

Copy of:

GOVERNMENT OF TAMIL NADU

ABSTRACT

Public Sector Enterprises- State Government Servants deputed to Public Sector Enterprises- Permanent absorption- Conditions of absorption- Standardisation- Orders- Issued.

PERSONNEL & ADMINISTRATIVE REFORMS (FR.II) DEPARTMENT

G.O.Ms.No.741

Dated: 24th June 1978.

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ORDER:

The question of avoiding delay in the permanent absorption of the State Government Servants, who opt for permanent absorption in the Public Sector Undertakings under the State Government, was discussed at the meeting of the Secretaries and Additional Secretaries to Government in June, 1977 and the matter was also further considered by a panel. The panel recommended some norms on absorption of the deputationists under the Public Sector Enterprises. The recommendations of the panel were carefully examined by the Government and the following standardised conditions are prescribed for permanent absorption of the State Government Servants deputed to State Public Sector Enterprises:

(1) The State Public Sector Enterprises should build up their own cadre staff and minimise the number of deputationists. Deputation of staff of Government shall be made for posts for which the expertise is required and when it may not be possible for Corporations to develop their own cadres. So as to ensure that the number of deputation posts are kept at the minimum, the type of such posts may be got approved both by the Board of Directors of Corporations and by the Government once in three years. Posts encadred once should not be recadred later on to suit individuals. The administrative departments of the Secretariat concerned shall do periodical critical examination of the deputation posts.

(2) Option should be exercised by the employees on deputation under the Public Sector Undertakings within the maximum period of deputation, and that no Government servant should be allowed to continue in the Corporations on deputation beyond the maximum period of deputation prescribed. They should be made either to revert or exercise option to remain permanently in the services of the Corporations and get absorbed within the maximum period of deputation. The maximum period of deputation mentioned above is 3 years normally and 4 years in special circumstances.

In this process, the question of reversion or absorption will arise immediately in the case of deputationists, who have already completed the maximum period of deputation. In their cases, the reversion should be phased out so that the work in the Corporations will not be dislocated, but the process should not be prolonged.

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(3) Before absorbing a State Government servant on deputation, the foreign employer shall consult the parent department and obtain its concurrence for the permanent absorption with reference to the ruling under Fundamental Rule 14-A.

(4) While on absorption, the Government dues recoverable in a lumpsum shall be recovered from the terminal benefits of the Government servant. In regard to outstanding recoveries of advances like House Building Advance, Motor Car Advance etc., the liability shall be passed on to the Corporation which shall ensure recoveries of the balance loan and pay off the Government the balance outstanding at the time of take over.

(5) The Government servants against whom any disciplinary proceedings are pending, need not be permitted to get absorbed under the Corporations until disciplinary proceedings against them are finalised.

(6) While the entire department or a sizable chunk of the department is converted into a Corporation, the personnel cannot be treated as on deputation for long. If they revert, administrative problems will arise since they cannot be repatriated for want of posts under the Government. So if they opt for reversion, naturally they have to be retrenched. Therefore, Government servants in such cases should be absorbed in the Corporations concerned.

(7) The terminal benefits that should be made available to the deputationists on their permanent absorption are being re-examined separately. The option exercised by the deputationists shall therefore be accepted after final orders are issued by the government on the terminal benefits. They shall be reverted, if they are not satisfied with the terminal benefits.

(BY ORDER OF THE GOVERNOR)

V. KARTHIKEYAN
CHIEF SECRETARY TO GOVERNMENT

To
All Heads of Departments.
The Departments of Secretariat.
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/True Copy/

R. Ragotham
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SECTION OFFICER.

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