

GOVERNMENT OF TAMIL NADU

ABSTRACT

Public Services - Retrospective Regularisation of Services of persons appointed temporarily otherwise than in accordance with rules by relaxation of relevant rules - Instructions - Issued.

PERSONNEL AND ADMINISTRATIVE REFORMS (PER.S) DEPARTMENT

G.O.Ms.No.42. Dated : 5.2.1992.

Prajothpathi - Thai - 22.
Thiruvalluvar Aandu-2023.

ORDER :

All posts under the Government are governed by rules and regulations in matters relating to method of appointment, appointing authorities, age, educational qualification, tests to be passed, probation etc. When temporary posts are created, 'Adhoc' rules are framed to govern those posts till such time they are made permanent and manualised in the relevant special rules. There are only two sources of recruitment for appointment to Government posts. One is through the agency of the Tamil Nadu Public Service Commission by direct recruitment for posts which are within its purview. The other is through the Employment Exchanges by direct recruitment for posts which are outside the purview of the Tamil Nadu Public Service Commission. Persons already in service are promoted from lower rung to higher rung and are appointed by transfer from one service to another service. Appointments on compassionate grounds, when Government servants die in harness, are made as and when necessary arises. Recruitment to posts are made with reference to the estimated number of vacancies in particular posts during a given year.

2. Of late, the practice of making irregular appointments initially and continuing the persons so appointed for years on and at the end approaching the Government for retrospective regularisation of their services by relaxation of rules, is found to be on the increase. The Government have decided to discourage this practice. They accordingly issue the following orders :-

(i) Whether direct recruitment to posts are made temporarily, the appointing authorities should certify in the appointment order itself that the appointment has been made in accordance with the relevant rules relating to mode of appointment, age and educational qualifications. The Director of Treasuries and Accounts shall issue instructions to the Treasury Officers not to admit the pay bills in case of temporary appointments which are not accompanied by such certificates.

(ii) The appointing authorities shall furnish a list of irregular appointments made as on date to the Heads of departments who will forward the same to the administrative departments of Secretariat concerned and desist from making further irregular appointments.

(iii) The appointing authorities shall send proposals to the Government on or before 31-12-1992 for ratification of the appointments irregularly made so far. The time limit will not be extended further.

(iv) The appointing authorities shall conduct a review and take stock of the situation and initiate disciplinary proceedings against those (officers and staff) responsible for making such irregular appointments and against those (Officers and staff) who continue such irregular appointments beyond the one year limitation.

(v) Any proposal on regularisation of irregular appointment received by Government one year after the initial appointment will be rejected by the Government.

All the appointing authorities shall adhere to the above instructions strictly.

(BY ORDER OF THE GOVERNOR)

T.V. VENKATARAMAN,

CHIEF SECRETARY TO GOVERNMENT

To

All Secretaries to Government, Madras-9.

All Departments of Secretariat, Madras-9.

All Heads of Departments including District Collectors and District Magistrates.

The Secretary, Tamil Nadu Public Service Commission, Madras-2. (w.e.)

The Registrar, High Court, Madras-104. (w.e.)

The Accountant General-I, Madras-18.

The Accountant General-II, Madras-18.

The Pay and Accounts Office, Madras-9.

The Pay and Accounts Office (South), Madras-35.

The Pay and Accounts Office (East), Madras-5.

The Pay and Accounts Office (North), Madras-79.

The Accountant General (CAS), Madras-9.

The Director of Treasuries and Accounts, Madras-35.

All Sections in Personnel & Administrative Reforms Department, Madras-9.

Copy to :

Tamil Nadu Legislative Assembly Secretariat, Madras-9.

All Treasury Officers.

| FORWARDED | BY ORDER |

(Sd.)

SECTION OFFICER.