

Copy of Reso. No. 06(H-01)  
of  
Councils Ordinary Meeting  
Dated... 28/08/2015

ITEM NO. 06 (H-01)

1. Name of subject:

Policy governing engaging persons on Muster Roll (MR)

2. Name of Department:

Personnel Department (CGIT Cell)

3. Brief history of the subject:

TMR A person appointed by the user department for a limited period on Temporary Muster Roll (TMR) with the approval of the Competent Authority is called TMR worker. The total number of TMR workers presently engaged in NDMC is 1264.

R.M.R. The Council vide Reso. No. 20(H-02) dt. 29.1.2014 decided to grant (Regular Muster Roll) RMR status to the TMR worker who had completed 500 or more days as on 31.01.2014. Accordingly, the RMR status was granted to approx. 4995 candidates and deployed to the departments where they have been working.

Compassionate appointment: The Council follows the guidelines of DOP&T for appointment of a member of the deceased family by way of giving appointment in group C & D against the vacant post of direct recruitment.

The Council vide Reso. No.16(K06) dt. 29.1.2014 (Annexure – I See pages 36 - 37) decided to appoint one family member of the deceased employee for a total period of 230 days in a year as a one time measure. There are about 400 such compassionate appointments which will reduce to zero gradually after one completes 230 days.

4. Detailed proposal on the subject/project:

The aim of the policy is to adjust needy compassionate appointment cases which are left due to few number of seats in 5 percent quota of compassionate appointment. Secondly, it will check the ever increasing number of the TMR appointments which are being made by different departments.

The department proposes following before the Council to consider :

- i. The present number of TMR and RMR workers is frozen. However, in special circumstance or emergent cause with approval of the Chairperson department, can for a limited period can engage additional TMRs, which should not be more than 2.5% of the existing TMR strength, i.e. 2.5 % of 1264.
- ii. The compassionate regular appointment will be considered as per DOP&T guidelines using the proforma to assess the need. A case once recommended by the committee will be given permanent appointment in the 5% quota for compassionate appointment out of total direct recruitment vacancies of Group C and Group D posts during the year. A panel of such applicants will be drawn on annual basis.
- iii. The left out cases of the compassionate appointment will be considered for appointment of TMRs. The list of preceding five years will be considered for appointment of TMR. The cut off date for considering the case will be 1st day of January of the year. So while considering appointment of TMR in the year 2015 the last five prepared list will be considered only. So no case older than 5 years will be considered for appointment of TMR. The cut off date shall be the first day of the January.
- iv. After offering regular appointment to the most deserving candidates (as per DOP&T guidelines) recommended by the committee, next 20% candidates of the list will qualify for the TMR appointment subject to a maximum limit of 25% of the total strength.

of the TMR. The junior most in the TMR other than the compassionate appointee will be replaced by the compassionate appointees.

v. Agenda for compassionate appointment of Safai Karmachari will be put up separately.

vi. Every department will verify the genuineness of RMRs

**5. Financial implications of the proposal :**

If for any emergent cause 2.5% of 1264 is appointed then the financial implication will be about 35 lacs per annum.

**6. Implementation schedule with timelines for each stage including internal proceedings;**

One month

**7. Comments of the Finance Department on the subject**

Examined by the Finance Department. It has been suggested to indicate financial implication if 2.5% of the total strength of TMR are appointed for any work on emergent basis.

**8. Comments of the Department on comments of Finance Deptt.**

Financial implications mentioned.

**9. Final view of the Finance Deptt.**

Finance Department has advised to put up the agenda before the council after mentioning the financial implication.

**10. Legal implications of the subject**

No legal implications being a purely administrative matter.

**11. Details of previous Council Resolutions, existing law of Parliament and Assembly on the subject;**

Item no 16 K-06) dt 29/01/2014 copy attached.

**12. Comments of Law Department on the subject;**

No legal implications being a purely administrative matter.

**13. Comments of the Department on the comments of Law Deptt.**

No comments

**14. Final view of Law Department**

Not Applicable.

15. Certification by the Department that all Central Vigilance Commission (CVC) guidelines have been followed while processing the case;

Certified.

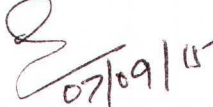
16. Recommendations;

The agenda is put up before the council to take a decision.

The case is placed before the Council for consideration.

**COUNCIL'S DECISION**

Resolved by the Council that this item be deferred with the direction that all details of persons engaged on temporary muster roll, compassionate cases and details of all pending request for muster roll engagement on compassionate ground, year-wise, be brought before the Council in the next meeting.

  
07/09/15  
For Secretary  
New Delhi Municipal Council  
Palika Kendra, New Delhi

ITEM NO. 16 (K-06) 21-29/1/2014

1. Name of the subject/project:

In- principle approval for appointment of all eligible applicants under compassionate appointment category on muster roll.

2. Name of the deptt./deptts. concerned:

Welfare Department

3. Brief history of the subject/project:

(i) After enactment on NDMC Act, 1994 the NDMC has been following guidelines issued by the DoPT on service matter. The DOPT vide OM No. 14014/6/94-Esst.(D) dated 09-10-1998 mentioned that compassionate appointments can be made upto a maximum of 5% of vacancies falling under direct recruitment quota in any Group 'C' or 'D' post.

(ii) It is also mentioned in the DOPT OM, while the ceiling of 5% for making compassionate appointment against regular vacancies should not be circumvented by making appointment of dependent family member of Government servant on casual/daily wage/ad-hoc/contract basis against regular vacancies, there is no bar to considering him for such appointment if he is eligible as per the normal rules/orders governing such appointments.

4. Detailed proposal on the subject/project :

(i) NDMC has reduced to hold periodic meetings of the Committee for compassionate appointments and approx. 400 cases of our deceased employees and the applications from their wards are pending. One-time Council decision is sought to wipe out the entire pendency by offering one member of their family who can be accommodated on temporary muster roll, to be preferentially selected and appointed ahead of other candidates for total 230 days in a year. This selection would be for every family a one-time exercise and disentitle the family from seeking the second muster roll appointment on similar compassionate grounds. Further, depending on the qualifications of the family member, and our need, such wards shall be suitably employed, trained further within NDMC, and be eligible for appropriate employment as our responsibility.

5. Financial Implications of the proposal

No additional financial implication is involved, since they will be taken on TMR on requirement basis.

6. Implementation schedule with timelines for each stage including internal proceedings

7. Comments of the Finance Department on the subject:

Finance Department has concurred and found it to be a appreciable step

8. Comments of the department on comments of Finance Department.

9. Final views of Finance Department:

10. Legal implication of the subject/project:

No legal implication.

11. Details of previous Council Resolutions, existing law of Parliament and Assembly on the subject:

12. Comments of Law Department on the subject/project:

No legal issues involved and the agenda seems to be in order.

13. Comments of the Department on the comments of Law Department:

14. Final view of Law Department

14. Certification by the Department that all Central Vigilance Commission (CVC) guidelines have been followed while processing the case:

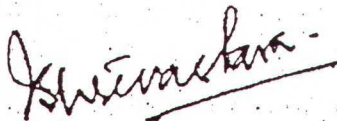
Not applicable

15. Recommendations:

The case is placed before the Council for Consideration.

COUNCIL'S DECISION

The Council resolved to approve in-principle, appointment of all eligible applicants under the compassionate appointment category as Casual Workers / Daily Wages.



CHAIRPERSON



PRESIDING OFFICER