

## CHAPTER VI

### PART-TIME CONTINGENT EMPLOYEES

6.1 Recruitment to the Part-Time Contingent Service is normally made from the list of candidates called for from the Local Employment Exchange. The retirement age of this category is 70 years. The following three categories constitute the service;

#### **Category-I**

6.2 Part-time Librarians/Nursery School Teachers.

#### **Category-II**

6.3 Sweeper, Scavenger, Sweeper cum Scavenger, Gardener, Watcher, Watchman Ayah, Mess Boy/Mess Girl, Cook, Sweeper cum Watchman, Servant, Scavenger cum Gardener, Menial Servant, Night Watcher, Cleaner, Waterman, Sculpture Boy, Masalachies, Mess Attendant, Water Carrier, Sick Room Attendant, Tiffin Room Boy, Tower Clock Winder.

#### **Category-III**

6.4 Any other part-time contingent post in the Part-time service, which has not been included in any other service.

6.5 The main demand from the various service organisations was to allow scale of pay and allowances as in the case of regular employees and to count the period of service for grade.

6.6 The existing remuneration and other service conditions are as follows:

<i>Category</i>	<i>Existingrate</i>
1. Part-time Librarians/ Nursery School Teachers and other categories	Rs.1750/- pm + DA
2. Part-time sweepers/ cleaners whose area of work is 400 Sq.m and above but below 800 Sq.m and PTC employee other than those in category (1) whose remuneration can not be determined based on sweeping area	} Rs.1500/- pm + DA
3. Part-time sweepers/ cleaners whose area of work is 100 Sq.m and above but below 400 Sq.m	

They are also eligible for the following;

- (a) Earned leave @ 1/22 for the period spent on duty subject to a maximum of 15 days in a year;
- (b) Surrender Leave facilities as available to other Government employees;
- (c) CCA at the rate of Rs.12/- p.m. for those working in designated cities.

(d) P.T.C Employees are at present eligible for increased pay (similar to higher grade) as follows

(i) For those who have put in a total of 10 years of service as Part-Time contingent employee, an increase of Rs.100/- in the basic pay will be allowed.

(ii) For those who have put in a total of 18 years of Service an increase of Rs.200/- (Rs.100+Rs.100) in the basic pay will be allowed.

(iii) For those who have put in a total of 23 years of service an increase of Rs.250/- (Rs.100+ Rs.100+Rs.50) in the basic pay will be allowed.

**6.7** The remuneration in respect of category I, who were in receipt of Rs.535+DA before 1997 revision was not considered by the Pay Revision Committee 1997, since part-time Librarians and Night School Teachers under the category were amalgamated with the Literacy Programme and the Grandhasala Sangham. But some more posts which include the post of part-time Librarian and Teachers continued to exist, for which revision was effected as per GO (P) No.1339/99/(19)/Fin dated 03.05.1999.

**6.8** The Commission examined the demands in detail. The part-time contingent employees are engaged to perform work, which is not full time in nature. A large number of them are sweepers. The sweeping work is expected to be completed before office hours and hence the number of hours of work to be put in would be negligible. In all Government offices, sweeping work has to be done and the number and category of the part-time contingent employees engaged for the purpose, depends upon the total sweeping area. Where the total sweeping area is less than 100 sq.mts. only casual sweepers are utilized on a consolidated remuneration of Rs.600/- per month. Various issues regarding the casual sweepers and part-time contingent sweepers had come up before Government which examined this in detail and issued a consolidated order, vide G.O.[P]501/2005/Fin. Dated 25.11.2005. One of the clauses in this order is that if the sweeping area is above 800 sq. mts. but below 900 sq.mts., a part-time contingent sweeper and a casual sweeper can be engaged. But if it is above 900 sq.mts. two part-time contingent sweepers can be engaged. The same logic will apply if the area exceeds 1600 sq.mts. Although these orders are strictly speaking, applicable only when there is a creation of new posts of part-time contingent sweepers, it can be applied to the existing offices also where full time sweepers can either be accommodated in other posts or phased out.

**6.9** Other than sweepers, gardeners, watchmen, mess boys, ayas etc. constitute a large proportion of part-time contingent employees. Although some of them might have to remain on duty for longer hours than sweepers, the nature of their duties is such that they need not be fully engaged during office hours.

**6.10** The Commission, therefore, do not consider it necessary to grant a regular scale of pay to part-time contingent employees. Granting a scale of pay, apart from not having adequate justification, will also result in extra

financial burden on the Government which will increase further when pensions also have to be catered for.

- 6.11** Taking note of the nature of work of part-time contingent employees and the recurring and financial liabilities, the Commission suggest that Government should explore the possibility of out sourcing most of the work currently being performed by part-time contingent employees. Organisations like Kudumbashree and Seva and other NGOs can surely provide the type of service on a contract basis with considerably lesser financial out flow from Government sources for getting the services like sweeping, watching etc. Doing away with part-time contingent employees does not mean that persons like those now occupying the posts and who belong to the lower strata of society are being deprived of job opportunities. They can be inducted and employed on a similar basis through NGOs/Kudumbashree etc. This will also help to put an end to the clamour for getting promoted to class IV posts from the post of part-time contingent employees which has been repeatedly considered and acted upon only to be set-aside through judicial intervention. Pending the action needed to make the changes for outsourcing, the Commission recommend to revise the existing rate of remuneration of these categories as follows:-

<u>Category</u>	<u>Existing rate</u>	<u>Proposed rate</u>
1. Part-time Librarians/ Teachers	Rs.1750/-pm + DA	Rs.3000/-pm + DA
2. Part-time sweepers/ cleaners whose area of work is 400 Sq.m and above but below 800 Sq.m and PTC employee other than those in category (1) whose remuneration can not be determined based on sweeping area	Rs.1500/- pm + DA	Rs.2500/-pm+ DA
3. Part-time sweepers/ cleaners whose area of work is 100 Sq.m and above but below 400 Sq.m	Rs.1250/- pm + DA	Rs.2100/-pm + DA

For those who have put in a total of 8 years of service as Part-Time contingent employee, an increase of Rs.150/- in the basic remuneration will be allowed.

For those who have put in a total of 16 years of Service an increase of Rs.300/- in the basic remuneration will be allowed.

For those who have put in a total of 23 years of service an increase of Rs.400/- in the basic remuneration will be allowed.

Regarding earned leave, surrender of earned leave and rate of CCA, the Commission recommend that the existing pattern be continued.

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