

**Ministry of Home Affairs (Department of Personnel and Administrative Reforms)**  
**OM No. 49014/4/77-Estt. ( C)**  
**dated 10.10. 1979**

(X)

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

The undersigned is directed to refer to the Department of Personnel and AR OM No. 49014/4/77-Estt. ( C) dated the 21<sup>st</sup> March, 1979 on the subject noted above and to say that representations were received from various quarters to the effect that a large number of daily wage employees who have become eligible for regularisation would not be appointed because of the 20% cut in the sanctioned strength of Peons stipulated in Para 1 ( c) of the aforesaid OM. It was also represented that a large number of casual employees have been engaged without reference to the employment exchange. The representations have been carefully examined and the following decisions have been taken:-

a) The various Ministries/ Departments may fill up the vacancies of Peons after effecting 10% cut in the sanctioned strength and not 20% as stipulated in para 1 ( c ) of this Department's OM referred to in para 1 above.

b) Where a cut of 10% has already been made in the sanctioned strength of Peons in pursuance of this Department's OM No. 14011/2/76-Estt.( D ) dated the 6<sup>th</sup> September, 1976, there would be no need to impose a further cut as prescribed in para 1(a) above.

c) The various Ministries/Deptt. are requested to introduce the Messenger system speedily. Where the Messenger system has been introduced, even on experimental basis, the full strength of messengers may be allowed to be filled up, without any cut as laid down in para 1(a) above.

d) Casual employees who were engaged till 20<sup>th</sup> March, 1979 otherwise than through the Employment Exchange and who are eligible in all other respect may be regularized without insisting on the condition referred to in para 1(d) (i) of DP & AR O.M. of 21<sup>st</sup> March, 1979.

e) It is, however, reiterated that no appointments should be made in future without making a reference to Employment Exchange and if any such irregularity is committed, responsibility should be fixed and appropriate departmental action taken against the official concerned.

2. The Ministry of Finance etc. are requested to complete the regularisation of those casual employees who are eligible for regularisation and for whom the requisite number of vacancies exist. In case the number of eligible casual employees exceeds the number of vacancies available, the names of such casual employees may be

sponsored to this Department so that they could be nominated for absorption in those Ministries which have vacancies in excess of the number of eligible casual employees. It has also been decided that if the number of vacancies is more and the adequate number of eligible casual employees is not available, the vacancies should be first filled up through Surplus Cell of the DGE & T, failing which, the vacancies should be reported to the Department of Personnel & A.R. who would nominate surplus eligible casual employees sponsored by other Ministries/ Departments.

3. Hindi version will follow.

**Sd/-**  
**Miss S. Trikha**  
**Under Secretary to the Govt. of India.**

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