

**Ministry of Personnel, Public Grievances and Pensions (Deptt. of Personnel and Training)**

**OM No. 49014/16/89 Estt. (C )  
dated 16<sup>th</sup> July, 1990**

**( XVII )**

**Subject: Regularisation of casual workers recruited to perform duties of Group 'C' posts- Age / employment exchange procedure relaxation regarding.**

The undersigned is directed to refer to Ministry of Finance, Department of Expenditure OM No. F. 1(16)-E Coord./71 dated 15<sup>th</sup> September, 1972 which stipulates that employment of casual hands to do clerical work or stenographic work on daily wages is irregular and should not, in any circumstances, be resorted to and the practice of employing Class III staff on daily wages should be terminated forthwith. It has been observed that inspite of these instructions various Ministries/Deptts. continue to engage casual workers for performing duties and functions of Group 'C' posts and subsequently proposals are made for regularisation of these casual workers. The matter has also been raised in a meeting of the Standing Committee of the National Council held on 3.10.89 in which the Staff Side made a suggestion that these casual employees may be allowed age relaxation to the extent of completed years of casual service so that they can compete with outsiders for direct recruitment against Group 'C' posts. The Staff Side desired that the condition regarding sponsorship from employment exchange may also be waived in their case.

2. The matter has been considered and it has been decided that casual workers who have been engaged for performing duties of Group 'C' posts, may, as a one time measure, be allowed age relaxation to the extent of period of service rendered as casual worker in a Central Government Ministry/Department or its attached/subordinate offices to enable them to appear along with other candidates, in the regular examinations conducted by the Staff Selection Commission for recruitment to Group 'C' posts. The relaxation in the upper age limit on the above lines will be subject to the following conditions:-

- i) The casual worker must be in employment in a Government office on the date of issue of these instructions.
- ii) He/she must have completed 240 days (206 days in offices observing 5 days' a week) of service in the immediately two preceding calendar years.
- iii) He/she must be educationally qualified for the post for which appointment is sought.

3. The casual workers who are working against any Group 'C' posts other than that of Stenographer and who satisfy the conditions as laid down in para 2 above shall be eligible to appear in the examination conducted by the Staff Selection Commission for recruitment for the post of Lower Division Clerk.

4. The casual workers who are employed against the posts of Stenographers and satisfy the conditions as laid down in para 2 above shall be eligible to appear in the examination conducted by the Staff Selection Commission for recruitment to the post of Stenographer.

5. The instructions contained in this OM are not applicable to casual workers doing work of purely seasonal or casual nature or those working against Group 'D' posts.

6. The relaxation given to the casual workers will be available only for next examination to be conducted by Staff Selection Commission for the recruitment to the posts of LDCs and Stenographers. It will be the responsibility of the administrative Ministries/Deptts. where the casual worker is employed at the time of issue of these instructions to ensure that the casual workers intending to appear in the relevant examination conducted by the Staff Selection Commission satisfy all the conditions prescribed above. Such certificate shall be issued under the signature of an officer not below the rank of Deputy Secretary or equivalent. In case such certificate is not enclosed, the application of the casual worker is liable to be rejected.

7. The casual workers who competes successfully in the regular examination conducted by the Staff Selection Commission will be treated at par with other successful candidates and can be appointed in any Ministry /Department /Office as per the normal terms and conditions of appointment. They will have no right to make a claim for appointment only in that Ministry/Department Office where they were employed as casual workers. On their regular appointment, they will not be entitled to any benefit for the period of service rendered by them as casual worker.

8. Casual workers employed against other Group 'C' posts for which recruitment is not done on a centralized basis, either by SSC or otherwise, shall also be given age relaxation as a one time measure, for the purpose of their regularisation against Group 'C' posts subject to fulfillment of conditions mentioned in para 2 above. These casual employees will also have to compete successfully in the examination / selection test prescribed for the post. Wherever condition for sponsorship through employment exchange is prescribed for recruitment to such posts, this will not be insisted upon in case casual worker already engaged against the post.

9. The services of those casual workers who do not appear in the examination/ selection test inspite of age relaxation or who are not successful in the examination/test, will be terminated immediately after the declaration of the result of the test.

10. It is once again reiterated that there is a complete ban on engagement of casual workers for performing duties of Group 'C' posts and hence no appointment of casual worker should be made in future for performing duties of Group 'C' post. If any deviation in this regard is committed, the administrative officer in charge, in the rank of Joint Secretary or equivalent will be held responsible for the same.

**Sd/-**  
**Manjit S. Bali**  
**Deputy Secretary to the Government of India.**

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