

लक्ष्मण - श्री. गुरुकुल, बॉम्बे
(12) (Cmmp)
Confirmation of Class III and
Class IV personnel in the Public
Works Department,
Formation of Zonal cadres for
the purposes of -

GOVERNMENT OF BOMBAY
PUBLIC WORKS DEPARTMENT.
Resolution No. CFN. 1059-E(III)
Sachivalaya, Bombay 32, 26th April 1960.

Read-

- (i) Government Resolution No. STY. 1055, dated 22nd November 1955.
- (ii) Government Letter No. CDS 1056-E dated 16th January 1957.
- (iii) Government Resolution No. STY. 1057-E, dated 23rd April 1957.
- (iv) Government Circular Memorandum No. STY. 1057-E, dated 28th December 1957.
- (v) Government Resolution No. STY. 1058-E(I), dated 25th April 1959.
- (vi) Government Resolution No. TFS-1057-E(I), dated August 1959.
- (vii) Government Memorandum No. CFN. 1059-E, dated 26th December 1959.
- (viii) Letter No. DCR. 601, dated the 10th March, 1960, from the Deputy Chief Engineer, Bombay.

RESOLUTION.- It has been the practice hitherto to order confirmation of Class III personnel in the Public Works Department on the basis of seniority lists maintained Circle-wise. In some cases, however, the cadres of two or more Circles have been combined together for the purposes of seniority and confirmation. This was done with the object of equalising, as far as possible, the chances of confirmations and promotions in the various Circles. However, in spite of these measures, chances of confirmations in the various Circles have continued to remain unequal to a considerable extent and in some Sections of the Department e.g., the Koyana Organisation, the Mechanical Organisation, the Central Designs Organisation, etc., there are at present no chances of confirmation at all. This unsatisfactory situation became more prominent when Government recently converted three Circle charges, 21 Divisional charges and 117 Sub-Divisional charges into permanent ones. All these charges which have been made permanent are in the Irrigation Wing and the benefits of permanency would ordinarily go to the personnel in the Circles in which the charges have been made permanent.

on the basis of pay and ordering confirmation, the seniority of overseers should be maintained according to the dates of confirmation. In regard to future promotions, however, graduates and diploma holders will be given some weightage, orders regarding which will issue separately.

(vii) Posts of overseers for the various charges have in most cases been sanctioned without specifying whether they are civil overseers or mechanical overseers. In actual practice, however, mechanical overseers have been posted against some of these posts for purely mechanical jobs. It has therefore been decided that a quota equal of 5 per cent. of the total number of posts of overseers now being made permanent should be set aside for confirmation of Electrical and Mechanical overseers who should also be borne on two Zonal cadres in the same manner as the Civil Overseers. This quota would be in addition to permanent posts of mechanical overseers, already existing in Mechanical and Public Health Division and Sub-Divisions.

It is proposed that all mechanical (or electrical and mechanical) overseers working in mechanical charges in various Circles, excluding those mentioned in paragraph 1(iii) above and Hydro and Koyna Electrical Circles, would be included in the Mechanical cadre of the two Regions and their seniority lists prepared accordingly and confirmation made from this list.

It is proposed to form an Electrical cadre consisting of the Koyna Electrical wing, Superintending Engineer, (Hydro) and the Electrical Engineer's Offices. It is proposed that such Electrical (or Electrical and Mechanical) overseers working in these Circles should be included in the Electrical cadres of the two regions and their seniority list prepared accordingly and confirmations made from that list. Civil Overseers required for specific jobs in the Electrical cadre will be drawn from the general list of Civil Overseers.

Class IV Personnel.

(viii) Completion of seniority lists of Zonal basis of Class IV personnel whose seniority at present is maintained either divisionwise or off co-wise, would be extremely difficult and hence it has been decided that no Zonal lists should be prepared in their case. The available permanent Class IV posts in each Zone should however be pooled and confirmations ordered in the manner indicated below :-

(a) The Zonal authority should collect from each office and Division information regarding the number of temporary Class IV employees in different service groups, who are yet to be confirmed (e.g. Group 1: comprising those who have completed 5 to 9 years of service; Group 2: those who have completed 10 to 14 years; Group 3: those who have completed 15 to 19 years etc). After collecting this information the authority concerned shall see up to what service group confirmations can be ordered against the vacancies available in the pool. He should then instruct all the Executive Engineers, and officers concerned to confirm Class IV employees up to that group, the number of persons to be confirmed being restricted to the number earlier reported by them. After doing this, if any permanent posts are still available, the authority concerned should ascertain up to what level within the next service group confirmation can be ordered. For example if after confirmation confirming all persons up to the service group of 10 to 14 years a few vacancies are still left, it should be ascertained as to how many persons there are in the next service group who have completed (i) 9 years of service, (ii) 8 years (iii) 7 years and (iv) 6 years and the see up to what service level further confirmations can be ordered against the remaining vacancies.

