

No. F.11(17)GSE/Surplus/79/2723

Jaipur, dated 24th December, 1985.

Chief Executives of All
State Public Sector Undertakings.

Sub:- Absorption of surplus employees of
State Public Sector Undertakings.

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I am directed to say that the matter regarding absorption of surplus employees of the State Public Sector Undertakings has been considered by the BPE and the following policy decisions have been taken :-

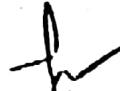
1. Employees rendered surplus in any undertaking may be absorbed against the vacancies existing in other undertakings subject to the suitability of the persons. The suitability may be judged by examination of the bio-data of the surplus employee/employees by the absorbing organisation, and, if necessary, by holding an interview of the persons concerned. The prescribed age and academic qualifications of the post may be disregarded so long as the concerned surplus employee is found to be possessing the experience required for the post in question.
2. Appointment by way of absorption of persons rendered surplus by a sister public sector undertaking may be deemed as direct recruitment, even though the procedure prescribed for direct recruitment is not followed in such cases. In case the rules of the undertakings concerned require an amendment to provide for such mode of filling up of vacancies, the same may be carried out by them in the larger interest of the absorption of surplus hands, as against their retrenchment. In other words, the requirement of advertisement of posts or notification of vacancies may be dispensed with in case of absorption of surplus hands.
3. Action may be taken by the undertakings concerned on the basis of reference made to them by the BPE in this regard. The BPE has already prescribed a quarterly return for seeking information about surplus man-power as also about vacancies existing in the various State Public Sector Undertakings, for being compiled and up-dated for the purpose of suggesting absorption of surplus hands.

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4. In case the employees rendered surplus in an undertaking cannot be absorbed in any other undertaking/s for a period of three months, the surplus employees may be retrenched by the employer undertaking after completion of necessary formalities therefor.

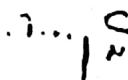
In regard to sub-paragraph 3 above, I am directed to invite your attention to the BPE circular No.F.11(17)CSF/Surplus/79/6573 dated 19th January, 1985.

It is requested that the compliance of the above decisions of the BPE as also of those communicated vide its circular referred to above may kindly be ensured.


(N.S.Sisodia)
Secretary to Government.

Copy forwarded to the following:-

1. Secretary to Governor/C.M.
2. S.As/P.Ss to all Ministers/Ministers of State.
3. P.S. to Chief Secretary.
4. All Secretaries/Spl.Secretaries to Government.
5. Chairman and Managing Directors of all Public Sector Undertakings in the State.
6. Finance (Investment)/Planning/Admn.Reforms Department/
Cabinet Secretariat.
7. Guard file.


Dy. Secretary to Government,
State Enterprises Department &
Chief Administrative Officer, BPE.