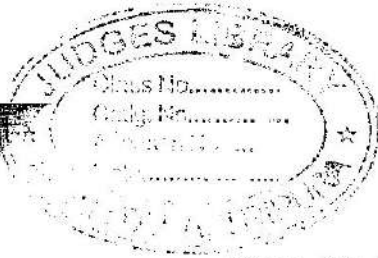


**Tripura Government Agricultural Permanent Labourer
(Recruitment and conditions of service) Rules, 1983**

(As Amended upto 5th Amendment dt.18.06.2021)



ANNEXURE-A (3)

1-64

GOVERNMENT OF TRIPURA
DEPARTMENT OF AGRICULTURE

NO. F. 2(45)-Agri/Estt/81-82

Dated, Agartala the 4th Jan' 1984.

NOTIFICATION

In exercise of the power conferred by provide to Article 309 of the constitution and all other power enabling him in this behalf the Governor, Tripura is pleased to make following rules namely:-

SHORT TITLE & COMMENCEMENT

Chapter-I

1. (i) This rule may be called the Tripura Government Agricultural permanent labourer (Recruitment and condition of service) Rule- 1983.
- (ii) They shall come into force with effect from the date of publication in the Tripura Gazette.

Chapter-II

DEFINITION

2. In these rules unless the context otherwise requires -

- (a) "Appointing authority" in relation to the grade means the Director of Agriculture or any other Officer to be authorised by the Government for the said purpose.
- (b) "Permanent Labourer" means a labourer commencing from the date on which a declaration made under Rule - 4 takes effect and includes those absorbed under Rule-5 as permanent labourer at the commencement of these Rules.
- (c) "Government" means the Government of Tripura.
- (d) "Schedule" means a schedule to these rules.
- (e) "Service" means the permanent labourer service under the Government of Tripura.
- (f) Head of the Office means Deputy Director of Agriculture/ Superintendent of Agriculture etc. in-charge of the respective offices or any other Officer declared as Head of office under Rule-15(A) of the Delegation of the financial power Rule.
- (g) "Average wages" means average of wages of last 30 days immediately preceding the date of retirement.
- (h) "Qualifying Service" means the length of service counting from the date of commencement to the date preceding the date of retirement excluding the period spent under suspension, unauthorised leave and Extra-ordinary leave, other than extra- ordinary leave sanctioned under Rule-15.

Contd....p/2.

- (1) "Disciplinary Authority" means the authority declared under these rules to impose on a permanent labourer any penalty, other than removal and dismissal from service.

Chapter-III

CONSTITUTION OF THE SERVICE, RECRUITMENT
AND TRAINING.

- Scope and authorised strength. 3. (a) These rules shall apply to permanent labourers engaged in the Farms/Orchards/Nurseries/Stores and field Institutions belonging to the Agricultural Department.
(b) The authorised strength of permanent labourers at the commencement of this Rule will be 806.
- Method of declaration of permanent labourer. 4. Depending upon vacancies and requirement of the Government the appointing authority may declare a labourer as permanent labourer if,-
(a) he is in continuous full time employment for three years and has worked for atleast 240 days in each year in an Agricultural Farm/Orchard/stores/Institution, and
(b) the appointing authority is satisfied with the quality of his work, conduct, character and to his suitability for employment as permanent labourer.
provided that a labourer shall not be declared as a permanent labourer unless he is,-
(a) More than 18 years of age and less than 35 years of age; upper age being relaxable in case of a S.T or S.C or Ex-serviceman by 5 years;
(b) able to read and write in any of the local languages and.
(c) mentally or physically fit to discharge the functions properly.
- Initial absorption. 5. A labourer working under the Department in Agricultural Farm/Orchard/Stores/Institutions on 31st December, 1982 who has worked continuously for the preceeding three years and has worked for atleast 240 days in each year shall be deemed to have been absorbed as permanent labourer with effect from the date of commencement of these rules.

Provided that a labourer who on the date of commencement of these rules is less than of 18 years of age or has exceeded 50 years of age shall not be declared as a permanent labourer.

Engagement Order. 5. (a) A permanent Labourer shall be given an engagement order showing his name, father's name date of birth and the date of engagement.

(b) A permanent Labourer shall be liable to serve any where in Tripura.

Period and hours of works. 7. A permanent Labourer shall be required to work for 8(eight) hours in a day in one or two shifts. The period and hours of working for the workers in each shift shall be exhibited in English and in the principal language of this labourers on the notice board maintained at or near the main entrance of the farm/Orchards/ Stores/Institutions.

