

**Department of Personnel and Administrative Reforms, Ministry of Home Affairs**  
**OM No. 49014/7/83-Estt. ( C)**  
**dated 13<sup>th</sup> October, 1983**

(XII)

**Subject: Regularisation of casual employees in Group `D' posts.**

The undersigned is directed to say that per the instructions issued by this Department from time to time, casual employees recruited before 21.3.79 in various Ministries/Departments and attached and subordinate offices of the Government of India may be regularized in Group `D' posts subject to the following conditions:

(i) A daily wage worker should have put in at least 240 days of service as such (including broken periods of service) during each of the two preceding years (4 years in the case of part-time casual workers) on the date of appointment against a regular Group `D' post.

(ii) A daily wage worker should be eligible in respect of maximum age limit on the date of appointment to the regular post. For this purpose, the period spent by him as daily wage worker is deducted from his actual age.

(iii) A daily wage worker should possess the minimum educational qualifications prescribed for the post.

2. It was also stipulated in para 1 (d) of OM No. 49014/4/77-Estt. ( C) dated 10<sup>th</sup> October, 1979 that 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 respects may be regularized without insisting on the condition referred to in para 1 (d) (i) of DP&AR OM of 21<sup>st</sup> March, 1979. It has been brought to the notice of this Department that in certain cases casual employees, though recruited through Employment Exchanges, had already crossed the upper age limit prescribed for appointment to Group `D' posts, with the result that the facility for regularisation cannot be made available to them. In view of the fact that the casual employees belong to the economically weaker section of the society and with a view to avoid undue hardship to them, it has been decided that such of the casual employees as were recruited in various Ministries, Departments and their attached and subordinate offices before 21.3.79, may be considered for regularisation in Group `D' posts even though they may have crossed the age limit prescribed for the post provided they are otherwise eligible for regularisation.

3. The Ministry of Finance etc. are requested to take appropriate action to regularize the eligible casual employees in Group `D' posts in accordance with decision mentioned above. Their attention is, however, invited to para 1 (a) of this Department's OM No. 49014/4/79-Estt. ( C) dated 21.3.79 wherein it was stated that there was a ban on recruitment of casual employees for regular nature of work and the various Ministries etc. were advised not to engage persons on daily wage basis against such regular

posts. These instructions are still in force and it is requested that they may be followed scrupulously by all concerned.

**Sd/-**  
**Km. S. Trikha**  
**Deputy Secretary to the Govt. of India.**

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