

GOVERNMENT OF ASSAM  
FINANCE (ECONOMIC AFFAIRS) DEPARTMENT  
DISPUR, GUWAHATI-781 006.

No. FEA (SFC) 82/2009/96.  
Dated Dispur, the March 5, 2010.

From: Shri H.S. Das, IAS,  
Principal Secretary to the Government of Assam,  
Finance Department, Dispur, Guwahati-6.

To: The Principal Secretary / Commissioner & Secretary to the Govt. of  
Assam,  
Urban Development / GD Department, Dispur, Guwahati-6.

Subject: **Fresh Recruitment of Staff in the ULBs.**

Sir,

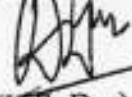
In inviting a reference to the letter No. FEA (SFC) 17/2009/42 dated 21.05.2009 on the subject cited above, I am directed to say that the instruction contained therein was issued by way of reiteration of instruction issued by Municipal Administration Department vide their letter No. MA 582/97/148 dated 21.12.1999 not to make fresh appointment over the existing staff in view of the financial constraints / difficulties of the ULBs.

The State Government has now started transferring fund to the ULBs in pursuance of the recommendations of the 3<sup>rd</sup> Assam State Finance Commission. The main purpose behind the devolution of fund to the ULBs from State Government resources is to help them discharge their fundamental responsibilities of improving and providing civic amenities and services in the urban areas of the State. Although Finance Department has not put any ban on utilization of a part of such transfer of fund for payment of salary to the staff of the ULBs, it is desirable that expenditure for salary payment is restricted so that the balance remaining fund can be utilized for providing civic amenities and services. More the expenditure on salary payment, less will be the fund available for providing civic amenities and services.

The 3<sup>rd</sup> Assam State Finance Commission also noted that there is no approved staffing pattern of the ULBs. The 3<sup>rd</sup> Assam State Finance Commission recommended that appropriate staffing pattern should be adopted for the ULBs. Accordingly, Panchayat & Rural Dev. Department, Urban Dev. Department and Guwahati Dev. Department have been advised to formally adopt appropriate staffing pattern for the ULBs and PRIs. However, it has been observed that some ULBs have developed a tendency to violate the instruction contained in the MAD's letter referred to above and make fresh recruitment, now that the State Government is transferring adequate fund to them. For reasons mentioned above, it is desirable that no fresh recruitment is made pending finalization of the appropriate staffing pattern for the ULBs. It was the main purpose behind our letter No.FEA (SFC) 17/2009/42, dt 21.05.2009 referred to above. It is hereby clarified that if any ULB made fresh appointment in violation of MAD's letter dated 21.12.1999 referred

to above and now decides to terminate their services, it is expected that they follow the normal procedure of serving 'Showcause Notice', 'Pre-decisional hearing' and passing of 'Speaking Order' so that the employees whose services are proposed to be terminated are not deprived of natural justice.

Yours faithfully,

  
(H.S. Das) 5/3/10

Principal Secretary to the Government of Assam,  
Finance Department, Dispur.

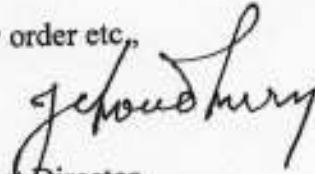
Memo No. FEA (SFC) 82/2009/96-A,

Dated Dispur, the March 5, 2010.

Copy to: -

1. The Principal Secretary to the Government of Assam, Panchayat & Rural Development Department for information and similar actions for subject of the Panchayati Raj Institutions (PRIs).
2. The Commissioner, Guwahati Municipal Corporation, Guwahati-1.
3. The Director, Municipal Administration, Secretariat Complex, Dispur for information and necessary action.
4. The Commissioner / Director, Panchayat & Rural Development, Juripar, Panjabari, Guwahati for information and similar actions for subject of the Panchayati Raj Institutions (PRIs).
5. The Director, Accounts & Treasuries/ Audit (LF) Assam, Kar Bhawan, Dispur, Guwahati.
6. The Chairman, MBs / TCs \_\_\_\_\_ for information and necessary action.
7. The DCs / SDOs \_\_\_\_\_ for information and necessary action.
8. All CEO \_\_\_\_\_

By order etc,



Joint Director,  
Finance (EA) Department.