

**Ministry of Personnel and Training, Administrative Reforms and Public  
Grievances and Pension (Department of Personnel and Training)**  
**OM No. 49014/18/84-Estt. ( C)**  
**dated 7<sup>th</sup> May, 1985**

(XV)

**Subject: Regularisation of services of casual workers in Group `D` posts –  
Relaxation of employment exchange procedure.**

The undersigned is directed to say that services of casual workers may be regularized in Group `D` posts in various Ministries/Departments etc. subject to certain conditions, in terms of the general instructions issued by this Department. One of these conditions is that the casual workers concerned should have been recruited through the employment exchange. Sponsorship by the employment exchange being a basic and essential condition for recruitment under the Govt., it has repeatedly been brought to the notice of the various administrative authorities that recruitment of casual workers should always be made through the employment exchange. It has, however, come to the notice of this Department that in certain cases these instructions were contravened and casual workers were recruited otherwise than through the employment exchange. Though these persons, may have been continuing as casual workers for a number of years, they are not eligible for regular appointment and their services may be terminated any time. Having regard to the fact that casual workers belong to the weaker section of the society and termination of their services will cause undue hardship to them, it has been decided, as a one time measure, in consultation with the DGE&T, that casual workers recruited before the issue of these instructions may be considered for regular appointment to Group `D` posts in terms of the general instruction, even if they were recruited otherwise than through the employment exchange, provided they are eligible for regular appointment in all other respects.

2. It is once again reiterated that no appointment of casual workers should be made in future otherwise than through the Employment Exchanges. If any deviation in this regard is committed, responsibility should be fixed and appropriate departmental action taken against the official concerned.

**Sd/-**  
**A.Jayaraman**  
**Director (E)**

---