 21st March, 1979

(VIII)

Subject: Relaxation of ban on filling up of posts of Peons –Regularisation of employees engaged on daily wage basis.

The undersigned is directed to refer to the DP&AR OM No. 14011/2/76-Estt. (D) dated the 24th June, 1976 and subsequent orders relating to the ban on filling up of vacancies of Peons and to say that the entire policy in this regard has been reviewed and the following decisions have been taken:-

a) Since there is a complete ban on engagement of additional staff on daily wage basis in different Ministries/Departments imposed by the Ministry of Finance (Department of Expenditure) vide their OM No. 14 (24) E. Coord. /77 dated the 27th May, 1977 employment of additional staff on daily wage basis is irregular. All the Ministries/Departments are, therefore, requested to observe these orders scrupulously and should not engaged additional staff on daily wage basis. If any contraventions are noticed, responsibility should be fixed on the person who authorizes such a contravention.

b) The sanctioned strength of Peons in the various Ministries/Departments should be reviewed where necessary, in consultation with the Financial Advisers concerned.

c) The ban on the recruitment of Peons imposed in June, 1976 is hereby lifted so that the Ministries/Departments could fill up the vacancies of Peons after effecting 20% cut in the sanctioned strength.

d) While filling up the existing or prospective vacancies of Peons, the various Ministries/Departments should first absorb persons available in the surplus cell of the DGE&T under the Ministry of Labour and Employment. If surplus employees are not available with the DGE&T, the casual employees may be appointed to the posts of Peons borne on the regular establishment which are required to be filled by direct recruitment, subject to the following conditions:-

i) the casual employees should have been engaged through employment exchange.

ii) they should possess experience of a minimum of two years continuous service as casual labour in the office/establishment in which they are to be appointed. The casual employees who have put in at least 240 days as casual labourers (including broken periods of service) during each of the two years of service referred to above shall be eligible to get regularized.

iii) Broken periods of service rendered as casual employees shall be taken into account for purpose of regularisation in regular establishment provided that one stretch of service is for more than six months.

iv) They should be eligible in respect of maximum age on the date of regularisation. For this purpose, the casual employees may be allowed to deduct from their actual age the period spent by them as casual employees and if after deducting this period, they are within the maximum age limit, they should be considered eligible for regularisation.

v) No casual employee shall be considered eligible for appointment on the regular establishment unless he possesses educational qualification prescribed for the post.

2. Ministry of Finance etc. are requested to take appropriate action to absorb the eligible casual employees in accordance with the provisions contained in the preceding paragraph. It may, however, be ensured that only those casual employees working in any capacity, who are eligible in all respects should be regularized according to their length of service and the Department of Personnel and AR will not entertain any proposal for relaxing the essential eligibility conditions for regularisation of these casual employees.

3. Hindi version will follow.

Sd/- R.C. Gupta
Deputy Secretary to the Government of India
