

50/100  
CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH  
GUWAHATI-05

(DESTRUCTION OF RECORD RULES, 1990)

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SECTION OFFICER (Judl.)

✓

CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH

Off No. 292496

Sri. V. P. Singh . . . . . Applicant(s)  
-versus-

Union of India & ors . . . . . Respondent(s)

Mr. B. Malakar . . . . . Advocates for Applicant(s)

Mr. G. Sarma . . . . . Advocates for Respondent(s)

Office Notes Date Court's Orders

This application is in  
form and within time  
C. F. of Rs. 50/-  
deposited vide

IFORD No. 349.780  
Dated 18.12.96

Dr. Sonam  
Dy. Registrar  
X/12

20.12.96 Learned counsel Mr B. Malakar for  
the applicant. Learned Addl. C.G.S.C. Mr G.  
Sarma for the respondents.

The applicant was engaged as a  
casual labourer by the Executive Engineer,  
Central Water Commission, North Eastern  
Investigation Division II, Zemabawk, Aizawl  
on 2.2.1995 for 45 days and thereafter he  
was engaged from time to time on various  
occasions. The last engagement was for 59  
days with effect from 24.10.1995 to  
2.11.1995.

Heard Mr B. Malakar for admission  
and perused the contents of the application  
and the reliefs sought. I am of the opinion  
that this application needs not be  
admitted for scrutiny and decision at this  
stage. The representation dated 12.1.1996  
submitted by the applicant is pending  
disposal of the respondents.

The application is, therefore,  
disposed of with a direction to the  
respondents to dispose of the  
representation of the applicant dated  
12.1.1996, Annexure-G, with a speaking  
order within one month from the date of  
receipt of a copy of this order on merit.

The application is disposed of. No  
order as to costs.

10.1.97

Copy of the order has  
been issued to the  
parties alongwith L/Advocates  
vide S.No. 203 to 207  
Dy 15.1.97

sd/-

Central Administrative Tribunal
Guwahati Bench
10/8
19 DEC 1996
Guwahati Bench
Guwahati Bench

BEFORE THE CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH.

3  
Filed by -  
Ranjan  
10/12/96

O.A. NO. 292 of 1996

Sri Vinod Prasad Singh ...Applicant

-Vrs-

The Union of India & Another...Respondents

I N D E X

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Filed by :

*Ranjan*  
Advocate.

Received (Copy)  
for Information  
B.W.L (45)  
CAT  
Guwahati  
19.12.96

BEFORE THE CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH

Application under Section 19  
of the Central Administrative  
Tribunal Act, 1985.

Date of Filing :-

Registration No.:-

Signature

Registrar

Applicant : SriBimed Prasad Singh,  
Son of Sri Saryug Prasad Singh  
Vill: Chakeyari  
P.O. Bishnupur Titisha  
District : Vaishali (Bihar )

-Vrs-

Respondents : 1. The Union of India.  
represented by the Chief Engineer  
CWC, Jamir Mansion Nongshilliong  
Shillong - 793 014 (Meghalaya)  
2. The Executive Engineer  
North Eastern Investigation  
Division, CWC, Zemabawk, Aizawl-  
Pm- 796 017  
(Mizoram)

1. PARTICULARS OF THE APPLICANT :-

(i) Name : Bimod Prasad Singh

(ii) Father's name : Sri Saryug Prasad Singh

(iii) Designation and  
office which employed : Ex-Casual labour  
CWC Aizawl  
Executive Engineer  
North Eastern  
Investigation Divn.  
CWC Zemabawk,  
Aizawl - 796 017  
Mizoram.

(iv) Address for service  
of all notices :

As at (iii) above.

Vinod Prasad Singh

**2. PARTICULARS OF THE RESPONDENTS :**

i) Name and/or designation of the respondents : **i) The Union of India represented by the Chief Engineer CWC, Jamir Mansion Nongshilliang, Shillong Pin - 793 014 (Meghalaya)**

ii) The Executive Engineer North Eastern Investigation Division CWC, Zemabawk, Aizawl - 796 017 (Mizoram)

ii) Office Address of Respondents : As above.

iii) Address for services of all notices : As above.