Attendance 8(a) A permanent Labourer shall be at work in the establishment to which he is engaged at the time fixed and notified under sub rule-7, above;

(b) If a permanent Labourer is late in attendance by half an hour or more on any day or shift without sufficient reasons and fails to satisfy the officer-in-charge of the establishment as to the cause of such delay, the said labourer may be refused work on that day or shift as the case may be, according to the nature of employment.

provided that if for any reason the officer-in-charge allows a permanent Labourer to join late in the work said permanent Labourer shall be paid proportionate wage for the day.

Absence from the place of duty. 9(a) A permanent Labourer found absent from his place of work during working hours notified under Rule-7 without permission from authority or without any sufficient reason shall be liable to be treated as absent from duty for the period of his absence.

(b) A permanent Labourer who remains absent continuously for more than 30(thirty) days unauthorisedly shall be liable to automatic termination from the service.

wages. (10) A permanent Labourer shall be paid wages at the rate prescribed by the Government of Tripura from time to time on monthly basis.

Training. 11. The Director of Agriculture may from time to time organise such training for the permanent Labourer as may be deemed necessary for betterment of service. It shall be obligatory for the selected permanent Labourers to attend such training. The period spent on such training shall be treated as on duty for the purpose of these rules.

Chapter-IV

LEAVE HOLIDAYS AND TERMINAL AND OTHER BENEFITS

Holidays

12. A permanent Labourer will get one paid holiday after 6(six) days continuous work. said labourer will get 3(three) National Holidays i.e. 26th January, 15th August and 2nd October in addition to 1st may in each Calender year as paid holiday and may enjoy any other Hoilday/Holidays that may be specified as applicable to them by the Government from time to time.

Casual Leave

13. A permanent labourer shall be entitled to 12 days Casual leave in each calender year such leave can be availed only with prior sanction.

Earned leave.

14. A permanent labourer shall earned 1(one) day's leave on full pay for every 22 days of continuous work including off days, provided that he will cesse to earn such leave when the earned leave due amounts*to 150 days.

Extra -Ordinary leave.

15. A permanent labourer may avail on due sanction extra - ordinary leave without wages on medical ground for not more than 120 days in a calender year subject to a maximum of 250 days during the total period of service.

Extra-ordinary leave sanctioned under this rule shall count as qualifying service for pension.

Sanctioning Authority.

16. (a) Casual leave may be sanctioned by the officer in- charge of the Establishment provided that suchleave shall not be sanctioned continuously for more than 8(eight) days Casual leave shall not be sanctioned in combination with any other leave. Earned leave upto a maximum of 30 days at a time may be sanctioned by the Head of office. Extra Ordinary leave on medical ground may be sanctioned by the respective Deputy Director within the limit specified in rule -15.

Maintenance of service records.

17. (a) Service rolls and leave account shall be maintained by the concerned Head of offices. service roll shall be maintained in the following proforma:-

- (a) Name of the labourer (b) Father's Name
- (c) Address permanent and present
- (d) Date of birth (e) Qualification
- (f) Date of engagement (g) Nature of duty performed.
- (h) Caste (i) Remarks.

(b) leave Account shall be maintained in proper form A.T.C.-2A.

(c) Every entry in the service roll and leave account shall be attested by the Head of office or any other officer authorised by him.

Terminal benefits.

18. (a) Superannuation:- A permanent Labourer shall superannuate at the age of 60 years,

(b) Retiring pension:- A permanent Labourer may at his option retire from service after rendering 33 years of qualifying service and earn full pension subject to the minimum of Rs.100/- per month.

(c) Invalid pension:- A permanent Labourer invalid after rendering 10 years of qualifying service shall be entitled to a minimum pension of Rs.100/- per month.

Amount of pension.

19. The amount of retiring pension per month shall be calculated at the rate of 50% of the average wages subject to a minimum of Rs. 100/- the amount of superannuation pension shall be such proportion of retiring pension as his total qualifying service corresponds to 33 years subject to a minimum of Rs.100/-.

provided that no permanent Labourer will be eligible for pension unless he has completing 10 years of of qualifying service.

service Gratuity.

20. A permanent Labourer retiring on superannuation or invalidations while on duty before completing 10 years of qualifying service shall be entitled to service gratuity at the rate of half months average wages for each completed 6(Six) monthly period of total qualifying service

Sanctioning Authority.

