

GOVERNMENT OF RAJASTHAN
(STATE ENTERPRISES DEPARTMENT)

BUREAU OF PUBLIC ENTERPRISES

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.

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.

(7)

247

62

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)CSE/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.

GOVERNMENT OF RAJASTHAN
(STATE ENTERPRISES DEPARTMENT)

BUREAU OF PUBLIC ENTERPRISES

No. P. 11(17)CSE/Surplus/79/3022

Jaipur, dated

2nd July, 91

The Chief Executives of
All State Public Enterprises.

Sub: Guidelines for absorption of surplus employees
of State Public Enterprises.

Sir,

I am directed to refer BPE's order No. 3699 dated 7th September, 90 providing for mechanism for absorption of surplus employees of one State public enterprise in other such enterprises. Some of the enterprises have sought clarifications on various issues. After consideration I am directed to communicate the following for your information and compliance.

- (1) Appointment by way of absorption of surplus employees shall be deemed a direct recruitment, though procedure prescribed for direct recruitment is not required to be followed in such cases. In case the rules of enterprise concerned require an amendment to provide for such a mode of filling up of vacancies, the same may be carried out.
- (2) The NAC issued by the BPE would be valid for a period of 6 months from the date of issue.
- (3) In cases where BPE allots some surplus employees for absorption against a part of total vacancies and issues NAC for filling up rest of the vacancies by direct recruitment, enterprises would not fill up such vacancies by direct recruitment until surplus employees are absorbed to the extent indicated.
- (4) Surplus employees would rank junior most regardless of their substantive capacity in the relieving organisation, in the cadre of the absorbing organisation.
- (5) Surplus employees on absorption shall be governed by the rules of the absorbing enterprise.
- (6) Surplus employees shall not be entitled to notice pay on absorption.

(2)

- (7) It will not be necessary to place a surplus employee on probation on his absorption. However, he would be confirmed on the basis of seniority assigned to him on absorption.
- (8) On absorption, the basic pay of the surplus employees would be protected without protection of total emoluments. The date of increment would remain unchanged. In case any surplus employee(s) had given option for the revised pay scale from a date which falls after the date of absorption, such option would automatically cease on absorption and his pay would be fixed in the revised pay scale of the absorbing organisation.
- (9) In cases where the surplus employees are not drawing pay in pay scales related to Index Point 608, their pay would be notionally arrived at in the pay scales related to Index Point 608 and then fixed in the pay scale of the absorbing organisation with reference to such notional pay.
- (10) The balance of earned leave (privilege leave) at the credit of surplus employees on the date of absorption would be transferred to the absorbing enterprise. The relieving enterprise would pay to the absorbing enterprise the cash equivalent of the leave transferred.
- (11) In case the surplus employees were covered under CPF Scheme, on absorption:-
- (a) in an enterprise having CPF Scheme, the balance in the CPF account of the surplus employees shall be transferred to the absorbing enterprise. On absorption the surplus employees would be governed by CPF Scheme and rules of the absorbing enterprise.
- (b) in an enterprise having pension scheme, the balance in CPF Account of surplus employees will be transferred to absorbing enterprise for credit to the CPF Account of the employees and the Pension Fund in proportion of employees own subscription and organisation's contribution respectively. The eligible period of service rendered in relieving enterprise would be considered as qualifying service under pension scheme of absorbing enterprise.
- (12) In case the surplus employees were covered by pension scheme, on absorption :-
- (a) in an enterprise having pension scheme the relieving enterprise would transfer the balance of CPF Account

of the employee and his share in the Pension Fund of the relieving organisation to the absorbing organisation for credit to GPF Account and Pension Fund respectively."

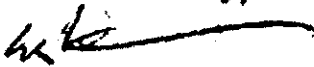
- (b) In an enterprise having CPF Scheme, the balance of GPF Account and share in Pension Fund would be transferred to the absorbing enterprise for credit to the CPF Account. On absorption, the surplus employees would be governed by CPF Scheme and rules of the absorbing enterprise.

- (13) The amount of gratuity worked out on the basis of period of service rendered by surplus employee would be transferred by the relieving enterprise to the absorbing enterprise.

