

PERSONAL ATTENTION

No.Fin(C)B(15)-2/2009
Government of Himachal Pradesh
Finance(Regulations) Department

From

The Principal Secretary (Finance) to the
Government of Himachal Pradesh.

To

- 1 All the Administrative Secretaries to the
Government of Himachal Pradesh.
2. All the Heads of Department in H.P.
3. All Chief Executive Officers/ Managing Directors of
H.P.Public Sector Undertakings/Boards/Corporation.

Dated Shimla-171002, the *30th* September, 2010.

Subject:-

Regarding assigning of duties and responsibilities of higher cadre/different cadre to an employee of lower cadre in violation of Fundamental Rule 49 Assigning of higher duties/work to daily waged workers without the approval of competent authority.

Sir,

On the above subject, it has come to the notice of the State Government that in some departments/Govt. bodies, certain employees have been/are being assigned with higher duties and work of posts other than that for which they were recruited. In these cases, such employees have been assigned duties not related to their job profiles but have been assigned other duties involving higher responsibilities and duties in deviation to Rule 49 of Fundamental Rules.

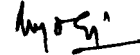
Similarly, in some departments/Govt. bodies, certain daily waged workers have been/are being assigned with the duties of higher posts. In some such cases, the Courts have taken cognizance of such practices and have ordered higher pay scales and also directed the Departments to consider such persons as eligible for appointment to higher posts even though these persons have not been appointed as per the due procedure.

The Government has taken a serious view of such practices and it has been decided that in case of any adverse court order which results in

higher financial liability on the State exchequer, in such cases, the same may be recovered from the erring officials

Therefore, all departments/Govt. bodies are requested to ensure that the practice of assigning duties of higher posts with higher responsibilities and higher pay scale, to officials working in lower cadre posts with lesser duties and responsibilities may be avoided, barring the procedure prescribed under FR-49. Similarly, the daily waged workers engaged on specific work may not be entrusted with the duties of higher daily waged posts until there is a proper sanction of the competent authority in the State Govt. in the interest of financial prudence and economy.

Yours faithfully,



Principal Secretary (Finance) to the
Government of Himachal Pradesh.