21. Pension and service gratuity shall be sanctioned under the specific order of the Head of the Department as for Class-IV employees.

Financial Relief.

22. The pensioner shall be entitled to financial relief to such extent as may be ordered by the Government from time to time.

Family Pension.

23. Family pension in-respect of deceased pensioner may be decided as per provisions of the C.C.S pension Rule, 1972.

procedure of Payment.

24. Procedure for payment of pension to the permanent Labourer shall be the same as provided in C.T.R.Vol.I.

If any pension remain undrawn for more than 12 months, the pension payment order shall remain inoperative.

Head of Account.

25. The Head of Account to which the pension is chargeable is 266 - pension and other retirement benefits.

Terminal leave.

26. A permanent Labourer retiring from service or otherwise leaving the job with due prior approval of the Appointing Authority shall be entitled to encash the balance of leave earned under Rule-14. Encashment of terminal leave shall be sanctioned under specific orders of the appointing authority.

Maternity benefit. 27. A female permanent Labourer may be granted maternity leave by the appointing authority for a period which may extend upto the end of 3(three) months i.e. 90 days from the date of its commencement or the end 6(six) weeks from the date of confirmation, whichever be earlier. During such period she shall be paid wages at half the rate drawn immediately before her proceeding on leave. provided that such leave shall not be admissible for more than 2(two) Occasion during the entire service. Maternity leave may be sanctioned by the Head of the Office on the basis of medical certificate issued by the concerned Hospital/ P.H. Centre.

Accommodation. 28.

If unfurnished non standard accommodation is made available to any of the permanent labourer he shall have to reside in the provided accommodations. the accommodation so provided shall however be rent free.

CONDUCT & DISCIPLINE.

Chapter-V. 29.

Disciplinary Authority.

The Head of offices shall be the Disciplinary authorities in-respect of the permanent labourer working within its jurisdiction (administrative control).

Suspension and proper penalties. 30. a)

The Appointing authority may suspend a permanent labourer for a temporary period without notice or without any compensation in-lieu of notice, if found to be guilty of his misconduct. During the period of such suspension he shall not be entitled to any wages or compensation in any form.

b) for the purpose of the clause a) above, the following acts and commission shall be treated as misconduct. (i) willful insubordination or disobedience.

(ii) Taking or giving bribes or any illegal gratification.

(iii) Theft or fraud or dishonesty in connection with business or property of the Institutions including Farm/Orchards/Stores etc.

(iv) persistent late coming or habitual absence with leave.

(v) Drunkenness, riotous or disorderly behaviour during working hours at the place of work or any act or indiscipline, (vi) immoral conduct. (vii) negligence of duties.

Resignation-31.
Dismissal
Removal.

- (a) No permanent Labourer shall be dismissed from service without an enquiry. Orders for such removal and dismissal shall be made by the appointing authority.
- (b) The permanent Labourer removed or dismissed from service shall not be entitled to any benefit of past service.
- (c) A permanent Labourer who resigned his job of his own shall not be entitled to any benefit of past service including encashment of leave.

Chapter-VI.

MISCELLANEOUS

Provident Fund.

- 32. (a) Each permanent labourer shall contribute G.P.F Account with effect from the date he is declared as permanent Labourer.
- (b) Advance and withdrawal from the G.P.F Account shall be regulated according to the G.P.F rules adopted by the Government of Tripura.
- (c) The G.P.F Accounts of the permanent Labourer shall be maintained by the respective Head of Offices in the same manner as is maintained for Class-IV Government servants.

Relaxation

33. The Government may relax all or any of the conditions in respect of any class or category of permanent Labourers.

Interpretation.

34 In case of any controversy regarding interpretation of any rules, the decision of the Government shall be final.

General

35. Other conditions of service The conditions of service of a permanent Labourer in respect of the matters for which no provision has been made in these rules shall be such as may be determined by the Government from time to time.

Savings.

36. Nothing in these rules shall effect the reservation, relaxation of age limit and other concessions required to be provided to the members of the scheduled Tribes & Scheduled Castes and other special categories of persons in accordance with the rules and orders issued by the Central Government/State Government from time to time in this behalf.

Sd/-
(G. S. SAMAL)
COMMISSIONER-CUM-SECRETARY
GOVERNMENT OF TRIPURA.

