

Ministry of Home Affairs (Department of Personnel and Administrative Reforms)
OM No. 49014/3/83-Estt. (C)
dated 5.1.1984

(XIII)

Subject: Appointment of daily wage/casual workers against regular Group `D` post.

The undersigned is directed to refer to this Department's OM No. 49014/4/77-Estt. (C) dated 21.3.1979 in which, inter alia, a complete ban was imposed on engagement of persons on daily wage basis for work of regular nature and it was also stipulated that if any contraventions are noticed, responsibilities should be fixed on the person who authorized such contraventions. These orders are still in force and are required to be implemented scrupulously. However, doubts have been expressed as to whether this ban prohibits appointment on a regular basis of all casual workers recruited after 20.3.1979 in Group `D` posts. It is hereby clarified that the imposition of the ban essentially relates to engagement of daily wagers for work of regular nature. Thus, if a person was engaged on daily wage basis against a regular post in contravention of the ban orders, he cannot be regularized in terms of the existing instructions on the subject. Person on daily wage basis may, however, be recruited for work of purely temporary/casual/seasonal nature, if their recruitment is warranted by the requirements of a Ministry/Department etc. and is approved by the concerned Associated Finance/Department of Expenditure. If a persons so engaged, even after 20.3.79, happens to be in the service of the Government for a minimum period of 2 years, with at least 240 days of service as daily wage worker during each of the years (including broken periods of service), he may be considered for regular appointment against a Group `D` post, provided his recruitment was made through the Employment Exchange and he fulfills the other conditions of eligibility, such as age limits, educational qualifications etc., provided further that the Ministry/Department/Office concerned has suitable vacancy to accommodate him.

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