



**HEADQUARTERS OFFICE
EMPLOYEES' STATE INSURANCE CORPORATION
PANCHDEEP BHAWAN: C.I.G. ROAD: NEW DELHI-02**

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URGENT/ FAX

No. C.18/11/38/08-Med-IV

1st Sept 2011
Dated - ~~30th August~~, 2011

To

All the Medical Superintendents/Director(F), Jt. Director (F), ESIH/ESIMH/SSMCs/SMCs.
Director (Med.)Delhi/Director (Med.)Noida/Chennai/Director (FWP), New Delhi.
All Dean of ESIPGIMSRs.
Commissioner (NTA), New Delhi.

Sub - Bar on engagement of workers (Group 'C' & 'D') through contractual agencies.

Sir,

It has come to the notice of Hqrs. office that some of the appointing authorities/Head of the offices are still engaging workers through contractual agencies citing reasons of shortage of staff.

This has been viewed very seriously by the Director General.

Instruction for not outsourcing of manpower except housekeeping and security was issued to all the offices vide letter No. A.33/11/1/2004-Estt.II dated 10.08.2009(copy enclosed).

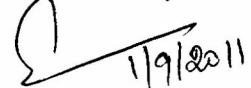
It is once again reiterated that no appointing authority would engage workers (Group 'C' & 'D') through contractual agencies in any case whatsoever except for housekeeping and security purpose.

All the appointing authorities are advised to plan for direct recruitment of staff in such a way that the shortage of staff should not exceed more than 10% at any point of time.

Any deviation/lapse on this count would be viewed very seriously.

This is being issued with the approval of the Medical Commissioner. Receipt of this letter must be acknowledged.

Yours faithfully,


11/9/2011

**(Harbir Singh)
Jt. Director (MA)**

Copy to-

1. System Division for uploading on website.
2. Official Language Branch, Hqrs. Office for Hindi Version.





**EMPLOYEES' STATE INSURANCE CORPORATION
PANCHDEEP BHAWAN, CIG ROAD, NEW DELHI-2
(AN ISO 9001-2000 QMS CERTIFIED ORGANIZATION)**

e-mail: jd-admin2@esic.nic.in

chinta se mukti

No. :- A-33/11/1/2004-Estt.II

Dated: 10.08.2009

To

All Regional Directors/ Jt. Directors In-charge, ROs/SROs
D(M)D/ DM Noida/ SSMC/ M.S. of ESI Hospitals/ESIC Model Hospitals/ ODCs.
AC(NTA)/JD-V/JD(Rectt.), Hqrs. Office.

Subject: (1) Absorption of Group D employees to Group C cadres on the basis of recommendations of the 6th Central Pay Commission.

(2) Outsourcing of work pertaining to Group 'C' & 'D' cadres.

Sir,

I am directed to state that as per the recommendations of the Sixth Pay Commission, the Group 'D' employees are to be retrained in case they are not qualified and absorbed into the Group 'C' grades. Such Group 'D' employees already possessing the requisite qualifications would be absorbed in the Group 'C' grades straight away. In this connection, it is stated that the Pay Commission in its recommendations has stated that no further appointments in Group 'D' cadre should be done and the minimum grade in which all future recruitments takes place will be PB-1 (Group 'C').

In view of the recommendations, the existing Group 'D' employees have been retrained. Further, no recruitments in the Group 'D' scale would be made in future except with specific permission of Hqrs. This is in exception to compassionate appointments, in which case such employees should be trained to be absorbed in Pay Band - 1.

Further no outsourcing of manpower is permitted and only the work of housekeeping and security will be outsourced.

Keeping in view, acute shortage of Stenos., tie-up arrangements may be made with Government recognized typing/ stenography institutes including ITIs for providing services of stenos. at government approved rates plus on apprenticeship basis.

This issues with the approval of AC (P&A).

Yours faithfully,

(R. KESHAVA DAS)

JOINT DIRECTOR (E-II)