

CONTRACT AND OUTSOURCING APPOINTMENTS

Specific guidelines are issued in G.O.Ms.No:94, General Administration (Ser.A) Dept, Dt: 28.03.2003 for contractual appointments

1. All departments shall maintain separate rosters for permanent and temporary posts of all core functional categories in order to identify direct recruitment and promotion vacancies.
2. The Tenure of Contractual appointment shall not be more than the period for which the posts have been created or 3 years whichever is less.
3. Rule of Reservation in recruitment on contract basis will apply as per rules laid down under Rule 22 of A.P. S&SS Rules, 1996
4. The appointment on contract basis shall be made under rule 9 of A.P.State and Subordinate Services Rules, 1996.
5. Contract period can be revoked by either side by giving one month's notice.
6. Candidate with eligible qualifications prescribed are alone eligible for appointment.
7. Consolidate pay as fixed by government / committee from time to time are to be paid, without any allowances.
8. **Casual leave:-** They are entitled for casual leave only on par with regular employees in the Department. They are not eligible for other leaves.
9. **Disciplinary cases:-** They are subject to disciplinary control in accordance with the provisions of A.P.C.S. (CC&A) Rules, 1991.

10. Maternity leave to Married woman Contract Employees.

A:- The Government in G.O.Ms.No:197, W.D.C.W & D.W. Dept, Dt: 14.05.2003 have instructed the Director of Women Development and Child Welfare Department to include a clause in the agreement to the effect that the Married women employees on contract basis are eligible for 45 days of Maternity Leave on Full Pay.

Contract / Junior Lecturers in Government Colleges and Casual Leave.

The government have permitted the commissioner of Intermediate education / Commissioner of collegiate education to allow one day casual leave per month of actual contractual service on full remuneration with a facility of accumulating and availing a maximum of 3 days casual leave at a time to the contract Junior Lecturers/ Lecturers working in the Government Junior / Degree colleges in the state. (Govt Memo No: 12754/1.E/A1/2007-2 High Edn. (I.E.I/A1)., Dept: Dt:27.02.2008.

Outsourcing of support services – Guidelines

There are two types of outsourcing of support services. The first one is outsourcing of functionaries and the second one is outsourcing of functions. The government in G.O.Rt.No:4459, Finance (SMPC) Dept., Dt: 27.12.2006 have issued guidelines on outsourcing.

1. The Head of the office or Department who is a principal employer should get permission from the Govt., in Finance Department to engage for outsourcing the services.
2. The individuals sent by outsourcing agency are eligible for 15 days casual leave per year; or proportionate to actual period and there shall not be any reduction in remuneration.
3. The outsourcing agency should pay the remuneration ordered by government from time to time.
4. The women individuals (married) are eligible for 120 days maternity leave without remuneration.
5. ESI contribution has to be made as per rules.

6. Contract & Outsourcing services-Enhanced Remuneration in RPS 2010.

Keeping in view of the Revised Pay Scales of 2010; the government have issued orders enhancing the remuneration of the personnel working on contract / outsourcing basis in respect of the following categories (G.O.Ms.No:3, Finance (SMPC II) department, Dt: 12.01.2011.

7. Enhancement of Remuneration to Panchayat Secretaries on contract basis:

The Panchayat Secretaries on contract basis were initially appointed with a monthly remuneration of Rs.2,000/- in G.O.Ms.No:148 PR &RD (Mdl. II) Dept, Dt: 06.05.2003. The remuneration was further enhanced to Rs.4900/- p.m. in G.O.Ms.No:296, PR & RD (Mdl II) Dept, Dt: 30.06.2007. The remuneration to Panchayat Secretaries working on contract basis was further enhanced from Rs.4900/- p.m. to Rs.8400/- pm in G.O.Ms.No:119, PR & RD (Mdl II) Dept., Dt: 20.05.2011.