

RAJYA SABHA

Tuesday, 30th. August 1955

The House met at eleven of the Clock.

MR. CHAIRMAN *in the Chair*.

ORAL ANSWERS TO QUESTIONS

TEMPORARY GOVERNMENT SERVANTS

*199. DR. R A D H A KUMUD MOOKERJI: Will the Minister for HOME AFFAIRS be pleased to state:

(a) whether it is a fact that there are Central Government employees who have been working on a temporary basis even after 20 years of continuous service;

(b) whether the Central Government Rules of Pension of 1951 have subsequently been so modified that the Central Government servants holding non-cadre posts created during the British administration have been deprived of the benefits of the periods of their temporary service; and

(c) whether Government contemplate any modification of the above rules so that Government servants who have been in continuous service in any capacity may count all such service as qualifying service for purposes of pension and other benefits admissible on normal retirement?

THE DEPUTY MINISTER FOR HOME AFFAIRS (SHRI B. N. DATAR): (a) Steps have already been taken to confirm as large a number of temporary employees as possible in establishments likely to continue on a permanent basis. There may, however, still be a few who have not been confirmed after long years of continuous service. The number of such employees is not readily available.

(b) The reference presumably is to the revised pension rules issued by the Government of India in 1950. There has been no modification of these rules since.

(c) Does not arise.

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SHRI M. GOVINDA REDDY: May I know, Sir, whether there are employees who are over twenty years old in service?

SHRI B. N. DATAR: No, Sir. I believe that figure is rather exaggerated. But I must admit that there are people who are in service for ten years and have yet to be made permanent.

SHRI B. K. MUKERJEE: May I know, Sir, the proportion of temporary staff in the Government of India in relation to the permanent staff?

SHRI B. N. DATAR: Sir, temporary staff are of different characters. In some cases, there are staff who are employed only for particular purposes. For example, in what are known as work-charged establishments, they are to be employed only for temporary purposes. Then, there are certain contingent establishments where also they are appointed temporarily. The question arises only when the temporary people are appointed to posts which are likely to be permanent.

SHRI B. K. MUKERJEE: May I know, Sir, if the clerical staff can be borne on work-charged establishment?

SHRI B. N. DATAR: No. Work-charged establishment is in the C.P.W.D. Of times there are certain items of work which have to be carried on and temporary people are appointed.

SHRI S. N. MAZUMDAR: Is it not a fact, Sir, that particularly in the case of the C.P.W.D., the Government gave an assurance that a large percentage of the work-charged staff will be confirmed?

SHRI B. N. DATAR: I am not aware about the C.P.W.D.; but actually the Finance Ministry have issued instructions that 80 per cent, of the posts likely to continue on an indefinite basis should be made permanent. That is being implemented now.

SHRI S. N. MAZUMDAR: How is it that the employee works for ten years, and the Government says that the work is temporary? Is it not a fact that the employee who works for ten years in Government service can expect that he will continue to be in Government service?

SHRI B. N. DATAR: The answer is, as I stated, that it depends upon the nature of the work. If, from time to time, they are to work on certain items of, say, contracts, etc., then naturally those posts, by their nature, are not made permanent. But there are other posts which can be made permanent and 80 per cent, of these are going to be made permanent.

SHRI S. N. MAZUMDAR: Am I to take it that the Government has made no analysis of the character of the work which is likely to be temporary or likely to be permanent and goes on in this way giving *ad hoc* or piecemeal sanction for these posts?

SHRI B. N. DATAR: Government have a broad analysis of the different kinds of work and, therefore, Government are trying to introduce as large an element of permanency as possible.

DR. P. C. MITRA: May I know, Sir, whether the non-cadre posts made by the British Government are still going on?

SHRI B. N. DATAR: My hon. friend has not understood the expression "non-cadre posts". Non-cadre posts are those which are not borne on the regular cadre. They are appointed for a particular purpose or on contract.

DR. SHRIMATI SEETA PARMA-NAND: Is the Government thinking of stipulating any maximum period which should be considered as temporary period of service, so that when that period is over, those people would be absorbed in some other department, should that particular department happen to be closed?

SHRI B. N. DATAR: I may inform the hon. Lady Member that steps are being taken. We have issued rules in 1950 that those who have put in three years' service ought to be entitled to what is known as quasi-permanency certificate. They get most of the rights of confirmed people.

DR. RADHA KUMUD MOOKERJI: May, I know, Sir, the maximum extent of the period for which Government servants have not been confirmed yet?

SHRI B. N. DATAR: That is what I stated just now; it is likely to be in the neighbourhood of ten.

SHRI BHUPESH GUPTA: May I know, Sir, the number of temporary employees whose service period has exceeded three years?

SHRI B. N. DATAR: I have not got the figures

SHRI S. N. MAZUMDAR: Sir, is it not a fact that the quasi-permanent employees do not enjoy the most important benefit A permanent posts, that is, permanency of tenure?

SHRI B. N. DATAR: Quasi-permanency is towards the way to confirmation.

MR. CHAIRMAN: That will do. Next question.

DUTIES OF CLERKS IN SUBORDINATE OFFICES

*200. SHRI J. V. K. VALLABHA-RAO: Will the Minister for FINANCE be pleased to state:

(a) the nature of duties generally performed by the junior clerks and the senior clerks in the subordinate offices of the Government of India; and

(b) the criterion adopted for fixing the number of posts of junior and senior clerks in subordinate offices?