

Haryana Government
General Administration Department
(General Services-1 Branch)

No. 6/23/2014-1GS I

Dated Chandigarh, the July 7th 2014.

To

1. All the Administrative Secretaries to Government of Haryana.
2. All Heads of Departments, Commissioners, Ambala, Hisar, Rohtak and Gurgaon Divisions and all the Deputy Commissioners in the State of Haryana.
3. All the Registrars of the Universities in the State.

Subject: Regularization Policy for Group B employees.

Sir/Madam,

I am directed to invite your attention to the subject noted above and to intimate that the Government has decided to regularize the services of any Group 'B' employee appointed against a sanctioned post who has or will complete ten years of service with a cut off date of 31st December, 2018 shall be considered for regularization, even though his/her original appointment may not have been made through the process of advertisement and interview and subject to satisfactory service record, if he/she fulfills the following criteria:-

- i) That the employee possessed the prescribed qualifications for the post on the date of appointment/engagement.
 - ii) That the post against which the regularisation is to be done should be a sanctioned vacant post at the time of initial appointment/ engagement and also at the time of regularisation.
 - iii) The reservation policy issued from time to time may also be kept in view at the time of regularization. In case the roster meant for reserved category is consumed by General or other category the next vacancy should be filled up from the said reserved category or vice versa.
 - iv) The contributory pension scheme would be applicable after regularization of the service.
 - v) A medical fitness certificate and documentary proof of date of birth as per the instructions shall be obtained from the employee concerned.
 - vi) His/ her antecedents should be got verified by the Police Department as per the Government instructions if it was not done earlier.
 - vii) No relaxation in the criteria as laid down above shall be allowed.
2. The regularization of such employees shall be made with effect from the date of issuance of the notification or on his/her eligibility, by the department concerned after adopting the due procedure. Such post, against which regularization is considered, is required to be taken out of the purview of Haryana Public Service Commission. As such, the concerned departments shall be required to complete the process for

regularization of services of such employees in consultation with the Haryana Public Service Commission.

3. The seniority of the employees so regularised shall be fixed from the date of their regularisation and they shall be placed below in the seniority to the employees last appointed on the regular basis before the date of regularisation of these employees. However, the inter-se-seniority of such employees shall be determined in accordance with the date of their joining. If the date of joining the post of such employees is the same, then the older employee shall rank senior to the employee younger in age.

4. Since this policy is a 'one time measure' on humanitarian ground, no person shall be entitled to claim it as a matter of right, if found unsuitable due to non fulfillment of the conditions mentioned in these instructions.

6. In future, no **illegal/irregular** appointment/employment on adhoc/contract shall be made against sanctioned posts.

7. Further, it is also clarified that the departments might have sent their requisitions to fill up the vacant posts by taking into account the anticipated vacancy and advertisements may have also been issued by the Haryana Public Service Commission and as a result of regularization of such employees, the number of available vacancies in the departments may change and affect the requisitions already sent to Haryana Public Service Commission. Therefore, all the Departments are requested to ascertain that by regularizing the services of their employees, whether the number of vacancies requisitioned to Haryana Public Service Commission have changed. If yes, the Department concerned shall request the Commission within a period of one week to issue corrigendum, in this regard.

Yours faithfully

Secretary, General Administration Department
for Chief Secretary to Government of Haryana.

27/7/14

Endst No.6/23/2014-1GS1

Dated Chandigarh, the 7th July, 2014.

1. A copy is forwarded to Chief Secretary to Government of Haryana (in Services-III Branch) for information and necessary action.
2. A copy is forwarded to the Secretary, Haryana Public Service Commission, Panchkula with the request that if any advertisement is in process of issue, the same may not be published till a fresh requisition is received from the concerned department.

Secretary, General Administration Department
for Chief Secretary to Government of Haryana.

27/7/14