

No. 49014/4/2007-Estt. ( C )  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training

New Delhi, dated the 9 May, 2008

OFFICE MEMORANDUM

Subject : Fixation of pay of Casual Labourers (Temporary Status) on their regularisation.

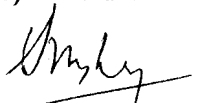
The undersigned is directed to refer to this Ministry's OM No. 51016/2/90- Estt. (C) dated 10.9.93 containing the scheme for grant of temporary status and regularisation of casual workers with temporary status against two out of every three vacancies arising in Group D cadre in respective offices where the casual workers have been working, to be filled up as per extant recruitment rules and in accordance with the instructions issued by this Department. These orders, inter alia, provided that benefits of increments at the same rate as applicable to a Group D employee could be taken into account for calculating pro rata wages for every one year of service subject to the other conditions in regard to performance of duties for the prescribed minimum number of days in a year. Subsequently, a clarification was issued in this Department's OM No. 49014/4/97-Estt. ( C ) dated 29.1.1998 that the pay of a casual workers with temporary status on regularisation against Group D post may be fixed at the minimum of the pay scale of the relevant Group D post.

2. The Staff Side in the Standing Committee Meeting of the National Council (JCM) had taken up the issue of fixing the pay of such casual worker with temporary status on their regularisation against Group D post at the same stage of basic pay based on which they were paid the wages when their services were utilized as casual worker with temporary status. The matter has been considered and it has been decided that in supercession of this Department's aforesaid OM dated 29<sup>th</sup> January, 1998 the pay of casual workers with temporary status on their regularisation against Group D posts in identical grades will be fixed after taking into account the increments already earned by them in the Group D pay scale which was taken into account for payment of wages while working as casual worker with temporary status.

3. Past cases may also be reviewed and the pay refixed in respect of casual workers with temporary status regularized in Group D post. Such counting of the past increments earned on regularisation will be only for the purpose of pay fixation and will not entitle them to claim seniority or any other benefits like promotion etc. on the basis of such casual service.

4. All Ministries/Departments including attached/subordinate offices are requested to take necessary action to fix the pay of such of those casual labourers who have been regularized in terms of the above scheme accordingly and arrears of pay as admissible paid to them.

5. This issues with the concurrence of Ministry of Finance (Department of Expenditure) vide their ID No.7/7/2008-E.III (A) dated 08.05.2008.



(P. Prabhakaran)  
Deputy Secretary to the Govt. of India

To

All Ministries/Departments of the Government of India

**Copy to:-**

1. All Ministries/Department of the Government of India.
2. Comptroller & Auditor General of India, New Delhi.
3. U.P.S.C., New Delhi.
4. Central Vigilance Commission, New Delhi.
5. Central Bureau of India, New Delhi.
6. Lok Sabha/Rajya Sabha Secretariat, New Delhi.
7. All Union Territory Administrations.
8. All Attached and Subordinate Offices of the Ministry of the Home Affairs and Department of Personnel & Training.
9. All Officers and Sections of the Ministry of Personnel, Public Grievances and Pensions and Ministry of Home Affairs.
10. Secretary, Staff Side, National Council (JCM), 13-C, Ferozshah Road, New Delhi.
11. N.I.C. Cell, Deptt. of Personnel & Training, North Block, New Delhi.



**( P. Prabhakaran )**  
**Deputy Secretary to the Government of India**  
**Tel. 2309 3176**