

Tele : 2721278

NCC Directorate (K&L)
State Wing
Thiruvananthapuram-10

No. 5593/A1-Est/2019/NCC

27 Sep 2019

From

The Additional Director General NCC

To

Sri Sanal Kumar D, 23 Kerala Bn NCC, Thrissur
Sri Jeejo PK, 23 Kerala Bn NCC
Sri Chandramohan, 23 Kerala Bn NCC
Sri Joshi ML, 23 Kerala Bn NCC
Sri Dinesh VS, 23 Kerala Bn NCC
Sri Madhu VV, 23 Kerala Bn NCC
Sri Rajan VK, 24 Kerala Bn NCC, Thrissur
Sri Nandhan C, 24 Kerala Bn NCC
Sri Nelson OP, 24 Kerala Bn NCC
Sri Rejiladas N, 24 Kerala Bn NCC
Sri Vincent PA, 24 Kerala Bn NCC
Sri Jayaram CR, 24 Kerala Bn NCC
Sri Kunjumoideen CI, 1 Kerala R&V Sqn NCC
Sri Radhakrishnan TD, 1 Kerala R&V Sqn NCC
Sri Sulfikkar Ali Bhuto, 1 Kerala R&V Sqn NCC
Sri Ashokan VK, 7 (K) Girls Bn NCC, Thrissur
Sri Nizamudeen TA, 7 (K) Girls Bn NCC
Sri Gopakumar M, 7 (K) Girls Bn NCC
Sri Shaji S, 7 (K) Girls Bn NCC

Through Official
website

Sir,

Sub : Against the violation of Kerala Govt orders on the regularization and seniority of Compassionate Employment Scheme appointees – regarding.

Ref : Your petition No TDNEG/Submission/01/2019 dt 10 Jul 2019.

1. With ref to the petition cited above, I am to inform that Govt had introduced the CES to provide employment assistance to the dependent of deceased Govt servants. The main intention of the scheme was to provide expeditious relief to the family of the deceased Govt servant who would suffer in the absence of deceased Govt Servant. All employees in the NCC Department appointed under CES are the dependents of the Ex-servicemen of

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NCC Department. As per GO (P) No 12/99/P&ARD dated 24.05.1999, Govt has issued the guidelines for appointment under Compassionate Employment Scheme. As per para 30 to 33 of the GO (P) NO 12/99/P&ARD dated 24.05.1999 appointments of the dependents of the deceased Govt servants in general categories such as LD Clerk, LD Typist and Last Grade will be made in the concerned departments it self in the existing or arising vacancy. If it is not possible such cases shall be referred to the CE Cell for allotment of vacancy. 5% of the vacancy of clerk, typist or peon arising every year will be reported by the HOD to the cell. In order to avoid delay in getting employment under the CES Govt created 549 supernumerary posts in the various departments vide GO (P) No. 174/12/GAD dt 06.07.2012 to clear the back log. However, no supernumerary post created were allotted to this Department.

2. It is clear that there is no prescription of 5% vacancies as a criteria limited to the appointment under CES in the concerned departments but the appointment should be in an existing or arising vacancies in the concerned department and if there is no existing or arising vacancies in the department the eligible applicants under the scheme should be appointed in any other departments from 5% vacancy reported General Administration CE Cell Dept by the concerned dept. As per circular of P&ARD (Advice-C) No 9798/PAC2/10/P&ARD dated 28 Feb 2011 it was clarified that if there is vacancies available in the parent department, the CES appointment should be made with in the department and such vacancies need not be reported to CE Cell.

3. As all the posts in the NCC Dept are being reserved to Ex-serviceman and their dependents, this department is not being reporting any vacancies to the CE Cell vide Higher Education (A) letter No 25280/A2/02/H.Edn dated 21.11.2003. All the CES appointments carried out by this Department in only after obtaining Govt sanction. All the appointees under CES in this department were against vacancies arised and no appointment took place above the authorization of strength.

4. The judgment of Hon'ble KAT dated 29.06.2018 in OA No (EKM) 1272/18 is seen related to the appointment against 549 supernumerary post vide GO (MS) No 174/12/GAD dated 06.07.2012. No supernumerary post created were allotted to this Department. As per GO (MS) No 326/2015/GAD dated 26.02.2016 Govt has created another 310 supernumerary post, among which 07 posts of LD Clerk were allotted to this Department. Hence as per GO (MS) No 54/16/H.Edn dated 26.02.2016 Govt directed to appoint 07 applicants under CES. Accordingly 07 applicants were given appointment on supernumerary basis whose service conditions are as per GO (MS) No 22/2014/P&ARD dated 21 Jul 2014. Later Govt has directed as per letter No

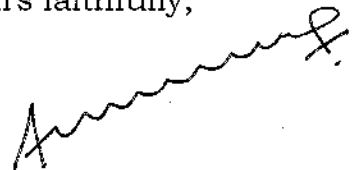
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A2/2010/17/H.Edn dated 16.04.2018, it is clearly mentioned that the regularisation of employees of the dependant of this Department should be done against the existing vacancy or arising vacancy and regularization of employees of dependants of other departments should be done only after 5% of vacancies arising. All the 07 CES appointees are dependants of this department only. All the appointments were existing vacancies hence regularization of employees carried out accordingly. Hence the regularization carried out by this department is in order.

5. There is no separate seniority list is maintained for CES employees and they are merged with the seniority list of other employees. All promotions etc are taken place from the combined seniority list which is regularly publishing in website. The regularizations and probations are taken place according to the existing rules for all employees.

6. In the above circumstances, all appointment under CES in this Department is as per the existing rules and directions issued by Govt from time to time.

Yours faithfully,



(Anil Kumar K)
Administrative Officer
for ADG NCC

Copy to :-

Thrissur Dist NCC Employees Group -
Thrissur

You are requested to submit the bylaw and other details of Thrissur Dist NCC Employees Group urgently to this Directorate for further action.