



**Institute of Human Resources Development
Chackai, Thiruvananthapuram-24**

PROCEEDINGS

IHRD – Cancellation of all orders regarding postings on working arrangement in IHRD service with immediate effect - orders issued.

No. IHRD/23/2024 – EB1

Dated, Thiruvananthapuram, 30.08.2024

- Read:-*
1. Government Circular No. 10876/D2/87/P&ARD dated 29.04.1988.
 2. Govt vide Circular No.1015/D2/92/P&ARD dated 15.11.1992
 3. G.O (P) No. 442/2012/Fin dated 08.08.2012
 4. G.O (Rt) No.538/2013/H&FWD dated 18.02.2013
 5. G.O (Rt) No. 2191/2013/H&FWD dated 22.06.2013
 6. G.O (Rt) No. 2425/2013/H&FWD dated 06.07.2013
 7. G.O (Rt) No. 2300/2014/H&FWD dated 08.07.2014
 8. Government Letter No. SPK-A2/5/2019-Fin dated 02.08.2019
 9. Government Order No. 76/2014/H.Edn dated 14.02.2014

ORDER

As per the Government Circular read as 1st paper above, instructions had been issued directing all Heads of Departments / Heads of Offices / District Collectors to ensure that the use of delegated powers of ordering working arrangements should be rare and should be for the barest minimum period and that every order of working arrangement should spell out the justification for such a step. However, since it was noticed that the practice of working arrangements had very often proliferated over the years, thereby distorting the necessity and pattern of sanction for creation of posts, Government vide Circular read 2nd above, directed to terminate forthwith all sorts of working arrangements. It was also ordered that wherever administrative

necessity existed, the same should be met by shifting of posts under due sanction and not by working arrangements. Government also issued strict warning against all Heads of Departments/ Heads of Offices for non-compliance with the above direction and that they would be personally held responsible for deviating from the instruction.

2) As part of the resource conservation efforts of the Government, it was ordered vide Government Order read as 3rd paper above to urgently dispense with the practice of working arrangements in all Government Departments and Public Sector Undertakings/ Autonomous Bodies, except Health Department.

3) Moreover, as per the Government Letter read as 8th paper above addressed to all Heads of Departments, Government had instructed that working arrangement postings were permitted only in Health Service Department and hence wrong entries in SPARK data base marked as “on working arrangement” should immediately be corrected. It was also instructed to strictly follow the direction to dispense with the practice of working arrangement postings, as in Government Order read as 3rd paper above.

4) Hence it is clear that the practice of working arrangement postings has been totally banned in the State by the Government, except in Health Service Department, where it is permitted to the barest minimum, subject to certain restrictions. However, it has come to notice that working arrangement postings are still in practice in the Institute of Human Resources Development (IHRD), despite that it has been banned by the Government in the State. The proliferation of working arrangement postings distort the necessity and pattern of sanction for creation of posts, as observed by Government in the Circular read 2nd above. This makes matters difficult also for the Committees constituted for revision of the existing staff pattern of IHRD ordered by Government vide Government Order read as 9th paper above.

5) In the circumstances, it is ordered that all the working arrangement postings hitherto issued in IHRD shall be dispensed with, except those of Heads of Institutions which are made due to administrative necessity, with immediate effect and all the Heads of Institutions shall forthwith relieve such employees posted on working arrangement basis from the respective institutions directing them to report before their parent institutions. Details of such cases who are reverted to their previous institutions shall be reported to the Head Quarters by the respective institutional heads urgently.



DIRECTOR

To,

- 1.All Heads of Institutions
- 2.Administrative Officer / Financial Consultant / Finance Officer / Accounts Officer
- 3.P. A to Director, IHRD, Thiruvananthapuram
- 4.Computer Engineer (IT), IHRD
- 5.Office Copy / Stock file.