Copy to:-

- 1. The Manager, Govt. Press, Tripura, Agartala for publication of the next issue of Tripura Gazette.

ANNEXURE - A (1)

P-65

GOVERNMENT OF TRIPURA
DEPARTMENT OF AGRICULTURE

No.F.2(96)-Agri(Estt)/96-97/502-42

Dated 9-4-98

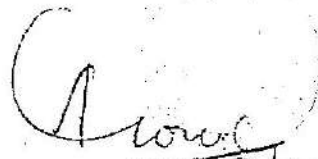
NOTIFICATION

In exercise of the powers conferred by proviso to Article 309 of the constitution of India and all other powers enabling him in this behalf, the Governor of Tripura is pleased to make the following rules to amend the Tripura Government Agricultural Permanent Labourer (Recruitment and condition of Service) Rules, 1983 to the extent indicated in paragraph- 3 below:-

2. (i) These rules may be called the 'Tripura Government Agricultural Permanent Labourer (Leave) (First amendment) Rules, 1983.
- (ii) They shall be deemed to have come into force with effect from the 1st day of March, 1998.
3. Rule 27 of the Rules *ibid* shall be substituted by the following

Rule-27. MATERNITY LEAVE.

- (i) A female Permanent Labourer may be granted maternity leave for a period of 120 days from the date of its commencement with full rate of wages drawn immediately before proceeding on leave provided that such leave shall not be admissible for more than 2 (two) occasions during the entire service period. Maternity leave may be sanctioned by the Head of Offices on the basis of medical Certificate issued by the concerned Hospital/ P.H Centre.
- (ii) The Maternity leave shall not be debited against the leave account.


(A. K. DEB)
SECRETARY TO THE GOVT. OF TRIPURA
AGRICULTURE DEPARTMENT.

Copy to:-

1. The Manager, Government Press, Tripura, Agartala.
2. The Accountant General, Tripura, Agartala.
3. The Under Secretary, Appointment & Service Department, Government of Tripura.
4. The Director of Horti. & Soil Conservation, Agartala.
5. The Horticulturist North/ South/ West.
6. The Dy. Project Officer North / South/ West.
7. The Dy. Director of Agriculture North/ South/ West.
8. The Principal U.G.T.C , Lembucherra.
9. The Executive Engineer North/ South/ West.
10. The Executive Engineer (Mech.) Arundhutinagar.
11. The Chief Engineer (Agri.). Agartala.
12. The Supdt. of Agriculture
13. The Vegetable Seed Production Officer, Nagicherra.
14. The Sr. Scientific Officer , Arundhutinagar, Agartala.
15. The Managing Director of Horti Corporation Limited, Agartala.
16. The Accounta Section , Agri. Directorate.
17. Guard File.

GOVERNMENT OF TRIPURA
DEPARTMENT OF AGRICULTURE

14891-23
NO.F.2(45)-Agri/Estt/81-82/Part & Dated, Agartala, the 23rd March,, 2005.

NOTIFICATION

In exercise of the powers conferred by proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor is pleased to make the following rules further to amend the Tripura Government Agricultural Permanent Labourer (Recruitment & Condition of Service) Rules, 1983 namely :-

1. (i) These rules may be called the Tripura Govt. Agricultural Permanent Labourer (Recruitment & Condition of Service) (Second Amendment) Rules, 2005.

(ii) They shall be deemed to have come into force with effect from 1st of May, 2002 except rules 21 & 23 which shall be deemed to have come into force from the date of publication of the Tripura Government Agricultural Labourer (Recruitment & Condition of Service) Rules, 1983, in the Tripura Gazette.

2. Amendment of Rule 18(b) :-

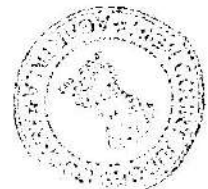
In Rule 18(b) of the Tripura Government Agricultural Permanent Labourer (Recruitment & Condition of Service) Rules, 1983, Hereinafter referred to as the Principal Rules, for Rs.100/- - Rs.400/- shall be substituted .

3. Amendment of Rule-19:-

In rule 19 for "Rs.100/-" - "Rs.400/-" shall be substituted in both the places.

4. Amendment of Rule:-21:-

In Rule 21 of the Principal rules the following words shall be deleted, namely :- as for Class-IV employee.



