

**HIMACHAL PRADESH
PUBLIC WORKS DEPARTMENT**

NO.PWE-95-3-75(Gen-Cir)-35/ES-I- **15370 - 15400**

Dated:- **21/02/2024**

From:

Engineer-in-Chief,
HP.PWD, Shimla-2.

To,

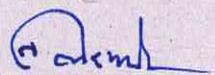
The Engineer-in-Chief (Projects) Shimla.
The Chief Architect, in HP.PWD Shimla & Mandi.
All the Chief Engineers in HP.PWD.
All the Superintending Engineers in HP.PWD.

Subject:- Regularization of daily waged workers/contingent paid workers in
Financial year 2024-25-Instructions thereof.

I am directed to enclose herewith a copy of letter No. PER(AP)-C-B(2)-2/2015 dated 2.12.2023 alongwith its enclosures from the Chief Secretary to the Government of HP.

These instructions may please be brought in to the notice of all concerned and adhered to strictly.

The above instructions shall be available on the official website of HPPWD., hppwd.hp.gov.in as well as Personnal Department.


(Tule Ram)
Registrar,
HP.PWD., Shimla-2.

Copy to the Executive Engineer (ICT Wing) HP.PWD Shimla-2 with direction to upload this letter a/w Govt. letter dated 02.12.2023 on the official website of the Department as well as official website of Personnal Department.

Copy to the Superintendent Gr.-I ES-II, ES-III and all Dealing Assistants in ES-I for information and strictly compliance.
DA/ As above.


(Tule Ram)
Registrar,
HP.PWD., Shimla-2.

From

The Chief Secretary to the
Government of Himachal Pradesh

To

1. All the Administrative Secretaries to the Government of Himachal Pradesh
2. All the Divisional Commissioners/Deputy Commissioners in Himachal Pradesh
3. All the Heads of Departments in Himachal Pradesh

Dated: Shimla-171002, the

02.12.2023
November, 2023

Subject: - Regularization of daily waged workers/contingent paid workers in Financial Year 2024-25-Instructions thereof.

Sir/Madam,

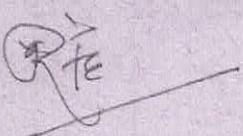
I am directed to refer to the subject cited above and to say that the daily waged/contingent paid workers who are due to complete four years' continuous service as on 31st March, 2024 shall be regularised subject to observance of the following terms & conditions:-

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- (i) Daily waged/contingent paid workers, after completion of four years' (4) of continuous service (with a minimum of 240 days in a calendar year except where specified otherwise for the tribal areas), will be considered for regularization and eligibility will be seen as on 31st March 2024. The regularization will be considered against the available vacancies in various Departments and the terms & conditions for such regularization shall be governed as per annexure- 'A'.
- (ii) No new post of any category will be created.
- (iii) After regularization, the original post of the concerned daily wager/contingent paid workers shall be abolished.
- (iv) The regularization will be subject to availability of budget allocated to the department concerned for that year.
- (v) Since no new post is to be created, therefore, no additional fund/budget will be demanded.

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- (vi) 4 (four) years of continuous service is only an eligibility criteria and regularization shall be only from prospective effect i.e. after the date, the orders of regularization are issued after completion of requisite codal formalities.
- (vii) The daily waged/contingent paid workers being considered for regularization shall possess minimum educational qualification as prescribed in the Recruitment & Promotion Rules of such post at the time of initial engagement. However, the educational qualification can be relaxed, if required, with the approval of the competent authority.
- (viii) In case of a daily waged/contingent paid worker, who has worked for less than 4 years on higher wages, on a higher pay scale post, he/she will be considered for regularization by combining the service both in the lower scale post and higher scale post but shall be regularized on a lower post because for regularization on a higher post, 4 years complete daily wage/contingent paid service on the higher pay scale post shall be essential.
- (ix) The daily waged/contingent paid workers may be regularized against the posts/vacancies of relevant categories purely on seniority basis subject to rejection of unfit and by doing so in case, if any roster point for reserved/feeder category remains underutilized, these shall be made good in future recruitments by filling up the backlog first.
- (x) Such daily waged/contingent paid workers, who were within the age limit prescribed for direct recruitment in the respective Recruitment and Promotion Rules, at the time of engagement on daily wage/contingent paid basis, may be considered for regularization, even if they have crossed the maximum age limit now.
- (xi) Such daily waged /contingent paid workers, who have been engaged without being sponsored by the Employment Exchange, may be given relaxation while regularizing their services.
- (xii) The Department(s) are not required to make prior consultation with the H.P. Public Service Commission for regularization of services in case of those posts which fall within the purview of the H.P. Public Service Commission.
- (xiii) The seniority of the daily waged/contingent paid workers as are regularized under this policy vis-à-vis employee appointed on regular basis shall be determined consequent upon their regularization. The inter-se-seniority of such daily waged/contingent paid workers shall be determined in accordance with order of regularization of such daily wager/ contingent paid worker based on seniority as daily wager/contingent paid worker.



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TERMS AND CONDITIONS

1. Daily waged/contingent paid workers, after completion of four (4) years' of continuous service (with a minimum of 240 days in a calendar year except where specified otherwise for the tribal areas), will be considered for regularization and eligibility will be seen as on 31st March 2024. However, eligibility for regularization of such workers in respect of tribal areas shall be on the basis of number of minimum requisite days as under:-

(a)	Kinnaur District, Spiti Sub-Division of Lahaul & Spiti District and Bharmour area of Chamba District.	= 180 days
(b)	Lahaul area of Lahaul and Spiti District and Pangi Sub-Division of Chamba District.	= 160 days
2. The regularization will be strictly on the basis of seniority subject to fitness and the fulfilment of minimum eligibility prescribed in the concerned Recruitment and Promotion Rules except as prescribed at Sr. No.(vii) of the norms/principles for regularization.
3. The candidate should be medically fit for the post being considered for regularization. The medical fitness certificate of the candidate shall be ensured in accordance with the provisions contained in F.R. 10 and S.R. 4(1), 4(2) and 4(3).
4. The regularization shall be subject to verification of character and antecedents of the candidate being considered for regularization as provided in the Himachal Pradesh Financial Rules.
5. For the determination of date of birth of the candidate concerned, criterion as laid down in Rule 172 of the Himachal Pradesh Financial Rules, 2009 shall be observed.
6. A screening committee shall be constituted by the department concerned for the assessment of the suitability of the candidate concerned for regularization.
7. The regularization shall be done at the level of authorities competent for such appointment.
8. The daily waged/contingent paid workers who are to be regularized may be put in at the minimum of the time scale of pay payable to the corresponding lowest grade in the Government.
9. The daily waged/contingent paid workers so regularized shall be liable to be posted anywhere in the State.