**3. PARTICULARS OF THE ORDER AGAINST WHICH THIS APPLICATION IS MADE :-**

Removal from the post of casual labour.

**4. JURISDICTION OF THE TRIBUNAL :-**

The applicant declares that the subject matter of the application is within the jurisdiction of this Tribunal.

...4

Vinod Prasad Singh

5. LIMITATION :-

The applicant further declares that the application is within the limitation prescribed in Section 21 of the Central Administrative Tribunal Act, 1985.

6. FACTS OF THE CASE :-

(a) That the applicant was appointed as casual paid labour vide order No. NEID-II/Estt-6A-95/24403-5 issued by the Executive Engineer Central Water Commission North Eastern Investigation Division -II Zemabawk Aizawl on 2.2.95. The original appointment was for a period of 45 days with effect from 2.2.95 to 18.3.95 at a consolidated pay of Rs. 1,200/- p.m. The applicant was posted under the Assistant Engineer Headquarters NEID-II CWC Aizawl. The applicant has fair knowledge of type writing -both in Hindi and English.

(b) That the applicant begs to state that the above period of 45 days being over, he was again appointed for a period of another 45 days with effect from 10.5.95 to 23.6.95 at the same rate of pay of Rs. 1,200/- p.m. The appointment order was issued vide office order No. NEID -II/Estt/6A/95/847 dated 22.5.95 by the Respondent No. 2. This period was further

extended.....

Vinod Prasad Singh

extended by another office order dated 10.7.95 for a further period of 45 days with effect from 26.6.95 to 9.8.95.

(c) That the applicant begs to state that he was working all along with sincerity and devotion and to the satisfaction of his Controlling Officers. The term of his appointment was again extended vide office order dated 13.9.95 and the period was from 23.8.95 to 30.10.95 totalling about 59 days which was again extended from 24.10.95 for 59 days vide order dated 2.11.95.

(d) That the applicant begs to state that on 22.12.95 the applicant was removed from his service without any notice or without any reason, there being no order as such removing him from service.

(e) That the applicant begs to state that on being removed from his service, the applicant filed a representation before the Superintending Engineer, North Eastern Investigation Circle, CWC, Shillong. In this representation, the applicant stated that the Government of India, Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training).

New Delhi.....

Vinod Aranad Singh

New Delhi issued an office Memorandum No. 51016/2/90-Estt.(C) dated 10.9.93 wherein it was stated that services of casual labourers who have worked more than 240 days in a year to be regularised and if it is not possible to regularise them due to shortage of vacancy in Group 'B' post, they should be given temporary status. The applicant further stated that since he had worked for 240 days in the year 1995, he was removed from service instead of granting him temporary status.

(f) That the applicant begs to state that since the date of filing of the aforesaid representation, nothing has been done nor has any reply to the representation being given to the applicant. There has been no consideration of his representation. The applicant filed another representation thereafter on 1.7.96 requesting the authority to dispose of his representation submitted earlier. It was further stated that the applicant being out of service he is facing acute hardships. A copy of the said representation was also given to the Respondent No. 2.

(g) That the applicant begs to state that the office Memorandum as has been mentioned above, was issued after reviewing

the policy.....

Vineet Prasad Singh

the policy of recruitment of persons on daily wage basis in Central Government offices in the light of the judgment of the Central Administrative Tribunal, Principal Bench, New Delhi delivered on 16.2.90 in the case of Sri Raj Kamal and others versus Union of India, wherein it was stated that the guidelines issued by the Government of India vide Office Memorandum No. 49014/2/86-Estt.(C) dated 7.6.88 will continue to be followed. The grant of temporary status of casual employees who are presently employed and have rendered one year of continuous service in Central Government offices, other than the Department of Telecom, Posts and Railways regulated by the Scheme is appended. In this Office Memorandum dated 10.9.93 it was stated that temporary status would be conferred to all casual & labourers who are on employment on the date of issue of this Office Memorandum and who have rendered continuous service of at least one year which means that they must have been engaged for a period of at least 240 days (206 days in the offices observing 5 days in a week).

