

No.RCS/Planning/Directions/2019/234  
 Government of Puducherry  
 Cooperative Department (Planning Section)  
 V.V.P.Nagar, Thattanchavady Post, Puducherry – 605009.

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Puducherry dated 01.07.2020

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

Present: Tmt. SMITHA.R, I.A.S.  
 Registrar of Cooperative Societies, Puducherry.

Sub: Union territory of Puducherry - Registered cooperative societies – Engagement of casual employees, regularization of services and promotion - Direction under sub-section (1) of Section 81 of the Puducherry Cooperative Societies Act, 1972 – Issued.

Read: Circular No.12/2/8/RCS/PLG/M/2002/157 dated 17.09.2007 (*Compendium of Circulars Page No.5.51*)

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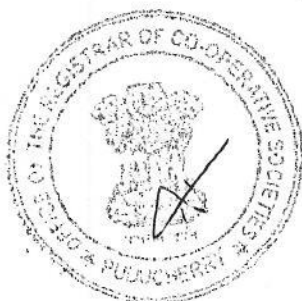
**ORDER:**

It has been complained that, despite the ban for the engagement of casual employees, some managements of cooperative societies engage casual employees without adhering to the directions / instructions of the undersigned. It has also been complained that, regularization of the services of casual employees and promotions are made in violations of the approved "Subsidiary Regulations governing the service conditions of employees" (*for brevity "the SRs"*).

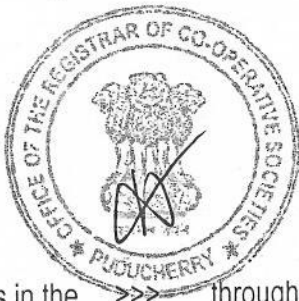
2) In view of the above, it is felt necessary to instruct the managements of cooperative societies in the matter of engagement of casual employees, regularization of services and promotion.

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

- a) **Withdrawal of Guidelines:** Guidelines issued, *vide reference cited*, is withdrawn with immediate effect.
- b) **Engagement of casual employees:** Engagement of casual employees, either on daily-rated basis or on monthly consolidated pay, **shouldn't be made** for any reason and under any circumstances, **without obtaining prior written permission from the undersigned**.
- c) **Disengagement of casual employees:** Causal employees, who were engaged either on daily-rated basis or on monthly consolidated pay and without obtaining prior permission of the undersigned, **must be disengaged with immediate effect**. Disengagements effected, if any, shall be informed to the undersigned.
- d) **Regularization of the services of casual employees:** Regularization of the services of casual employees, who work on daily-rated basis or on monthly consolidated pay and who were engaged with the approval of the undersigned, **shouldn't be made without obtaining prior written approval of the undersigned**. Subject to the vacancies in the sanctioned staff strength and subject to the provisions of the SRs, proposal, if any, for regularization of the services of casual employees, must be submitted to the undersigned for approval. On approval, the competent authority may regularize the services of casual employees. It is emphasized that, proposal for regularization of casual employees, those who were engaged without written approval of the undersigned, shall not be entertained by the undersigned for any reason and under any circumstances.



- e) **Promotions:** Promotions to the employees shouldn't be given without obtaining prior written approval of the undersigned. Subject to the vacancies in the sanctioned staff strength and subject to the provisions of the SRs, proposal, if any, for giving promotion to existing eligible employees, must be submitted to the undersigned for approval. On approval, the competent authority may give promotion to the eligible employees. Provisions of the SRs must strictly be adhered while granting promotions. While giving promotion, the sanctioned staff strength of the society shouldn't be increased for any reason and under any circumstances. However, if needed, proposal may be submitted to the undersigned for approval of "modification of sanctioned staff strength".
- 4) It is informed that, submitting of false proposal for approval (or) furnishing of false information in the matter of engagement of casual employees, regularization of services and promotion (or) disobeying / non-compliance of these directions attracts penal action under **Section 147** of the said Act.
- 5) The Presidents / Administrators and/or the Chief Executive Officers (CEOs) of all the cooperative societies, which function in the Union territory of Puducherry, are hereby strictly instructed to follow the above directions, in letter and spirit, in order to avoid inescapable legal consequences. It is informed that, the Presidents/Administrator/CEOs, who commit disobedience / non-compliance of these directions, will be prosecuted when such disobedience / non-compliance is reported.
- 6) The receipt of the proceedings is to be acknowledged.



(SMITHA.R, I.A.S.)  
Registrar of Cooperative Societies

**To:**

- (1) All the cooperative societies in the Union territory of Puducherry >>> through the Administrative branch officers / Director of Fisheries & Fishermen Welfare

**With a request to arrange to serve the proceedings to all the cooperative 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)

**Copy to:**

- (1) The PS to Secretary to Govt. (Coop) >>> for the kind information of the Secretary (Cooperation)  
(2) The Deputy Registrar (Audit)  
(3) The Deputy Registrar, Karaikal  
(4) The Deputy Registrar, Mahe  
(5) The Cooperative Officer, Yanam  
(6) Web Editor, Coop. Dept.,  
(7) Stock File, 2020

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