

**GOVERNMENT OF WEST BENGAL
FINANCE DEPARTMENT
AUDIT BRANCH**

No. 8305-F

Kolkata, the 26th Sept, 2005.

MEMORANDUM

For some time past, the State Government has been following the policy of filling up non-P.S.C./ non-promotional posts on contract basis generally for one year initially with the approval of the Appointments Committee of the Cabinet (ACC) in each individual case. The contract-appointment of these employees are also being renewed from time to time. Since, however, the job attached to these posts are perennial in nature, the above policy has been reviewed. On the basis of review, the Governor has been pleased to decide as under :

- i) The non-P.S.C./ non-promotional posts, in general, may be filled up on regular basis with the approval of Finance Deptt. and the ACC. For this purpose, steps should be taken for filling up of the vacant posts following the usual rules and methods of recruitment for the posts.
- ii) There shall be no further appointment on contract basis against regular vacancies, or engagement of private agencies for getting the jobs associated with regular posts done, except in the following cases, where,
 - a) the posts are required to be filled up exclusively for time bound projects;
 - b) the posts require specialized, scientific or technical qualification; and
 - c) the situations are of specific exigencies as may be decided by the cabinet.
- 2) The Governor has been further pleased to decide that the employees who were initially recruited on contract basis following the norms, rules and methods as applicable to the relevant posts, may, if still continuing in contract-service, be brought under the regular establishment, subject to the above principles, against regular vacancies in which they have been initially appointed with the approval of ACC. Consultation with the Finance Department will be necessary in such cases.

Sd/- P. K. Dasgupta

Special Secretary to the
Govt. of West Bengal
Finance Department