

Resolution

Dhubangwar, dated, the 15th May, 1997.

Sub:- Scheme for absorption of NMR/DLR/Job Contract Workers under regular Establishment.

It has been brought to the notice of Finance Deptt. by the different Deptt. of Govt. that directives from Hon'ble Supreme Court, High Court and Orissa Administrative Tribunal have been received for preparation of a scheme to absorb the above categories of workers under regular establishment.

As per the above directives, Govt. have been pleased to formulate the following norms and conditions for the NMR/DLR/Job Contract workers.

1. Separate Gradation/Seniority list shall be prepared by the Appointing authority for each category of workers determining the length of engagement of a particular person. The workers should have worked under the administrative control of the Deptt. concerned directly for a minimum period of 10 years. The engagement of 240 days in a year shall be construed as a complete year of engagement for this purpose.
2. The workers should have been engaged prior to 12.4.93 i.e. prior to promulgation of ban on engagement of NMR/D LR/ Job Contract workers etc. vide Finance Deptt. Circular No. WF-II-180/92-17815/F., dtd. 12.4.93.
3. They should have the minimum educational/Technical qualification prescribed for the post against which they would be absorbed.
4. They should be within the age limit prescribed for 1st appointment to Govt. service after deduction of the number of years they have worked under the Department concerned. Provided that the age limit can be further relaxed with the approval of Appointing Authority.
5. Absorption against the post for which regular recruitment rules have been framed will be made in relaxation of the relevant provisions by the competent authority.
6. Vacancies reserved for SC/ST/ODC/Women Candidate/Physically Handicapped etc. will be filled up according to reservation rules issued by Govt. from time to time.
7. Absorption in Class-III & IV posts against the vacant posts shall be made keeping in view the austerity measures issued in Finance Deptt. O. M. No. 50791/F dtd. 10.12.96 mtk read with O.M. No. 4986 dtd. 7.2.97.
8. While filling up the regular vacant posts preference shall be given to work-charged employees first. Where no suitable work-charged employees are available to man the post preference shall be given in the following order i.e. NMR, DLR, Job Contract workers and others.
9. On absorption in a regular establishment the worker shall draw the minimum of the time scale attached to the post and other allowances as admissible under rules from time to time.
10. The date of regularisation shall be reckoned as the 1st appointment to the service for pension and other service benefits.

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11. The authority competent who shall issue the order of regularisation shall certify that the person(s) who being regularised in this order were engaged as prior to 12.4.93 i.e. prior to promulgation of ban issued by Finance Deptt. and this has been agreed to by the Financial Adviser of the Department.

13. This order shall supersede all the orders/ Resolutions/ Notifications etc. issued by various Departments of Government for regularisation of NMR/D LR/Job contract and other such category of Workers.

Copy of all regularisation order issued in this connection shall be forwarded simultaneously to the Administrative Department concerned and Finance Department.

Order :- Ordered that this should be published in the next issue of Orissa Gazette for general information.

By order of the Governor

P.K.Mishra

Principal Secretary to Government.

Memo. No.22765(45) /F Dt. 15.5.97.

Copy forwarded to All Departments of Government including Orissa Legislative Assembly and Governor's Secretariat for information and necessary action.

Sd/-

Deputy Secretary to Government.