

COPY OF:

GOVERNMENT OF TAMIL NADU

Abstract

Employment Exchange - Registration of Regular employees of State Government/Local Bodies/Autonomous Corporations Permission to register at Employment Exchanges - Orders issued.

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Labour and Employment Department.

G.O. Ms. No. 1069

Dated: 28.4.1980.

Read again:

1. G.O. Ms. No. 4039 ILH dated 10.12.1968.
2. Government memo No. 2182 /FII/69-2 dated 4.8.1969.

Read also:

3. From the Government of India, Ministry of Home Affairs letter No. Om No. 14/1/69 Estt. (D) dated 29.7.1970.
4. From the Director of Employment and Training, Letter No. W1/32171/78 dated 5.11.1979.

ORDER:

Representations have been made to the Government that the teachers who had acquired higher qualifications may be allowed to register their names with the Employment Exchanges with a view to securing suitable jobs consistent with their qualifications.

2. In the past, orders have been issued to the effect that only temporary employees of the State Government appointed under Rule 10(a)(1)(1) of the General Rules for State and Subordinate Services who have no stake in the posts in which they are employed and who may be ousted at any time may be allowed to register their names in the Employment Exchanges without 'No objection Certificate' from their employers while the permanent employees, probationers and approved probationers are not permitted to register their names in the Employment Exchanges. These orders have been made applicable to all the State Government employees and employees of local bodies and Government owned Corporations also.

3. The Director of Employment and Training has brought to the notice of the Government that despite the extension of facilities for acquiring higher qualification by the employees of the State Government and Public Sector undertakings through the evening colleges, correspondence courses already being conducted by many Universities, they are not able to better their prospects as they are not permitted to register their names in the Employment Exchanges for appointments to higher posts. The Director of Employment and Training has expressed the view that persons with adequate experience especially in teaching institutions will be better

suitable for manning the posts in educational institutions in vacancies that may arise consequent on the introduction of the Higher Secondary Education in High Schools as well as expansion in other Departments or Services. The Director has also pointed out that the benefit of experience and the additional qualifications acquired by these persons are not put to better use with the result that there is a sense of frustration prevailing among them. She has, in this, connection commended the policy of the Government of India for adoption by the State Government in the case of permanent and quasi permanent employees for the purpose of registration with the Employment Exchange for higher posts and recommended that the employed persons possessing higher qualifications may be allowed to register their names at the Employment Exchanges on similar conditions imposed by the Government of India for their employees.

4. The Government accept the proposal of the Director of Employment and Training. In conformity with the policy of the Government of India the State Government have decided to adopt a similar procedure in this State also with slight modifications. These orders supersede the earlier orders on the subject.

5. Regular Employees (Permanent, approved probationers and probationers) of the State Government/Local Bodies/Autonomous Bodies/State Government owned Corporations/State Government undertakings shall be allowed to register their names with the Employment Exchanges for higher posts under the Government/Public Sector undertakings or Autonomous Bodies on production of 'No Objection Certificate' from their employers. The grant of 'No Objection Certificates' to such employees will be subject to the following conditions:

- (i) An employee should be registered only for a post higher than the one he is holding under the Government. In case of doubt as to whether the post for which a permanent employee/approved probationer/probationer intends to register himself with the Exchange is higher than the one he is holding, the decision of the head of office/department shall be final.
- (ii) On being selected for appointment by the State Government Department/Public Sector Undertaking/Autonomous Body for the higher post, he may be treated as on deputation/foreign service for a period he should either revert to the parent Department or resign his post under the Government.

Note:

The words 'Government Department' will be deemed to refer to the State Government Departments only and the words 'deputation/foreign service' will have a restricted scope solely intended for the purpose of protection of lien/service rights of the Government servant concerned under Rule 9 of the General Rules for the State and Subordinate Services as contemplated in G.O.Ms.No.202 Public (Services-A) dated 25.1.1973 and as such the question of sanctioning the loan of services of such persons under Fundamental Rule 110-114 will not arise in respect of them.

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(iii) Once an employee has reverted to the parent Department after spending a year outside, he should not be allowed 'No Objection Certificate' to register his name once again for a period of atleast 2 years.

6. The Employment Exchanges shall sponsor only those permanent and quasi-permanent employees for higher posts under the Government/Public Sector Undertakings/Autonomous Bodies for which the employee is eligible on grounds of age, educational qualifications etc.

7. A specimen form of 'No Objection Certificate' is given in the Annexure to this order.

(By order of the Governor)

C. RAMACHANDRAN,  
Secretary to Government.

/true copy/

ANNEXURE

Section Officer  
Name of the Office:  
Station:  
Date:

Ref.No.

Specimen form for issue of No Objection  
Certificate

(To be issued in duplicate)

Thiru/Tmt/Selvi . . . . . is employed as  
(designation) . . . . . in the office of  
. . . . . from . . . . . (date) and is in continuous  
employment. He/She is a permanent employee/Approved Probationer  
probationer in the Department.

He/She possesses the following qualifications which  
entitles him/her for consideration against higher posts.

I have no objection for his/her seeking employment  
through the employment Exchanges for the post of . . . . .  
(name of the post(s) to be specified) which is higher than  
that held by him/her. He/she is drawing a pay of . . . . ./-  
in the scale of . . . . . on date.

Signature:  
Designation:

Date:  
Office Stamp:

To  
Assistant Director/  
District Employment Officer,  
District Employment Office,  
. . . . . District.

/true copy/

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DIRECTORATE OF EMPLOYMENT AND TRAINING, MADRAS.600 005.

SEE CM.44/80.

No. Circular memorandum

Action taken:

Sub: Employment Exchanges - Registration of Regular Employees of State Government/Local Bodies/Autonomous Corporations - permission to register at Employment Exchanges - orders issued.

Ref: 1. SEE CM.No.70/79.  
2. G.O.Ms.No.1069 dated 28.4.80 of Labour and Employment Department.

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In continuation of this Directorate SEE CM. 70/79, a copy of G.O.Ms.No.1069 Labour and Employment Department dated 28.4.80 is communicated to all the subordinate Officers for information and guidance.

The attention of all the Subordinate Officers is invited to para 5 of the G.O. and they are instructed to register only such of the regular employees of State Government/Local Bodies/Autonomous Bodies/State owned Corporations/State Government undertakings who are qualified for higher posts but are working in lower posts, only after production of 'No Objection Certificate' mentioned in the above G.O. and consider them for nomination against higher posts as and when suitable vacancies are notified consistent with their seniority of registration.

As regards regular employees who have been registered already inadvertently by some of the Employment Exchanges, the Subordinate Officers are informed that they (registrants) may be allowed to continue their registration provided they are qualified for higher posts and consider them for nomination against suitable vacancies in the higher posts giving them the benefit of seniority from their original date of registration. The instruction issued in SEE CM.70/79 stands modified to that extent.

The receipt of this SEE CM. should be acknowledged by quoting the authority given below.

(Authority: W1/82171/79)

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Issued by the Director of Employment and Training, Madras.5  
on 12.6.80.

To  
All Subordinate Officers  
as per mailing list.  
Copy to all Section Officers/Sections in  
Directorate.

m.s/