

Government of Nagaland
Personnel and Administrative Reforms Department
(Administrative Reforms Branch)

No. AR-3/GEN-315/2015

Dated, Kohima, the 9th November, 2016

OFFICE MEMORANDUM

Sub:-Verification of Work-Charged and Casual Employees-Follow up action thereof.

The Verification Committee for the Work-Charged and Casual Employees of the Secretariat and Directorate level offices in Kohima, constituted vide this Department's Office Memorandum No. AR-3/Gen-67/2001 (Pt) dated 11-09-2015, has submitted its report.

2. The following action may be taken by the Departments based on the report of the Verification Committee.
 - (I) Considerable numbers of cases of the casual/contingency employees are given scale pay, some under ROP 1993 and some under 1999. Casual/Contingency employees are not covered by the ROP Rules, 1999 and 2010. Their service conditions are to be guided by the Nagaland Work-charged and Casual Employees Regulation Act, 2001. As per provision under the scheme for regularisation and absorption of work-charged and casual employees dated 17-03-2015, all work-charged and casual employees shall get the revised pay as prescribed by the Government.
 - (Ii) The Department concerned may move a proposal to the Government for those employees who have completed 30 years or more as on 01-01-2015 for regularisation by conversion of their posts into regular ones personal to them as per O.M dated 17-03-2015.
 - (Iii) The Department concerned may revise the wages of the casual/contingency employees as per rates fixed by the State Government.
 - (Iv) The Department concerned may release the scale pay of the work-charged employees as per rates fixed by the State Government.
 - (V) In cases where documents like appointment order/extension order etc are not available, the Department concerned may furnish the requisite documents within a period of 1(one) month from the date of issue of an O.M. Further, notice for termination of service of the bogus/duplicate/overage employees may be issued giving 1(one) month for reply to the concerned employees.
 - (Vi) The work-charged/casual appointments have been banned vide paragraph 4 of the O.M dated 17-03-2015. Such appointment(s) made after 17-03-2015, if any, shall be terminated by the Department concerned with immediate effect.

Sd/- PANKAJ KUMAR
Chief Secretary to the Govt. of Nagaland