

(A) DEFINITION, CATEGORIES, CREATION OF POSTS ETC.

1.01. Definition of "Workcharged" Establishment

Broadly speaking, workcharged establishment means that establishment whose pay, allowances etc., are directly chargeable to "Works". Workcharged Staff is employed on the actual execution of a specific work, sub-works of a specific work, etc. The cost of workcharged establishment should invariably be shown as a separate sub-head of the estimate for a work. In other respects the workcharged staff is quite comparable to the regular categories.

1.02. Categories of posts in Workcharged Establishment

At present there are 65 categories of posts in the workcharged establishment of C.P.W.D. A list of the categories & the scales of pay prescribed for each category and the sanctioned strength as on 1-1-83 is given in the table at Appendix-I.

1.03. Creation of posts 1.03

A. Temporary posts

Subject to provision for the time being made in the sanctioned work estimate and also subject to the yardstick, wherever prescribed by the Director General of Works, Ministry of Works & Housing or S.I.U. etc., and any other instructions on economy etc., issued by the Government, temporary posts in the workcharged establishment can be created by:—

Competent Authority	Post
Executive Engineer	Post in categories the maximum of whose scale of pay does not exceed Rs. 750/-
Superintending Engineer	Post in categories the maximum of whose scale of pay does not exceed Rs. 560/-

(M/W&H letter No. 14012(5)/74 EWI, dated 18th April, 1974.)

B. Permanent Posts

Director General of Works C.P.W.D. is competent to convert temporary posts into permanent posts in the workcharged establishment of C.P.W.D. The creation of permanent posts is to be regulated according to the

Ministry of Finance O.M. No. F8(1)-Estt. (Spl)/60, dated 12-8-60, read with their O.M. No. 11019/6/75-EG I, dated 24-3-76, subject to any instructions on economy etc., issued by the Government.

(O.M. No. 11019/6/75-EWI, dated 24th March, 1976.)

1.04. Classification, Character and Status of Workcharged Posts

The posts in the workcharged establishment of C.P.W.D. have not been classified into Group 'C' or Group 'D'. For purposes of allowances etc., or for medical examination etc., the posts, the maximum of whose scale of pay does not exceed Rs. 290 are treated as equivalent to Group 'D' and others as equivalent to Group 'C'.

For certain matters like grant of leave, membership of Trade Union etc., the employees in the workcharged establishment are regarded as "Industrial" Staff and governed by Industrial laws of the country as are applicable.

Depending on the skill involved in the duties attached to them, the workcharged posts have been categorised as unskilled, semi-skilled/skilled, highly skilled and skilled supervisory. The list of categories in the table at Annexure I also contains their skill-wise classification.

The F.R.s and S.R.s are also applicable to the workcharged staff. Ministry of Law have opined that workcharged employees in the C.P.W.D. are Civil Servants in terms of Article 311 of the Constitution.

(B) RECRUITMENT

2.01. Recruitment Rules

Recruitment Rules in respect of all the 65 categories in the workcharged establishment are at Appendix IX. Though earlier none of the rules were notified in the Gazette of India under Art. 309 of the Constitution in the recent past the recruitment rules in respect of post in Horticulture side Foreman have been notified and efforts are being made to notify others also by and by. All posts in the workcharged establishment are to be filled in accordance with the provisions in the recruitment rules for the respective categories. Age relaxation as prescribed by Government from time