If there are outstanding balances of advances (loans) granted by the relieving organisation against the surplus employee absorbed in other organisations the relieving organisation would intimate the rate of monthly deductions to be made from the salary of such an employee to the absorbing organisation. The absorbing organisation shall effect such recoveries and remit the same to the relieving organisation.

- (15) If any other point, not covered by the above guidelines, arises in the process of absorption, the same would be referred to the Bureau of Public Enterprises for taking a view. The decision conveyed by the Bureau of Public Enterprises shall be final and binding on all concerned."

Yours faithfully,

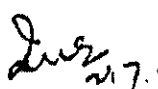

(Hari Mohan Mathur)
Secretary to Government.

Jaipur, dated ~~2nd July, 91~~ 2nd July, 91

No. F. 1000/1992/

Copy forwarded to the following:-

1. Secretary to Governor/Chief Minister.
2. Spl. Assistants/Private Secretaries to All Ministers/Minister of State.
3. P.S. to Chief Secretary.
4. All Secretaries/Spl. Secretaries to Government.
5. Guard file.


Officer On Special Duty
& Chief Administrative Officer.

Malvani*

संलग्न (सी)
GOVERNMENT OF RAJASTHAN
(STATE ENTERPRISES DEPARTMENT)

BUREAU OF PUBLIC ENTERPRISES.

No. F.11(17)CSR/Sur./79/231 Jaipur, dt. 27 Jan. 1992.

The Chief Executive of
All State Public Enterprises.

Sub: Absorption of Surplus Employees
of State Public Enterprises.

Ref: BPE's letter No.F.11(17)CSR/Sur./
79/4773 dated 7.2.94.

Sir,

On the subject cited above with regard to the relevant date for computation of period of service of 9, 10 and 27 years for grant of selection scale to the surplus employees of State public enterprises, who have been absorbed in other enterprises.

In consultation with Finance Department, the matter has been examined again in light of FD's order No. F.20(1)FD(Rules)92-Pt.IX dated 3.5.97. It is now clarified that the provisions contained in proviso 3 below para 3 of FD's order dated 25.1.92 (amended vide order dated 3.5.97) shall be applicable to the employees of State public sector undertakings declared surplus from one PSU and absorbed in other PSUs.

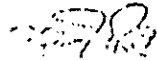
Yours faithfully,



Dy. Secretary to Government.

Copy to:-

1. PS to Chief Secretary, Rajasthan, Jaipur (Chairman, BPE).
2. All Pr. Secretaries/Secretaries to Govt. for information and necessary action.



Dy. Secretary to Government.

राजस्थान सरकार
राजकीय उपक्रम विभाग
xxx

72


राजकीय उपक्रम ब्यूरो

क्रमांक:-एफ।।३।३।डीपीई/अधि/१७/पार्ट-II/853 जयपुर, दिनांक 17 अगस्त, 2000

परिपत्र


वित्त विभाग के वजट्ट के परिपत्र दिनांक 10.6.99 एवं 30.11.99 तथा कांमिक विभाग द्वारा जारी परिपत्र सं.178/138 कांमिक/क-2/99 दिनांक 15.1.2000 के अनुसार सभी प्रकार की नई नियुक्तियों से पूर्व कांमिक विभाग तथा वित्त विभाग की अनुमति अपेक्षित है।

इस संबंध में शासन द्वारा यह निर्णय लिया गया है कि किसी उपक्रम के रिक्त पदों को भरे की कार्यवाही राज्य के अन्य राजकीय उपक्रमों को उपलब्ध अधिपत्र कक्षाओं से की जाती है तो उन नियुक्तियों पर उपरोक्त प्रतिबंध लागू नहीं होगा। यह परिपत्र वित्त विभाग की अन्तर्विभागीय सहमति संख्या 87 दिनांक 15.2.2000 के क्रम में जारी किया जाता है।


जी.पी.बापट्ट
शासन उप सचिव

प्रतिसिद्धि:-

1. प्रमुख शासन सचिव/शासन सचिव-----
विभाग सचिवालय, जयपुर को उनके अधीनस्थ सभी उपक्रमों में पातनार्थ प्रेषित है।
2. मुख्य कार्यकारी अधिकारी, सगस्त राजकीय उपक्रम को सूचनाार्थ एवं वाक्यक कार्यवाही हेतु प्रेषित है।


शासन उप सचिव