(h) That the applicant begs to state that in the said Office Memorandum it was further stated ~~that~~ under para 7 that despite conferment

of temporary....

Vinod Prasad Singh

of temporary status, the services of a casual labourer may be dispensed with by giving notice of one month in writing. The casual labour with temporary status can also quit service by giving a written notice of one month. The wages for the notice period will be <sup>eligible</sup> ~~paid~~ only for the days on which such casual worker is engaged in work.

(i) That the applicant begs to state that from the above it is clear that the applicant is required to be regularised in his post. In the event of any shortage of vacancy, even if the applicant is not regularised, he should be granted temporary status, which was not done and this provision having been brought to the notice of the Respondents, they have not decided the case of the applicant on that footing and the applicant has been deprived of his means of livelihood by the Respondents without his case being considered, is, therefore, arbitrary and illegal which is required to be set aside and quashed.

(j) That the applicant begs to state that he has been deprived of his means of livelihood by Respondents and there was total non-application of mind. This has resulted.....

Vineet Prasad Singh

resulted in extreme hardships and the applicant has suffered therefrom.

(k) That the applicant begs to state that on the basis of the decision of the Principal Bench and also on the basis of decision given by this Hon'ble Tribunal, the applicant is entitled to be regularised in the post of casual labour and a direction to that effect is extremely necessary for which he has approached this Hon'ble Tribunal for relief.

7. RELIEF SOUGHT :-

Under the above facts and circumstances the applicant prays for the following reliefs :-

(i) That the applicant be granted temporary status;

(ii) That the applicant be reinstated in the post he was holding prior to his removal.

(iii) That the applicant be directed to be absorbed immediately in the post of casual labour;

(iv) Any other relief that the Hon'ble Tribunal may be pleased to grant.

**8. REMEDIES EXHAUSTED :-**

The applicant further declares that he has availed of remedies available but to no effect. He submitted his representation on 12.1.96 which was not considered according to law.

**9. MATTER NOT PENDING WITH ANY OTHER COURT :**

The applicant further declared that the matter regarding which this application has been made is not pending before any court of law or any other authority or any other Bench of the Tribunal.

**10. PARTICULARS OF I.P.O. :**

i) Number of the I.P.O. 8 09 349780

ii) Name of the issuing Post Office. Guwahati

iii) Post Office at which payable. Guwahati

**11. DETAILS OF INDEX :-**

An index in duplicate consisting the details of documents to be relied upon is enclosed.

**12. LIST OF ENCLOSURES :-**

i) Annexure -A - Appointment letter dated 2.2.95.

ii) Annexure -B- Appointment letter dated 20.3.95

Vinod Prasad Singh

iii) Annexure -C - Appointment letter

dated 22.5.95

iv) Annexure -D - Appointment letter

dated 10.7.95

v) Annexure -E- Appointment letter

dated 13.9.95

vi) Annexure -F- Appointment letter

dated 2.11.95

vii) Annexure -G- Representation dated

12.1.96

viii) Annexure-H - Office Memorandum

dated 11.1.94

ix) Annexure-I - A certificate issued

by the Executive  
Engineer.

VERIFICATION

I, Sri Vinod Prasad Singh, Ex-casual labour  
CWC gemabawk, Aizawl, the applicant abovenamed do  
hereby verify that the contents from para 1 to  
12 are true to my knowledge and belief and that  
I have not suppressed any material facts.

Vinod Prasad Singh  
APPLICANT. 16.12.96  
Guwahati.

No. NEID-II/Estt-6A, 95/2/1403-05

GOVERNMENT OF INDIA  
CENTRAL WATER COMMISSION  
NORTH EASTERN DIV. DIV. II  
ZEMABAWK, AIZAWL, T.  
DATED, THE 12/2/1995

Annex-A (12) 15

OFFICE ORDER

Shri Vinod Prasad Singh son of Shri Sarayug  
Prasad Singh is hereby appointed as Casual Paid  
Labour for the period of 45 days only w.e.f. 2/2/95  
to 18/3/95 at the consolidated pay of Rs.1200/- (Ru. one  
thousand two hundred) only per month.

