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Temp. Govt. servants - Extension of benefits of  
permanency to -

Govt. G.A.D. Resolution No. SPV-1075-X, S'lava, Bombay-400032,  
the 15th September 1975.

CR1975091901

RESOLUTION: The question of extending the benefits of permanency to Govt. servants has been engaging the attention of Govt. for some time. Various orders were issued from time to time to ensure that the largest possible number of temp. posts are made permanent, that the maximum possible number of Govt. servants are confirmed, and that those who could not actually be confirmed even after putting in several years of service receive the same benefits as permanent Govt. servants in matters of pay and leave salary. Despite these measures, however, a large number of Govt. servants have remained unconfirmed and are likely to be deprived of pensionary benefits.

2. With a view to allowing full service benefits to such Govt. servants, Govt. has now decided that the benefit of permanency in service should no longer be dependent on the availability of permanent posts. Govt. is accordingly pleased to direct that, subject to the conditions specified below, every Govt. servant who has rendered continuous service for not less than three years in a post or posts (excluding those on the converted Regular Temp. establishment) included in a cadre should be deemed to be a permanent Govt. servant for all purposes, including the admissibility of full pensionary benefits.

- CONDITIONS:
- (1) The original appointment of the Govt. servant concerned to the respective post or cadre must have been made in conformity with the relevant recruitment rules, and the prescribed method of recruitment.
  - (2) The Govt. servant concerned must have produced the requisite physical fitness certificate and must have passed the prescribed departmental examination or test, if any.
  - (3) The Govt. servant concerned must possess a good record of service in Government.

3. In the case of every Govt. servant who, satisfied these conditions and becomes eligible to be treated as a permanent Govt. servant, a declaration to that effect should be issued by the authority competent to appoint him to the particular post as soon as possible after completion of continuous service of not less than three years in the relevant post or cadre. On such a declaration being recorded, the Govt. servant concerned should be held eligible for all benefits of a substantive status in Govt. service.

4. These orders are applicable only with ref. to the first appointment of a person to Govt. service, i.e. he should be given the status of permanency in terms of these orders only in respect of the post to which he is appointed by direct recruitment. In respect of subsequent appointments by promotion, he will be deemed to be permanent in the cadre to which he is promoted only on his confirmation in that cadre in a substantive vacancy.

5. The question of issuing such amendments as may be necessary to the relevant provisions of the R.C.S.Rs. will be considered separately by the Finance Department.

By order.....

sd/-S.B. Kulkarni, Secy. to Govt.

No. AD 500./75.

Poona: dt. 24-10-75.

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