

No. A.12016/3/2026/DP&AR/GC/U.III (PER)
GOVERNMENT OF PUDUCHERRY
DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS
(PERSONNEL WING)

Puducherry, dated 01.07.2026

I.D NOTE/MEMORANDUM

- Sub : Public Services – Resorting to illegal or irregular appointments / engagement of Casual Labourers in violation of Rules- instructions – Issued – Reg
- Ref : 1. This Department's I.D. Note dated 23.02.2018 ✓
2. This Dept's I.D Note of even number dated, 14.12.2022
3.This Dept's I.D Note of even number dated, 11.07.2023
4. Order dated 22.01.2026 in Contempt Petition No.2224 of 2023 of the Hon'ble High Court of Madras, in W.P No.14339 of 2016

Kind attention is invited to the I.D. Note 1st cited above, wherein detailed guidelines/instructions were issued by the Department of Personnel & Administrative Reforms, Government of Puducherry prohibiting illegal or irregular engagement of Casual Labourers on Project/Scheme basis in Government Departments, Quasi-Government Organisations /Institutions, Societies/Committees, Local Bodies, Public Sector Undertakings, Autonomous Bodies, Corporations, etc. based on the explicit direction(s) contained in various orders of the Hon'ble Courts.

2. In the meantime, while disposing the contempt petition 4th referred above, the Hon'ble High Court of Madras has emphasized the necessity for strict adherence to the Constitutional Scheme while undertaking the process of recruitment to public service by ensuring that the appointments are made in accordance with the Rules. The extract of paragraph 2 of the order is reproduced below: -

“2. Since the Constitutional Bench of the Hon'ble Supreme Court of India and the Constitutional Courts have emphasized that all appointments are to be made under the Constitutional Scheme and by scrupulously following the Service Rules in force, it is needless to state that the Government of Puducherry, while undertaking the process of recruitment to public service, must ensure that the appointments are made in accordance with the Rules. Any backdoor appointments, regularisation, and permanent absorption in violation of the Service Rules would infringe the rights of other meritorious candidates aspiring to secure public employment through an open competitive process. Thus, the Government of Puducherry may issue necessary circulars to all competent authorities to ensure that public employments are made strictly in accordance with the Service Rules and the Constitutional Scheme governing appointments. In the event of any illegal or irregular appointments made by any authority, aggrieved persons may approach the Government for initiation of appropriate action.”

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3. In this view, the above orders of the Hon'ble High Court of Judicature at Madras is circulated for information and compliance by all concerned authorities with the instructions that the notified Recruitment Rules and the prescribed procedures and norms will be invariably followed and all public employments will only be made against regular vacancies strictly in accordance with the Service Rules and the Constitutional Scheme governing appointments.
4. The above instructions are mandated to be observed and followed without fail by all the authorities concerned including Secretaries to the Government of Puducherry, Heads of Departments of respective Departments, Chief Executives / Managing Directors of Public Sector Undertakings, Autonomous Bodies, Societies, Corporations, Committees, Local Bodies and such other agencies of the Government of Puducherry.
5. The said instructions will be observed in letter and spirit by the Heads of the Departments ensuring scrupulous, faithful and unconditional compliance with the instructions issued by the Government, in continuation of the earlier circulars issued from time to time on the subject, while examining, processing, or dealing with any proposal from any quarter relating to any new engagement under any Project/Scheme of the Government.
6. It is further instructed that the responsibility for ensuring compliance with the aforesaid instructions and observance of Constitutional Scheme shall rest personally with the officers/officials handling matters of public employment at every stage. All authorities concerned shall exercise utmost diligence and ensure that no engagement is made in deviation of the prescribed Recruitment Rules, procedures and norms as laid down by the Government and reiterated by the Hon'ble Courts. Any lapse, negligence, wilful omission, suppression or misrepresentation of facts, and processing of proposals related to illegal, irregular, or unauthorised engagement, or deliberate violation of the instructions/orders issued on the subject shall be viewed seriously by the Government.
7. In the event of any violation or non-compliance, the Officers/Officials will be held accountable and liable for appropriate action under the relevant Rules and Regulations in force.

// By Order of the Chief Secretary//



(S. MURUGESAN)

UNDER SECRETARY TO GOVERNMENT

To

1. The Commissioners – cum- Secretaries to Govt./Secretaries to Govt., Puducherry.
2. The Commissioners - cum- Secretary to Lt. Governor, Puducherry
3. The Private Secretary to Hon'ble Chief Minister, Puducherry
4. The Private Secretary to Hon'ble Speaker, Puducherry
5. The Private Secretaries to all the Ministers, Puducherry.
6. The Private Secretary to Hon'ble Deputy Speaker, Puducherry
7. All the Heads of Departments/Public Sector Undertakings/Autonomous Bodies
8. All Public Sector Undertakings / Societies/ Autonomous Bodies.
9. The District Collector, Karaikal.
10. The Regional Administrator, Mahe/Yanam.

Copy to: -

1. The Private Secretary to Chief Secretary, Puducherry.
2. Spare copy.