The above expenditure will be charged  
against "H&M of office building including stores  
building, Aizawl for the year 1994-95.

*(S. YADAV)*

EXECUTIVE ENGINEER

Copy to :-

1. The AE(HQ), NLID-II, CWC, Aizawl (in duplicate).
2. Accounts Branch.
3. Guard file.

*Shri Shyjé*  
*(12/2/95)*

*Shyjé  
B. M. Associate*

*28  
27  
18  
4*

13

NO. NEID-II/East-6A/95/4777-82

GOVERNMENT OF INDIA

CENTRAL WATER COMMISSION  
NORTH EASTERN DIVISION  
AIZAWAL, AIZAWAL-17.

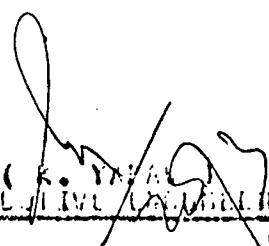
Annex-3

DATED, THE 20/3/1995

OFFICE ORDER

Shri Vinod Prasad Singh, son of Shri Sarayug  
Prasad Singh is hereby appointed as Casual Paid  
Labour for the period of 50 days only w.e.f. 20/3/95  
to 8/5/1995 at the consolidated pay of Rs.1200/- (Rupees  
one thousand & two hundred) only per month.

The above expenditure will be charged against  
"R&M of office building including store building"  
Aizawa for the year 1994-95.

  
K. Y. KHAN  
EXECUTIVE ENGINEER

Copy to :-

1. The AC(HQ), NEID-II, CWC, Aizawl (in duplicate).
2. Accounts Branch.
3. Guard file.

 P. M. N. (initials)

\*\*\*

Attested  
Pravin  
Parasuram

NO: NEID-II/Eatt-6A/95/847-49

Government of India  
North Eastern Inv. Divn. No. II.  
Central Water Commission,  
Zamabawk, Aizawl-17.

Dated the 20/5/1995.OFFICE ORDER

Shri Vinod Prasad Singh, Son of Shri  
Saxyug Prasad, Singh is hereby appointed as Casual paid  
Labour for the period of 85 (fourtyfive) days w.e.f.  
10-5-95 to 23-6-95 at the consolidated pay of Rs.1200/-  
(Rupees one thousand two hundred ) only per month.

The above expenditure will be charged  
against ' R&M of Office/store building at Aizawl'.

( KASHINDRA YADAV )  
EXECUTIVE ENGINEER.

Copy to :-

1. The Asstt.Engineer(HQ), NEID-II, CWC, Aizawl  
for information and necessary action (in duplicate).
2. Accounts Branch, NEID-II, CWC, Aizawl for  
information.
3. Guard file.

(1)

Personal Copy

Asstt.  
F. Assistant  
R.D. Officer

NO. NEID-II/Eatt-6A/95/1375-78  
Government of India  
North Eastern Inv. Divn. II.  
Central Water Commission,  
Zemabawk, Aizawl-17.

Dated, the 10/7/95 /1995.

Amur-R

15

18

OFFICE ORDER

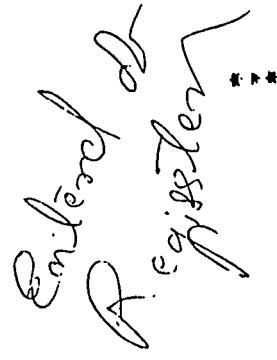
Shri Vinod Prasad Singh, Son of Shri  
Saryug Prasad Singh is hereby appointed as casual  
paid Labourer for the period of 45 days w.e.f. from 26-6-95  
to 9-8-95 at the consolidated pay of Rs.1200/- (Rupees  
one thousand two hundred ) only per month.

The above expenditure will be  
charged against R&M of office/store building at Aizawl.

  
(KASHIN德拉 YADAV)  
EXECUTIVE ENGINEER

Copy to :-

1. The Asstt. Engineer (HQ), NEID-II, CWC, Zemabawk, Aizawl
2. The JE (HQ), NEID-II, CWC, Zemabawk, Aizawl.
3. Accounts Branch, NEID-II, CWC, Zemabawk, Aizawl.
4. Guard file.

