

No.4/42/87-P&PW
Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Pension & Pensioners' Welfare)

New Delhi, dated the 19th April 1988

OFFICE MEMORANDUM

Subject:- Parity in the matter of payment of pro-rata retirement benefits to the Government servants permanently absorbed in the Central Public Sector Undertakings and Central Autonomous Bodies –Guidelines for exceptions to the immediate absorption principle –

The undersigned is directed to invite attention to this Dept.'s O.M. No. 4(12)/85-P&PW dated 31.3.87 stipulating inter-alia, that appointment of Govt. servants in the Central autonomous bodies shall be on immediate absorption basis only as in the case of Central Public Sector Undertakings. Many Depts. and autonomous bodies have pointed out that in view of the fact that the requirement of the autonomous bodies for personnel in specialized fields is limited, it would not be feasible to build up a regular cadre of their own in such cases. As the career prospects available for permanent absorbees would thus be very limited, many experienced Govt. Officers may not like to be absorbed on regular basis. The matter has been examined again and the President is pleased to decide that the instructions providing for appointment on immediate absorption basis should continue to be followed with the exceptions as indicated below:-

- (1) Posts in executive or senior management level (i.e posts carrying a pay scale of not less than Rs. 3700-5000) in local self Govt. bodies and specified posts like Chairman and Vice-Chairman in public utilities such as DESU and DDA.
- (2) Posts in executive or senior management level in autonomous bodies having very close interaction with policies and programmes of the Govt.
- (3) Posts where the nature of the work requires employment of govt. officers for security reasons or vigilance purposes.
- (4) Posts in newly established/temporary organisations (upto a period of 5 years from the date of establishment).
- (5) Posts limited in number particularly in specialized fields where creation of a regular cadre is not feasible.
- (6) Posts requiring specialized personnel in connection with scientific research or development of technology.

2. The procedure to be followed pursuant to the above guidelines will be that each autonomous body should seek exemption from the rule of immediate absorption for all posts or specified posts or category of post, as the case may be, keeping in view the above guidelines, by making a self-contained reference to this Dept. excepting in cases where certain organisations/posts have already been exempted with the specific approval of this Dept. After a post or a category of posts is so exempted, the Autonomous Body/Administrative Ministry concerned shall be competent to take decision in individual cases. Ministries are requested to bring these instructions to the notice of all their autonomous bodies.

(K.S.R. KRISHNA RAO)
DY.SECRETARY TO THE GOVERNMENT OF INDIA

To

All Ministries/Depts. Of the Govt. of India

PROFORMA

PARTICULARS TO BE FURNISHED BY THE CENTRAL AUTONOMOUS BODIES FOR THE PURPOSE OF GRANT OF EXEMPTION FROM THE OPERATION OF DEPARTMENT OF PENSION & PENSIONERS' WELFARE O.M. NO.4(12)/85-P&PW DATED 31ST MARCH 1987 SO THAT SPECIFIC POSTS COULD BE FILLED UP BY TAKING CENTRAL GOVERNMENT EMPLOYEES ON DEPUTATION BASIS.

- (a) Designation of the post
- (b) Pay scale
- (c) Number of posts (sanctioned strength)
- (d) Brief descriptions of functions
- (e) Qualifications and experience prescribed (in the Recruitment Rules, copy of which may be attached) for appointment to the post.
- (f) In respect of each category of posts for which exemption is being sought, please give details about the hierarchy of posts below (their designation, pay scale, no. of posts and method of recruitment) performing similar nature of duties. {This would help in examining if the posts can be filled by promotion from the feeder grades, within the organization.}
- (g) Justification for filling the post on deputation, and not on immediate absorption basis /promotion from within the organisation.
- (h) Period for which exemption is being sought (i.e. the period after which it is proposed to revert to the normal procedure of appointment on immediate absorption basis).
- (i) Date/year of setting up of the autonomous body.

Name, designation and telephone number of the officer who could be invited for discussion in case of doubt/clarification.