

officers on training programmes/workshops/seminars etc. abroad has been under consideration in this Department and it has been decided to bring out the following amendments to this department's instructions dated 5th March, 1999.

3. According to the instructions dated 5th March, 1999, Department of Personnel and Training accords cadre clearance to officers belonging to the IAS, CSS and the other two AIS (Indian Police Service and Indian Forest Service) and Group 'A' Central Services, who are serving under Central Staffing Scheme, as are nominated for specialised training programmes, workshops, seminars and study tours abroad by the concerned State Govts./Union Territories and Ministries/Departments of the Government of India. These instructions have laid down certain pre-requisite conditions to be fulfilled for deputation of officers to such training programmes/seminars/workshops/study tours etc. abroad. One of these relating to minimum years of service stipulates that officers must complete a minimum of 7 or 9 years of service on the date of commencement of the programme. This parameter, which is applicable for nomination of officers for regular foreign training programmes (both long term as well as short term) abroad, holds equally good for granting cadre clearance for short term training programmes/workshops/seminars/study tours etc. It has been, however, experienced that on account of the requirement of minimum completed 7 years service, in many cases, officers who are required to be deputed on job related specialised training programmes/workshops/seminars/study tours abroad cannot avail of such training etc. Since in many cases officers are required to acquire special skills by way of training programmes, on account of the nature of jobs handled by them, the restriction of minimum years of service is often acting as counterproductive.

4. In view of this, it has now been decided that in cases of officers nominated by the State Government or Departments/Ministries of Government of India for **job related training programmes/workshops/seminars/study tours etc. abroad, the minimum service condition shall not apply henceforth.**

5. This Department's instructions dated 5th March, 1999 provides vide para 2(I)(v) read with sub para (7), the condition of 'cooling off' which is required to be completed between two spells of foreign training programmes/study tours/seminars/workshops etc. abroad, which are of duration of 15 days and above. On the basis of the same principle for which the condition of minimum service requirement has been lifted, it has been decided that **the 'cooling-off' condition shall not be imposed on cases of work related training programmes, workshops, study tours etc. abroad.** Conversely, in the case of officers who have attended such work related seminars/workshops/training programmes etc. abroad, the 'cooling off' condition **shall not apply** for considering their nomination for long-term and short-term regular training programmes.

6. However, if **an officer is debarred from central deputation** and consequently is debarred from being given cadre clearance for training programmes abroad, **such debarment will apply to work related training programmes, workshops etc. also.** There is no change in this regard.

7. This Department's instructions dated 5th March, 1999 will stand modified to the above extent, with effect from the date of issue of this letter.

**Copy of Punjab Government circular letter No. 7/1/99-5PPI/395, dated 10th January, 2000 from the Department of Personnel, addressed to all the Heads of Departments etc. in the State of Punjab.**

*Subject :- Implementation of the recommendations of the Fourth Punjab Pay Commission under "Assured Career Progression Scheme".*

Sir/Madam,

I am directed to invite your attention to the Punjab Government Circular letter

No. 7/37/98-5PP-I/12851, dated the 25th September, 1998 on the subject cited and to state that Para-4(i) of this circular provides as under :-

"Placement in higher scale and proficiency steps up under this policy shall be granted only to those employees whose overall service record is adjudged as 'good'. If a departmental test is prescribed or acquisition of higher qualification is a pre-requisite for promotion to the higher level then only those employees who clear such test or acquire such qualifications would be eligible for benefits under this scheme".

Doubts have been expressed by some quarters about the term 'overall service record is adjudged as 'Good' and have sought clarification about this term.

2. This matter has been considered in consultation with the Department of Finance and it is clarified that the term 'overall service record is adjudged as 'Good' will mean that 50% reports should be 'Good' and above; including atleast two of the last three reports. The rest of the reports may be satisfactory/average.

3. This may please be brought to the notice of all concerned.

This issues with the concurrence of the Department of Finance as conveyed by them vide their I.D. No. 5/10/99-FP-I/554, dated 16th June, 1999.