Amendment of Rule-23:-

In rule 23 of the Principal rules for the words "Pensions in respect of diseased pensioner may be decided as per provision of the CSS (Pension) Rules,1972", the following shall be substituted namely:-

" Family Pension in respect of diseased eligible pensioner may be decided as per the order of the State Government in the Finance Department which will issue necessary orders in this respect from time to time."

By order of the Governor,

^{Ull}
^{24/8/03}
Joint Secretary to the
Government of Tripura.
Department of Agriculture

Copy to :

1. The Accountant General, Tripura, Agartala.
2. Joint Secretary to the Government of Tripura. Finance Department, Tripura, Agartala, This has reference to his Memo. No.10(16)FIN(G)/83 dated 27th August, 2002
3. The Manager, Government Press , Tripura Agartala for publication in the next issue of the Tripura Gazette.
4. All Head of Offices, Agriculture Department.

both



Dated, Agartala, the 10 September, 2007.

NOTIFICATION

In exercise of the powers conferred by proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor is pleased to make the following rules further to amend the Tripura Government Agricultural Permanent Labourer (Recruitment & Condition of Service) Rules, 1983 namely :-

1. (i) These rules may be called the Tripura Govt. Agricultural Permanent Labourer (Recruitment & Condition of Service) (Third Amendment) Rules, 2007.
- (ii) They shall be deemed to have come into force with effect from 01-01-2007.

2. **Amendment of Rule 4 :-**

Rule 4 of the Principal Rules shall be substituted by the following:-

All Casual Labourers/ Daily Rated workers engaged in Agriculture Department who were in continuous employment for 3(three) years and worked for at least 240 days in each year, subject to the condition that the appointing authority is satisfied with the quality of his/her work, conduct, character and his/her suitability for employment as Permanent Labourer, may be absorbed as Permanent Labourer in Agriculture Department.

3. **Amendment of Rule 18(b)&(C) :-**

In Rule 18(b), of the Tripura Government Agricultural Permanent Labourer (Recruitment & Condition of Service) Rules, 1983 hereinafter referred to as the principle rules related to Retiring Person, the words "Subject to minimum of Rs.400/- per month" shall be substituted with "Subject to minimum of Rs.400/- and maximum of Rs.1300/- per month".

Contd...P/2:

M. Moya

28/10/07
28/10/07
28/10/07

13/9/07

ESB (PM)

2851 (B)
15/9/07

4 Amendment of Rule-19:-

In Rule 19, the words "Subject to a minimum of Rs.400/" will be substituted with "Subject to a minimum of Rs. 400/- and maximum of Rs.1300/- per month" at both places.

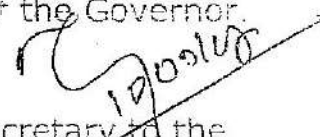
5. Amendment of Rule-23:-

"In Rule 23 of the principle Rules the provision of Central Civil Service pension Rules 1972" shall be substituted by "(a) Family Pension would be 50% of Pension drawn by the Permanent Labourer subject to minimum Rs.300/- and maximum of Rs. 600/- per month". In addition, the following will be incorporated as "(b) Pensioner/ family pensioner will not be entitled to any D.R against the above Pension/ family Pension".

6. In corporation of Rule namely "Rule-37":-

The following has been incorporated as Rule- 37 in the principle Rules "Available Group-D vacancies as and when arise in the Department of Agriculture may be filled up entirely out of the senior Permanent Labourers keeping in view the seniority and other factors".

By order of the Governor.


Under Secretary to the
Government of Tripura
Department of Agriculture

Copy to:-

1. The Accountant General, Tripura, Agartala.
2. The Accountant General (A&E), Tripura, Agartala.
- ✓ 3. Joint Secretary to the Government of Tripura. Finance Department, Tripura, Agartala.
4. The Manager, Government Press, Tripura Agartala for publication in the next issue of the Tripura Gazette.
5. All Head of Offices, Agriculture Department.

P-97

GOVERNMENT OF TRIPURA
DEPARTMENT OF AGRICULTURE & FARMERS WELFARE

No.F.2-(45)-Agri(Estt)/81-82/P-II//12101-175

Dated, Agartala, the 10/01/2020.

NOTIFICATION

In exercise of the powers conferred by proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf the Governor is pleased to make following rules further to amend the Tripura Government Agriculture Permanent Labourer (Recruitment & Condition of Service) Rules, 1983 namely:-

1. (i) These rules may be called the Tripura Govt. Agricultural permanent Labourer (Recruitment & Condition of Service) (Fourth Amendment) Rules, 2019.
(ii) They shall be deemed to have come into force with effect from 01-01-2019.