  
Encl. of  
Registration \*\*\*

Attn:-  
1. (Signature)

Annex - E

16

or

NO. NEID-II/Ett-6A/95/1798-1801

GOVERNMENT OF INDIA  
CENTRAL WATER COMMISSION  
NORTH EASTERN INV.DIVN.II  
ZEMADAWK, AIZAWL-796017

DATED THE 13/9/1995

OFFICE ORDER

The following persons are hereby appointed as Casual paid labourer at the consolidated pay of Rs.1200/- (Rupees one thousand & two hundred) only per month. Their period of services and chargeable head are shown against name below :

S/No.	Name & Father's name	Period	Ch.head
1.	Mrs. N. Ibayaima Devi W/O Sh. P.U. Singh	1.9.95 to 29.10.95 for 59 days	R&M of CWC Colony Complex.
2.	Mrs. Sanu Maya D/O Sh. Ram Singh Lama	22x 11.9.95 to 20.11.95 for 59 days	R&M of Office Building & store.
3.	Sh. Vinod Prasad Singh S/O Sh. Saryug Prasad Singh	23.8.95 to 20.10.95 for 59 days	

*Reddy*  
( R.S. RAM ) 13/9/95  
EXECUTIVE ENGINEER

Copy to :

1. The AE(HU), NEID-II, CWC, Aizawl.
2. The JE(HU), NEID-II, CWC, Aizawl.
3. Accounts Branch.
4. Guard file.

*R.S. Ram*  
*13/9/95*

\*\*\*

Entered in the P.C.R Register

*(R.S. Ram)*

*Attended  
R.S. Ram*

No. NEID-II/Estd-6A/95/ 2184-87

Government of India  
 Central Water Commission  
 North Eastern. Inv. Divn.II  
 Zemabawk, Aizawl 17.

Dated The 2/11/1995.

OFFICE ORDER

The following persons are hereby appointed as Casual Paid Labourer at the consolidated pay of Rs. 1200/- (Rupees one thousand & two hundred) only per month. Their period of services and chargeable head are shown against name below :

<u>S/No.</u>	<u>Name &amp; Father's name</u>	<u>Period</u>	<u>Ch. head</u>
1. ✓	Sh. Vinod Prasad Singh S/o Sh. Saryug Prasad Singh	24.10.95 to 21.12.95 for 59 days	R&M of Office Building & store.
2. ✓	Mrs. W. Ibeyaiam Devi W/O Sh. P.U. Singh	31.10.95 to 28.12.95 for 59 days	R&M of CWC Colony Complex.

*Recd 2/11/95*

( R.S. RAM )  
EXECUTIVE ENGINEER

Copy to :-

1. The AE(HQ), NEID-II, CWC, Aizawl.
2. The JE(HQ), NEID-II, CWC, Aizawl.
3. Accounts Branch.
4. Guard file.

*Entered by Register**Abhijit  
for R.S. RAM*

To

Annex - G

18

The Superintending Engineer,  
North Eastern Investigation Circle,  
Central Water Commission,  
Jamir Mansion,  
Nongshilliong,  
Shillong-793014  
Meghalays

Sub:- Regarding grant of temporary status and regularisation of service.

Sir,

Most respectfully I wish to bring the following facts to your kind notice for your information and sympathetic consideration.

Sir, I had worked in N.E.I.Divn.No.-II,C.W.C.,Zemalawk Aizawl as a casual paid labour at a consolidated salary of Rs.1200/-only per month from February,1995 to 21.12.95. Copies of my appointment orders are enclosed herewith for ready reference. I have been removed from service w.e.f.22.12.1995 without any reason,any mistake of mine and without any prior notice. I am not aware of my removed from service.

