



NO. RCS/PLANNING/DIRECTIONS/2021/206

Government of Puducherry
Co-operative Department, V.V.P. Nagar,
Thattanchavady Post, Puducherry - 605 009

Puducherry, dated **24 AUG 2021**

PROCEEDINGS OF THE REGISTRAR OF COOPERATIVE SOCIETIES, PUDUCHERRY
(Issued under Section 81(1) of the Puducherry Cooperative Societies Act, 1972)

Present: Thiru. L. MOHAMED MANSOOR
Registrar of Cooperative Societies, Puducherry.

Sub: Union Territory of Puducherry – Registered Co-operative Societies – Creation of posts, regularization of services and promotions – Direction under sub-section (1) of the section 81 of the Puducherry Cooperative Societies Act, 1972 – Issued.

Read: Proceedings of this Office No. RCS/ Planning/ Directions/ 2019/ 234 dated 01-07-2020

ORDER:

Proposals are often received by this department from the co-operative societies for creation of post, regularization of employees, grant of pay scale and promotions etc.

2. Time and again, it has been brought to the notice of this department that some of the co-operative societies are making recruitments directly to their institutions without adopting procedure of notifying the vacancies in the employment exchange. It is also in practice that in some societies, persons are engaged on daily rated/consolidated pay by the society itself and sending proposals for regularization to this office. This office has issued a number of instructions/ circulars on this subject, underlying the need to adopt the proper procedure in accordance with law. But, these instructions are violated in many cases.

3. The Employees' Subsidiary Regulations prescribes that the President/Chief Executive of the society is the appointing authority and for promotions/regularizations of services of the employees of their respective societies. As such, it is felt expedient that, once the cadre and strength of the establishment of the society are approved, the President/Chief Executive of the society may regularize/ promote the employees in accordance with the subsidiary regulations governing the service conditions of the employees.

4. In this connection, it is emphasized that the co-operative societies should recruit the candidates only through Employment Exchange and in case the Employment Exchange is not in a position to sponsor candidates, recruitment should be made by advertising the vacancies in the newspapers, inviting applications from eligible candidates and thereafter conducting written tests and interview to select the most suitable candidates. The reservation to scheduled castes, scheduled tribe and physically handicapped should also be followed. The recruitment should be made in accordance with the recruitment rules and candidates with training in co-operative management shall be given first preference.

5. In view of the above, it is felt necessary to instruct the management of the cooperative societies in the matter of creation of posts, regularization of services and promotions.

6. NOW, THEREFORE, on the above premises and in order to secure proper management of the business of the societies and in exercise of the powers conferred under sub-section (1) of section 81 of the Puducherry Co-operative Societies Act, 1972, I issue the following directions to the managements of the registered cooperative societies, which function in the union territory of Puducherry:

- a) Directions issued, *vide reference cited* is withdrawn with immediate effect.
- b) Henceforth, proposals of regularization and promotion to the employees of Cooperative societies will not be entertained by this office.
- c) All the Co-operative Societies are strictly instructed to maintain their sanctioned staff strength based on their transactions, profitability and salary cost etc. Also, all such proposals have to be placed in the General Body for its approval before the sanction of the Registrar of Co-operative Societies.
- d) Before creation of posts and engagement of employees to the co-operative societies, the appointing authorities of the societies concerned should ensure that, such engagement of employees doesn't impact on the profitability and also it should not be against the economic interest of the members of the society and on whole, such recruitment shall not affect perpetual existence of the societies must be ensured.
- e) Proper yardstick has to be developed by the Committee of Management for financial improvement of the societies in proportionate to their existing sanctioned staff strength of the society. The earning capacity of the co-operative societies and the necessary flexibility in upgrading and downsizing of the financial implications of the society based on its operations should also be taken into account for consideration for any such recruitments.

7. It is informed that, submitting of false proposals for approval (or) furnishing of false information in the matter of creation of posts, regularization of services and promotions (or) disobeying/non-compliance of these directions will attract penal action under section 147 of the said Act.

8. The Presidents/ Chief Executive Officers (CEOs) of the Co-operative societies of the U.T. of Puducherry, are hereby strictly instructed to follow the above directions, in letter and spirit, in order to avoid inescapable legal consequences. It is also specifically mentioned in case of disobedience/non-compliance of these directions by the Presidents/ Chief Executive Officers, will be prosecuted when such violations, if any reported.

9. The receipt of the proceedings is to be acknowledged.




(L. MOHAMED MANSOOR)
Registrar of Cooperative Societies

To:

The President / Administrator of all the Registered
Cooperative Societies of Union territory of Puducherry >>> through the administrative
branch officers/regional branch
officers concerned

Copy to:

- 1) The PS to Secretary (Cooperation) >>> for the kind information of the Secretary
(Coop.)

For forwarding a copy to the societies under their administrative control:

- 2) The Director, Directorate of Fisheries & Fishermen Welfare
- 3) The Dairy Development Officer
- 4) The Deputy Registrar (Credit)
- 5) The Deputy Registrar (Housing)
- 6) The Deputy Registrar (Planning)
- 7) The Deputy Registrar (Consumers)
- 8) The Deputy Registrar (Handlooms)

For forwarding a copy to the societies function in their region:

- 9) The Deputy Registrar, Karaikal
- 10) The Deputy Registrar, Mahe
- 11) The Cooperative Officer, Yanam

**For forwarding a copy to the Chartered Accountants, departmental Auditors &
Checking Inspectors**

- 12) The Deputy Registrar (Audit)
- 13) Web Editor, Cooperative Department
- 14) Stock File, 2021.