2. Amendment of Rules 18(b) & (C):

In Rule 18(b), of the Tripura Government Agriculture Permanent Labourer (Recruitment & Condition of Service) Rules, 1983, as amended till date, hereinafter referred to as the principal rules related to Retiring person, the words "Subject to Minimum of Rs. 400/- per month and maximum of Rs. 1300/- per month" shall be substituted with "Subject to a Minimum pension of Rs. 2500/- and maximum pension of Rs 3600/- per month".

3. Amendment of Rules -19:-

In Rule 19, the words "Subject to Minimum pension of Rs. 400/- per month and maximum pension of Rs. 1300/- per month" shall be substituted with "Subject to a Minimum pension of Rs. 2500/- and maximum pension of Rs 3600/- per month".

By order of the Governor


08-01-2020

Deputy Secretary to the
Government of Tripura,

Copy to:-

1. The Accountant General, Tripura, Agartala.
2. Joint Secretary to the Government of Tripura, Finance Department, Tripura, Agartala. This has reference to his Memo. No.F.8(8)-FIN(G)/96(P-III)/2045(A) dated 2nd March, 2019.
3. The Manager, Government Press, Tripura, Agartala for publication in the next issue of the Tripura Gazette.
4. All Head of Offices, Department of Agriculture & Farmers Welfare.

P-115

GOVERNMENT OF TRIPURA
DEPARTMENT OF AGRICULTURE & FARMERS WELFARE

No.F.2(45)-Agri(Estt)/81-82/P-II/1592-96 Dated, Agartala, the 8/6/2021.

NOTIFICATION

In exercise of the powers conferred by proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf the Governor is pleased to make following rules further to amend the Tripura Government Agricultural Permanent Labourer (Recruitment & Condition of Service) Rules, 1983 namely:-

1. (i) These rules may be called the Tripura Govt. Agricultural Permanent Labourer (Recruitment & Condition of Service) (Fifth Amendment) Rules, 2021.
(ii) They shall be deemed to have come into force **with effect from 01-09-2020**.

2. Amendment of Rule 23:

In the Tripura Government Agricultural Permanent Labourer (Recruitment & Condition of Service) Rules, 1983 for Rule 23, the following rule shall be substituted namely:-

- (a) "Family Pension shall be 50% of Pension drawn by the Permanent Labourer **subject to a minimum of Rs. 1200/- and maximum of Rs. 1800/- per month**".
- (b) "Pensioner/family pensioner will not be entitled to any D.R against the above pension/family pension".

By order of the Governor


(Purnima Das)

Deputy Secretary to the
Government of Tripura,

Copy to :-

1. The Accountant General, Tripura, Agartala.
2. The Deputy Secretary to the Government of Tripura, Finance Department, Agartala, Tripura. This has reference to his memo. No. F.8(8)-FIN(G)/96 (P-III)/924-1004, dtd. 21.10.2020.
3. The Manager, Government Press, Agartala for publication in the next issue of the Tripura Gazette.
4. All Head of Offices, Department of Agriculture & Farmers Welfare, Govt. of Tripura.

4350

No.F.2(45)/Agri (ESSt)/81-82/P-II /13
Government of Tripura
Department of Agriculture & Farmers Welfare



Dated, Agartala, the 16 /02/2022.

b/ ✓
To
Sri S. Chakraborty
Registrar (Admn. P&M)
High Court of Tripura
Agartala.

Sub:- Tripura Government Agriculture Permanent Labourer (Recruitment & Condition of Service) Rules-1983.

Ref:- No.F.3(3a)-HC/LIB/93-94/4579, dtd. 11.02.2022.

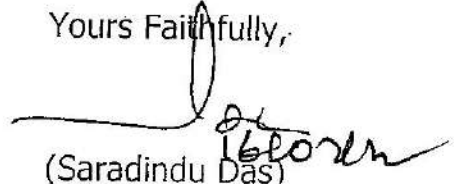
Sir,

With reference to the above, this is to enclose herewith 5 copies of Tripura Government Agriculture Permanent Labourer (Recruitment & Condition of Service) Rules-1983 along with 1st to 5th Amendments.

This is for your kind information please.

Encl:- As stated above.

Yours Faithfully,


(Saradindu Das)
DIRECTOR OF AGRICULTURE
TRIPURA

Library