

Government of Puducherry  
Abstract

Public Services – The Government of Puducherry Casual Labourers (Engagement & Regularisation) Scheme, 2009 – Extension of pay scale in the Pay Band – I of ₹ 5200 – 20200/- with Grade Pay of ₹1800/- to the full time casual labourers absorbed in the regular erstwhile Group ‘D’ posts of Watchman / Sanitary Assistant / Sanitary Helper (now re-designated as Multi Tasking Staff (Security) / Multi Tasking Staff (House Keeping)) – Orders – Issued.

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DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS  
(PERSONNEL WING)

G.O.Ms.No.44

Dated 30.04.2012

- READ : 1. G.O.Ms.No.22 dt.27.02.2009 of Department of Personnel and Administrative Reforms (Personnel Wing), Puducherry.
2. G.O.Ms.No.52/F3/08 dt.14.09.2008 of Finance Department, Puducherry.

ORDER:

In the G.O. 1<sup>st</sup> cited, the Government of Puducherry have framed the Scheme, viz. “The Government of Puducherry Casual Labourers (Engagement & Regularisation) Scheme, 2009” to consider as a one time measure the engagement and regularisation of full time and part time casual labourers in the Government Departments and their attached sub-ordinate offices. The said scheme was also upheld by the Hon’ble Bench of High Court of Judicature at Madras vide its order dated 23.12.2010 in a batch of Writ Petitions filed before them. As per the provisions of the said scheme, wherever absorption is provided as a method of recruitment in the Recruitment Rules, the vacancies existing in the relevant post as on the date of notification of the said scheme and also 25% of the future vacancies shall be filled by absorption of full time casual labourers available in the list of the concerned Department. Accordingly, it is mandatory to fill up all the existing vacancies (100%) in the erstwhile Group ‘D’ posts as on the date of notification of the said scheme and 25% of the future vacancies by absorption of full time casual labourers available in the list who possess or do not possess the minimum qualification of SSLC /Matriculation or ITI.

2. As per the note 1 below rule 7 of the CCS (Revised Pay) Rules, 2008 notified in the G.O. 2<sup>nd</sup> cited, the pay of the erstwhile Group “D” employees in the revised pay structure shall be fixed initially in the -1S pay band with appropriate Grade Pay and thereafter the pay of such of those Group “D” employees who already possess the revised minimum qualification of SSLC /Matriculation or ITI would be fixed in Pay Band -I with Grade Pay of ₹1800/-. The Group “D” employees who do not possess the minimum qualification would be retrained and after retraining, they would also be placed in the pay band of PB-1 with Grade Pay of ₹1800/- with effect from 01-01-2006. Accordingly all the Group “D” pay scales in the Government shall stand upgraded to Group “C” along with incumbents (after suitable retraining, wherever required). In so far as future recruitment is concerned, no direct recruitment in the -1S scale will take place and the minimum grade in which all future recruitment takes

place will be the PB-1 (Group "C") pay band of ₹5,200 – 20,200/- with the Grade Pay of ₹1800/-. However, in certain exceptional circumstances like compassionate case, etc. the Government may need to provide employment opportunities to certain class of persons not immediately meeting the minimum educational standards. The Government should recruit them as trainees who will be given regular Pay Bands and Grade Pay (PB-I) only on acquiring the minimum qualification prescribed under Recruitment Rules.

3. In accordance with the provisions of the said Scheme which has been upheld by the Hon'ble High Court, Madras and in pursuance of the provisions of the said CCS (Revised Pay) Rules, full time casual labourers (common category), numbering 413, who come under the cadre control of DP&AR, have been offered appointment on 28.01.2010 in the regular erstwhile Group 'D' posts of Watchman / Sanitary Assistant / Sanitary Helper (now re-designated as Multi Tasking Staff (Security) and Multi Tasking Staff (House Keeping) respectively) in the pay scale / Pay Band of ₹ 4440-7440 with Grade Pay of ₹1300 initially in order to regulate their pay scale in PB-I (₹ 5200 – 20200/-) with the Grade Pay of ₹1800/- in terms of the recommendations of VI Central Pay Commission. On the principle of equity, the Full Time casual Labourers who have been appointed in the regular erstwhile Group 'D' posts now stands Group 'C' posts, but do not possess the requisite educational qualification of SSLC/Matriculation/ITI, may also needs to be retrained and their pay may be regulated after getting them duly retrained.

4. The Department of Personnel & Training of Government of India earlier vide Office Memorandum dated 12.09.2008 ordered that the wages of Casual Labourers with Temporary Status be paid wages worked out on the basis of the pay scales for Group 'D' employees as per -1S Pay Band and the corresponding Grade Pay. However, in its recent Office Memorandum dated 23.01.2012 superseded the above Office Memorandum and ordered that in respect of those who are Matriculates, the wages may be worked out and paid on the basis of the Pay Band 1 with Grade Pay of ₹1800/- with effect from 01.01.2006. In case of similarly-placed non-matriculate temporary status casual labourers, the above benefit of wages with effect from 1.1.2006 may be extended only after imparting the requisite training.

5. In accordance with the provisions of the said Scheme dated 27.02.2009 which has been upheld by the Hon'ble High Court, Madras and in the light of the Office Memorandum of Department of Personnel & Training referred above, the Lieutenant Governor, Puducherry is pleased to accord approval to regulate the pay of the erstwhile Group 'D' employees who have been absorbed in the regular posts of Watchman / Sanitary Assistant / Sanitary Helper (now re-designated as Multi Tasking Staff (Security) and Multi Tasking Staff (House Keeping) respectively) under the cadre control of DP&AR, from the list of full time casual labourers (common category) notified under the said scheme, on the terms indicated below:

- a) The pay of the full time casual labourers absorbed in the regular erstwhile Group 'D' posts who possess the minimum qualification of SSLC /Matriculation or ITI may be fixed in the pay scale of PB-I of ₹5200 – 20200/- with the Grade Pay of ₹1800/- straight away from the date of their absorption in regular erstwhile Group 'D' posts now stands as Group 'C' posts.

b) In case of other full time casual labourers who do not possess the educational qualification of SSLC/Matriculation or ITI, they may be retrained as per the guidelines issued by the Administrative Reforms Wing in their I.D.Note No.A.33021/2/09/A2/ARW dated 08.06.2009 and their pay shall be fixed in PB-I of ₹5200-20200 with Grade Pay of ₹1800/- from the date of their absorption in regular posts only after they complete the training in terms of the above referred I.D.Note dated 08.06.2009 of Administrative Reforms Wing, Chief Secretariat, Puducherry.

6. Further, the Lieutenant Governor is also pleased to accord approval to regulate the pay of those full time casual labourers from the list of other Departments who have been absorbed in the regular erstwhile Group 'D' posts available in their Department as per the provisions of the scheme, viz. "The Government of Puducherry Casual Labourers (Engagement & Regularisation) Scheme, 2009", in the manner as indicated in para 5 above.

7. This issues with the concurrence of the Finance Department vide their I.D. Note No.1365/FD/F3/2012 dated 03.04.2012.

// By order of the Lieutenant Governor //



(GIDDI MRUTHYUNJAYA DURGARAO)  
UNDER SECRETARY TO GOVERNMENT

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