It is not likely that confirmations could be ordered of the whole lot of the lowest service group. A seniority list of the lowest group should therefore be drawn up, and confirmations ordered according to the number of posts available. A seniority list of the remaining persons of this service group and the next lowest group should be maintained for future confirmations, names being added to the list as each service group gets absorbed.

(b) Only such of the Class IV employees as are holding regular sanctioned posts on the temporary establishment carrying the same pay scale (i.e. the pay scale of the post made permanent) e.g. Peons, Tappals, Sweepers, etc., should be held eligible for permanency.

(c) Class IV employees should be considered for confirmation on a Zonal basis only for initial confirmation. Subsequent confirmations in higher posts such as Naiks etc., should be ordered according to seniority of the divisional or office cadre at present.

2. Government is pleased to appoint the following Superintending Engineers to operate the cadres of the respective Zones :-

(1) Saurashtra and Kutch. - Superintending Engineer, Irrigation Circle, Rajkot.

(2) Gujarat. - Superintending Engineer, North Gujarat Circle.

(3) Marathwada.- Superintending Engineer, Aurangabad (Roads and Buildings) Circle.

(4) Vidarbha.- Superintending Engineer, Nagpur Irrigations Circle.

(5) Rest of Bombay State.- Superintending Engineer, Deccan Irrigation Circle, I.

3. In the case of some Circles smaller zones or groups of circles are already in existence at present for purposes of seniority and confirmation. In drawing up the seniority lists of these smaller zones or groups no uniform practice has been followed by the various authorities operating them and in some cases seniority lists have not been finalised to date. Where seniority lists have already been drawn up there might be cases where seniority has been incorrectly fixed or where hardship is involved. Such cases may be reviewed by the authorities concerned in the light of the principles laid down herein.

4. Application of the principles laid down herein rigidly may also result in hardship in a few individual cases, requiring special consideration. It may also happen that some persons may be left out of consideration due to oversight. The authorities concerned should therefore order confirmations only against 90 per cent of the posts available in each cadre and keep the remaining 10 per cent pending for three months from the date of issue of actual confirmation orders to meet cases of hardship omissions and oversights, etc.

5. Confirmations should not be ordered as a matter of course without scrutiny of the confidential record of the person to be confirmed. To be eligible for confirmation a persons should during the preceding 3 years, have earned at least two classification marks C1 or higher the third one being not lower than C2.

6. As seniorities will now be maintained on Zonal basis promotions will also have to be ordered by the Superintending Engineers operating the zonal lists. Inter-Circle transfers will also be ordered by the Superintending Engineer operating the Zonal list but these should be ordered only where the transfer is on promotion or where the two Superintending Engineers concerned have mutually agreed to the transfer. All transfers within their respective circles should be ordered by the Superintending Engineers concerned as at present, intimation thereof being sent to the Superintending Engineers concerned as at present, intimation thereof being sent to the Superintending Engineer operating the zonal list. Superintending Engineers whose jurisdiction extends to more than one zone should however see that the transfer does

not involve transfer from one zone to another.

7. The confirmations in posts listed in Government Resolution, Public Works Department, No. C.P.W. 1058-IV-E (1) dated the 15th December 1959 should be made with retrospective effect from the date of this Government Resolution. The ban on confirmation imposed in Government Memo No. C.P.W. 1058-E(I), dated the 19th December 1959 is hereby withdrawn.

8. All Superintending Engineers should ensure that permanent vacancies resulting from conversion of temporary posts into permanent ones, death, retirement or resignation of existing permanent personnel, etc., are invariably brought to the notice of the Superintending Engineer, operating the zonal cadre who should watch the zonal cadres and order confirmations as vacancies arise. Similar information in respect of overseers should be submitted to the Chief Engineer.

The supply of this information should be in the form of a monthly return to be regularly despatched by the 10th of the succeeding month.

By order and in the name of the Governor of
Bombay.

Y.S. KULKARNI,
Under Secretary to Government.

G.A. No. C.P.W. 1059-E(III), P.W.D., dated the 23rd April 1960.

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