



22-03-2022

HRMD CIRCULAR LETTER NO. 03/2022

**POLICY AND PROCEDURE CONCERNING CONVERSION OF PART
TIME SWEEPERS FROM LOWER SCALE WAGES TO HIGHER
SCALE WAGES - CLARIFICATION**

The process of conversion of PTS from lower scale wages to higher scale wages was modified by way of settlement dated 18.12.2021 and the same was conveyed vide HRMD Circular Letter No.24/2021 dated 18.12.2021.

References are being received from the field seeking guidance on the procedure to be adopted in conversion process and related issues.

Accordingly, the matter was discussed with the majority workmen union, i.e., All India PNB Employees Federation in terms of para (iv) of the settlement dated 18.12.2021, and it is clarified as under:-

1. The process of conversion of PTS from lower scale wages to be done in phased manner as under:
 - (i) First, the vacancies in full scale wages are to be identified and filled up by inviting applications from PTS as per the provisions of settlement dated 18.12.2021.
 - (ii) Thereafter, the vacancies in 3/4 scale wages, and lastly, the vacancies in 1/2 scale wages are to be filled up through conversion process.
2. The PTS who had received any punishment under gross misconduct shall not be eligible for posting in higher scale wages as well as for conversion as Peon, for a period of one year from the date of order of the Disciplinary Authority.