



No.SOR-III(S&GAD)2-8/2018
GOVERNMENT OF THE PUNJAB
SERVICES & GENERAL ADMINISTRATION
DEPARTMENT
(REGULATIONS WING)

Dated Lahore the 19th January, 2021

To,

1. The Secretary to Governor of the Punjab.
2. The Secretary to Chief Minister, Punjab.
3. The Senior Member, Board of Revenue, Punjab.
4. The Registrar, Lahore High Court, Lahore.
5. All Administrative Secretaries in the Punjab.
6. All Commissioners in the Punjab.
7. The Chairman, Chief Minister's Inspection Team, Lahore.
8. All Heads of Attached Departments in the Punjab.

SUBJECT: REGULARIZATION OF CONTRACT EMPLOYEES RECRUITED UNDER RULE 17-A

In continuation of this department's circular letter of even number dated 29.10.2019 regarding appointments under Rule 17-A of the Punjab Civil Servants (Appointment and Conditions of Service) Rules, 1974 on regular basis.

2. As per Regulations Wing, S&GAD's aforesaid circular letter dated 29.10.2019, the services of all the employees appointed in terms of Rule 17-A of the Punjab Civil Servants (Appointment & Conditions of Service) Rules, 1974, were allowed to be made on regular basis. It was stated in that letter that in future all the appointments shall be made on regular basis. Accordingly, it was construed that the said direction was to be implemented prospectively. However, that view point was challenged in the Lahore High Court, Lahore. The Honorable Court viewed that the employees inducted on contract basis in terms of Rule 17-A ibid should be deemed regular employees with effect from the dates of their initial appointments.

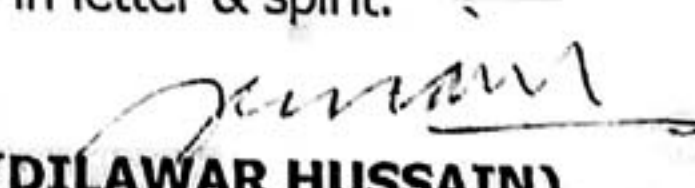
3. Accordingly, keeping in view the orders passed by Hon'ble Court dated 15.10.2020, the Regulations Wing, S&GAD initiated a summary for the Chief Minister on 21.10.2020 with the view that a circular letter may be issued with the direction to the departments to regularize the services of contract employees recruited under Rule 17-A of the Punjab Civil Servants (Appointment and Conditions of Service) Rules, 1974 from the date of their initial appointment / induction into government service.

4. However, on the direction of the Chief Minister, Punjab the matter was placed before the Provincial Cabinet which in its 39th meeting held on 17.12.2020 considered the issue and decided as under:-

"The Cabinet considered and approved the regularization of contract employees recruited under Rule 17-A of the Punjab Civil Servants (Appointment and Conditions of Service) Rules, 1974 from the date of their initial appointment / induction into government service, as per judgment of Lahore High Court, subject to recovery of 30% Social Security Benefit according to the mechanism framed by Finance Department."

5. Accordingly, all the Administrative Departments are requested to regularize the services of in-service contract employees who were recruited under Rule 17-A of the Punjab Civil Servants (Appointment and Conditions of Service) Rules, 1974 from the date of their initial recruitment / date of induction into government service, subject to recovery of 30% Social Security Benefit (SSB) according to the mechanism delineated by the Finance Department vide its circular letter No.FD-SR-III-4-13/84, dated 24.03.1987. If any confusion arises on that score, the Finance Department may be consulted.

6. The above instructions may kindly be implemented in letter & spirit.


(DILAWAR HUSSAIN)
Section Officer (Reg-III) S&GAD

C.C.

- 1) The Registrar, Lahore High Court, Lahore w.r.t. Cri. Org. No. 50680/W/2020 in W.P. No. 51484/2019.
- 2) PS to the Chief Secretary, Punjab.
- 3) PS to the Additional Chief Secretary, Punjab.
- 4) PS to the Secretary (Services), S&GAD.
- 5) PS to the Secretary (Regulations), S&GAD.
- 6) PS to Addl. Secretary (Regulations), S&GAD.
- 7) PS to Addl. Secretary (PP&CM), S&GAD.
- 8) All officers in the S&GAD.


SECTION OFFICER (R-III)
GOVERNMENT OF THE PUNJAB
S&GAD