

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

**OM No. 49014/4/90 Estt. ( C )  
dated 8<sup>th</sup> April, 1991**

**(XVIII)**

**Subject: Regularisation of services of casual workers in Group 'D' posts-  
Relaxation of employment exchange procedure and upper age limit.**

The undersigned is directed to refer to this Department's OM No. 49014/4/77-Estt.( C ) dated 21<sup>st</sup> March, 1979 where in the conditions for regularisation of casual workers against Group 'D' posts were prescribed. The policy with regard to engagement and remuneration of casual workers in Central Government offices has been reviewed from time to time and detailed guidelines in the matter were issued vide OM No. 49014/2/86-Estt.( C ) dated 7<sup>th</sup> June, 1988.

2. Requests have now been received from various Ministries/Departments for allowing relaxation in the conditions of upper age limit and sponsorship through employment exchange for regularisation of such casual employees against Group 'D' posts, who were recruited prior to 7.6.88, i.e., date of issue of guidelines. The matter has been considered and keeping in view the fact that the casual employees being to the economically 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 Director General Employment and Training, Ministry of Labour, that casual workers recruited before 7.6.88 and who are in service on the date of issue of these instructions, may be considered for regular appointment to Group 'D' posts, in terms of the general instructions, even if they were recruited otherwise than through employment exchange and had crossed the upper age limit prescribed for the post, provided they are otherwise eligible for regular appointment in all other respects.

3. It is once again reiterated that recruitment of casual workers in Central Government Offices may be regulated strictly in accordance with the guidelines contained in this Department's OM No. 49014/2/86- Estt. ( C ) dated 7.6.88. Cases of neglect of these instructions should be viewed very seriously and brought to the notice of the appropriate authorities for taking prompt and suitable action against the defaulters.

4. Ministry of Finance etc. are requested to bring the contents of this OM to the notice of all the appointing authorities under their respective administrative control.

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

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