



## **ABSTRACT**

Public Services - Filling up of vacancies by the retired Government Servants / retired from Quasi Government Organisations temporarily under contract appointment - General guidelines - Issued.

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**Personnel and Administrative Reforms (S) Department**

G.O.Ms. No. 170

DATE: 18.12.2009.

**ORDER:**

The Government have examined the issue of appointing retired Government Servants / retired employees of Quasi Government Organisations temporarily on contract basis in the Government Departments which are facing dearth of hands at various levels

2. The Government, after detailed examination, direct that the appointing authorities concerned may appoint retired Government Servants / personnel retired from Quasi Government Organisations, temporarily on contract basis under rule 11 of General rules for Tamil Nadu State and Sub-ordinate Services, against sanctioned posts, in the Government Departments subject to the condition that there should be emergent need for such appointment and there should be reason to believe that work will get affected due to dearth of employees in the departments. Such appointments should not be made on routine basis. The Government also prescribe the following guidelines for such appointments:-

- I. Person to be appointed on contract basis should have retired from the Government Departments / Quasi Government Organisations.
- II. Contract appointments can be made at all levels. Retired persons from higher position can be appointed to a lower position. However, retired employees from a lower position cannot be appointed to a higher position.
- III. The Contract Appointment shall be for one year at the maximum. If, necessary fresh contract appointment order can be issued with a gap of one week's time.
- IV. For Technical posts, the retired person must possess required experience in the relevant fields.
- V. The pay for the re-employed person shall be as per Rule 44 of the Tamil Nadu Pension Rules.
- VI. The retired person for appointment on contract basis should submit physical fitness certificate at the time of appointment to the appointing authority.

P.T.O.

- VII. Since, the contract appointment is purely temporary, this can be terminated at any time without giving prior notice or assigning any reason therefor.
- VIII. The retired person under contract appointment can avail 15 days casual leave per year only.
- IX. In respect of any matter for which no provision has been made in the agreement, the provision of the General Rules for the Tamil Nadu State and Subordinate Services or any other Rules made under the proviso to Article 309 of the Constitution of India shall apply.
- X. Apart from the above conditions, the appointing authority may prescribe certain conditions, which are relevant to the duties and responsibilities of the post to which the appointments are to be made.

(BY ORDER OF THE GOVERNOR)

K.N. VENKATARAMANAN  
SECRETARY TO GOVERNMENT.

To  
All Secretaries to Government, Chennai – 9.  
All Departments of Secretariat, Chennai – 9.  
All Heads of Departments,  
The Secretary, Tamil Nadu Public Service Commission, Chennai – 2.  
The Registrar, High Court, Chennai – 104.  
The Accountant General, Chennai – 9/18/35.

Copy to:  
The Secretary to Chief Minister, Chennai – 9.  
All Officers / sections in Personnel and  
Administrative Reforms Department, Chennai – 9.  
The Private Secretary to Chief Secretary to Government, Chennai – 9.  
The Private Secretary to Vigilance Commissioner and  
Commissioner for Administrative Reforms, Chennai – 9.  
The Private Secretary to Secretary, Personnel  
and Administrative Reforms Department, Chennai – 9.  
Personnel and Administrative Reforms (AR -II / CC) Department, Chennai -9.  
SF / SCs.

// Forwarded by Order //

  
SECTION OFFICER. 18/12/29