In this context I would like to invite your kind attention to the office memorandum No.51016/2/90-Estt.(C) dated 10.9.1993 issued from the Ministry of personnel,Personal Grievances and Pensions (Department of Personnel and Training),New Delhi in which it has been elucidated that the services of Casual Labourers who have worked more than 240 days in a year must be regularised and if it is not possible due to shortage of vacancy in Group-D Post, then they should be given temporary status. Even though I have worked more than 240 days in a year,I have been removed from service instead of regularising my service or granting me temporary status. This kind of action is purely denial of justice to a poor man like me. It is, therefore, requested that on the basis of guide line given in the above office memorandum my service may kindly be regularised or I may be given temporary status and be allowed to continue in service,So that I can feed my self and family members.

Hope you will consider my Pray Sympathetically on humaniterian ground and I will be given due justice. For this act of kindness I shall ever remain grateful to you.

Hoping for a favourable decision please.

Thanking you,

Encl:- As above.  
Dated. 12.1.96

Yours faithfully,

( Vinod Prasad Singh  
Ex.Casual Labour

Copy alongwith photo copy of O.M. mentioned above forwarded for information and necessary action to:-

1. The Chief Engineer,C.W.C.,Jamir Mansion Nongshilliong, Shillong-793014 (Meghalays)
2. The Executive Engineer,North-Eastern investigation Divn.-II,C.W.C.,Zemabawk,Aizawl-796017(Mizoram).

( Vinod Prasad Singh)  
Vill.-Chakeyari  
P.O.- Bishnupur  
Titidha  
Distt.-Vaishali  
( Bihar )

Akash  
Brahma  
Bhutan

A copy of Ministry of Personnel, P.O. & Pensions, Department of Personnel & Training's O.M. No. 51016/2/90-Estt. (C) dated the 10th September, 1993.

OFFICE MEMORANDUM

**Subject:** Grant of temporary status and regularisation of Casual Workers- formulation of a scheme in pursuance of the CAT, Principal Bench, New Delhi, Judgement dated 16th Feb. 1990 in the case of Shri Raj Kamal & others Vs. U.I.

This govt. is engaged in the matter of recruitment of persons on daily-wages basis in Central Government offices were issued vide this Department's O.M. No. 49014/2/86-Estt. (C) dated 7.6.86. The policy has further been reviewed in the light of the judgement of the CAT, Principal Bench, New Delhi deliberated on 16.2.90 in the writ petition filed by Shri Raj Kamal and others VS Union of India and it has been decided that while the existing guidelines contained in O.M. dated 7.6.86 may continue to be followed, the grant of temporary status to the casual employees, who are presently employed and have rendered one year of continuous service in Central Government offices other than Department of Telecom, Posts and Railways may be regulated by the scheme as appended.

2. Ministry of Finance etc. are requested to bring the scheme to the notice of appointing authorities under their administrative in accordance with the guidelines contained in O.M. dated 7.6.86. Cases of negligence should be viewed seriously and brought to the notice of appropriate authorities for taking prompt and suitable action.

SD/-

(Y.G.PARANIE)  
DIRECTOR.

APPENDIX

Department of Personnel & Training, Casual Labourers  
(Grant of Temporary Status and Regularisation) Scheme.

1. This scheme shall be called "Casual Labourers (Grant of Temporary Status and Regularisation) Scheme of Government of India, 1993".

2. This scheme will come into force w.e.f 1.9.1993.

3. This scheme is applicable to casual labourers in employment of the Ministries/Departments of Government of India and their attached and subordinate offices, on the date of issue of these orders. But it shall not be applicable to casual workers in Railways, Department of Telecommunication and Department of Posts, who already have their own schemes.

4. TEMPORARY STATUS

i) Temporary status would be conferred on all casual labourers who are in employment on the date of issue of this O.M. and who have rendered a continuous service of at least one year, which means that they must have been engaged for a period of at least 210 days (206 days in the case of offices observing 5 days week).

ii) Such conferral of temporary status would be without reference to the creation/availability of regular Group 'D' posts.

iii) Conferment of temporary status on the casual labourer would not involve any change in his duties and responsibilities. The engagement will be on daily rates of pay on need basis. He may be deployed anywhere within the recruitment unit/territorial cadre on the basis of availability of work.

iv) Such casual labourers who acquire temporary status will not however, be brought on to the permanence establishment, unless they are selected through regular selection process for Group 'D' posts.

v) Temporary status would entitle the casual labourers to the following benefits.