**Copy of Punjab Government circular letter No. 3/34/99-3PPI/460, dated 11th January, 2000 from the Department of Personnel, addressed to all the Financial Commissioners/Principal Secretaries and Administrative Secretaries to the Government of Punjab and a copy to all the Heads of Departments etc. in the State of Punjab.**

**Subject :- Implementation of Ajit Singh Janjua Judgment - I.A. No. 1-3 in Civil Appeal Nos. 3792-3794 of 1989.**

Sir,

I am directed to invite your attention to this Department Circular letter No. 3/34/99-3PP-I/12565, dated the 22nd October, 1999 on the subject noted above and to enclose herewith a copy of the Judgement delivered by Hon'ble Supreme Court of India on 16.9.1999 in the case of Ajit Singh Janjua and others Vs. State of Punjab and others, for compliance.

2. The receipt of this letter may kindly be acknowledged.

**ਪ੍ਰਸੋਨਲ ਵਿਭਾਗ, ਪੰਜਾਬ ਵਲੋਂ ਜਾਰੀ ਗਏ ਪੱਤਰ ਨੰ: 5/18/99-2ਆਰ.ਡੀ.ਸੀ./1638, ਮਿਤੀ 1 ਫਰਵਰੀ, 2000 ਦੀ ਕਾਪੀ ਜੋ ਰਾਜ ਦੇ ਸਮੂਹ ਵਿਭਾਗਾਂ ਦੇ ਮੁੱਖੀਆਂ ਆਦਿ ਨੂੰ ਸੰਬੰਧਤ ਹੈ।**

**ਵਿਸ਼ਾ :- ਵੱਖ-ਵੱਖ ਵਿਭਾਗਾਂ ਦੇ ਦਫਤਰਾਂ ਵਿਚ ਸਰਪਲਸ ਘੋਸ਼ਿਤ ਕੀਤੇ ਕਰਮਚਾਰੀਆਂ ਅਤੇ ਖਾਲੀ ਪਈਆਂ ਆਸਾਮੀਆਂ ਦੀ ਸੂਚੀ ਭੇਜਣ ਸਬੰਧੀ ।**

ਥੀਮਾਨ ਜੀ,

ਉਪਰੋਕਤ ਵਿਸ਼ੇ ਦੇ ਸਬੰਧ ਵਿਚ ਮੈਨੂੰ ਆਪਦਾ ਧਿਆਨ ਵਿੱਤ ਵਿਭਾਗ ਦੇ ਅ.ਸ.ਪੱ. ਨੰ: 1/20/93-2ਆਰ.ਡੀ.ਸੀ./11229-70 ਮਿਤੀ 22.7.1999 ਵੱਲ ਦਵਾਉਂਦੇ ਹੋਏ ਇਹ ਲਿਖਣ ਦੀ ਹਦਾਇਤ ਹੋਈ ਹੈ ਕਿ ਆਪ ਜੀ ਦੇ ਵਿਭਾਗਾਂ ਵਿਚ ਵੱਖ-ਵੱਖ ਸ਼੍ਰੇਣੀਆਂ ਦੇ ਸਰਪਲਸ ਘੋਸ਼ਿਤ ਕੀਤੇ ਕਰਮਚਾਰੀਆਂ ਅਤੇ ਖਾਲੀ ਪਈਆਂ ਆਸਾਮੀਆਂ ਦੀ ਕੈਟਾਗਰੀਵਾਈਜ਼ ਸੂਚੀ ਜੋ ਨਿਰਧਾਰਤ ਪ੍ਰੋਫਾਰਮੇ ਵਿਚ ਮੰਗੀ ਗਈ ਸੀ ਉਹ ਤੁਰੰਤ ਭੇਜਣ ਦੀ ਕਿਰਪਾਲਤਾ ਕੀਤੀ ਜਾਵੇ। ਖਾਲੀ ਆਸਾਮੀਆਂ ਦੀ ਸੂਚਨਾ ਪ੍ਰਸੋਨਲ