1) Wages at daily rates with reference to the minimum of the pay scale for a corresponding regular Group 'D' official including DA, HRA and CCA.

ii) Benefits of increments at the same rate as applicable for Group 'B' employees would be taken into account for calculating pro-rata wages for every one year of service subject to performance of duty for at least 210 days/206 days in administrative offices observing 5 days week in the year from the date of conferment of temporary status.

(i) Payment of leave will be on a pro-rata basis at the rate of one day for every 10 days of work, casual or any other kind of leave except maternity leave, will not be admissible. They will also be allowed to carry forward the leave at their credit on their regularisation. They will not be entitled to the benefits of service for any reasons or on their quitting service.

(iv) Maternity leave to lady casual labourers admissible to regular Group D employees will be allowed.

50% of the service rendered under temporary status would be counted for the purpose of retirement benefits after their regularisation.

(vi) After rendering three years continuous service after confinement of temporary status, the casual labourers would be treated on par with temporary Group D employees for the purpose of contribution to the General Provident Fund, and would also further be eligible for the grant of Festival advances/Flood advance on the same conditions as are applicable to temporary Group D employees, provided they furnish two sureties from permanent Govt. servants of their Department.

(vii) Until they are regularised, they would be entitled to productivity Linked Bonus/Ad-hoc Bonus only at the rates as applicable to casual labourers.

No benefits other than those specified above will be admissible to casual labourers with temporary status. However, if any additional benefits are admissible to casual workers working in Industrial Establishments in view of provisions of Industrial Dispute Act, they shall continue to be admissible to such casual labourers.

Despite Confinement of temporary status, the services of a casual labourer may be dispensed with by giving a notice of one month in writing. A casual labour with temporary status can also quit service by giving a written notice of one month. The wages for the notice period will be payable only for the days on which such casual worker is engaged on work.

#### PROCEDURE FOR FILLING OF A GROUP 'D' POSTS

Two out of every three vacancies in Group 'D' cadre in respective offices where the casual labourers have been working would be filled up, as per extant recruitment rules and in accordance with the instructions issued by Department of Personnel & Training from amongst casual workers with temporary status. However, regular Group 'D' staff rendered surplus for any reason will have prior claim for absorption against existing future vacancies. In case of illiterate casual labourers or those who fail to fulfil the minimum qualification prescribed for post regularisation will be considered only against those posts in respect of which literacy or lack of minimum qualification will not be a requisite qualification. They will be allowed age relaxation equivalent to the period for which they have worked continuously as casual labourer.

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1. On regularization of casual worker with temporary status, no substitute in the place will be appointed as he was not holding any post. Violation of this should be viewed very seriously and attention of the appropriate authorities should be drawn to such cases for suitable disciplinary action against the officers violating these instructions.

2. In future, the guidelines as contained in this Department's O.M. No. dated 7.6.88 should be followed strictly in the matter of engagement of casual employees in "central Government offices".

3. Department of Personnel & Training will have the power to make amendments or relax any of the provisions in the scheme that may be considered necessary from time to time.

GOVERNMENT OF INDIA  
CENTRAL WATER COMMISSION  
NORTH EASTERN INVESTIGATION DIVN.II.  
JALSHAK TIPURAM, ZEMABAWK,  
AIZAWL-796017, MIZORAM.

TO WHOM IT MAY CONCERN

Certified that Shri Vinod Prasad Singh, son of Shri Saryug Prasad Singh, belonging to Village- Chakeyari, P.O. Bishnupur Titidha Dist- Vaishali Bihar has been worked under North Eastern Investigation Division No.II, Central Water Commission, Aizawl-17, Mizoram since February, 1995 to October, 1995 as a Casual Paid Labour.

He is hard worker and ample experience in Typing work of both Hindi & English.

I wish him all success in his life.

EXECUTIVE ENGINEER  
NEID-II(CWC), AIZAWL-17  
MIZORAM.

M. A. Patel  
Bordoloi  
Advocate