

the provisions of the Employees Provident Funds and Miscellaneous Provisions Act, 1952 from time to time.

The other instructions as laid in the Notification shall be followed.

Further, the Departments, Corporations/Autonomous Bodies/PSUs may contact following officers for any issues in this regard:

1. Shri Prasad Pednekar, Dy. Labour Commissioner, O/o Commissioner of Labour, Panaji-Goa (Mobile 9923305282).
2. Shri Alister BL, Accounts Officer, O/o Employees Provident Fund Organisation (EPFO), Panaji-Goa (Contact No.: 0832-2438901).
3. Shri Mahavir Kumar Ray, DPA, O/o Employees Provident Fund Organisation (EPFO), Panaji-Goa (Contact No.: 0832-2438901).

This is issued with the approval of the Finance (Budget) Department vide their U.O 1400073412 dated 25/08/2026.

Durga Kinlekar, Under Secretary (Personnel-II).

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Notification

10/1/77-PER(Part-I)/2742

Date : 03-Sep-2026

Whereas, the Government of Goa has decided to regularize the services of employees who have rendered continuous service of ten years from the date of their initial appointment on contract basis;

And whereas, the Government of Goa decided to frame rules for the said purpose.

Now, therefore, the Government of Goa, in consultation with Goa Public Service Commission vide letter No. COM/II/13/78(1)/2026/765 dated 18/08/2026 hereby makes the following Rules, namely:-

1. *Short title, application and commencement.*— (1) These Rules may be called the Goa (Contractual Employees Regularization in service) Rules, 2026.

(2) They shall apply to contractual employees who have rendered ten years of continuous service on the post on the date of commencement of these rules, except employees under Centrally Sponsored Scheme who will be covered under specific Scheme/Rules framed exclusively for them.

(3) They shall come into force on the date of their publication in the Official Gazette.

2. *Definitions.*— In these Rules, unless the context otherwise requires,—

(a) “contractual employees”, for the purpose of these Rules, shall mean persons appointed at least ten years prior to the date of commencement of these Rules, on contract basis in a Department on a post, which is continuous in nature; or employed as such in Government Bodies under the control of the State Government but does not include employees appointed in a Department, Government Bodies through a private agency or for outsourced work or persons appointed on tenure posts that are co-terminus with the life of the project or under the scheme of Central Government or persons appointed for an academic arrangement of a fixed term in any Department, or Government Bodies, or whose tenure is co-terminus with the tenure of the office or employees engaged for specific purpose.

(b) “competent authority” means the authority competent to appoint or recruit a person in the service of any Department, Government body;

(c) “Department” means the Department of the Government of Goa;

(d) “Government” means the Government of Goa;

(e) “Group ‘A’ posts” means the posts having Pay in level 10 to 14 of Pay Matrix as per the recommendations of the Seventh Central Pay Commission, as made applicable from time to time;

(f) “Group ‘B’ posts” means the posts having Pay in level 6 to 9 of Pay Matrix as per the recommendations of the Seventh Central Pay Commission, as made applicable from time to time;

(g) “Group ‘C’ posts” means the posts having Pay in level 1 to 6 of Pay Matrix as per the recommendations of the Seventh Central Pay Commission, as made applicable from time to time;

(h) “Government Bodies” means Corporations, Autonomous Bodies, Public Sector Undertakings and Local bodies under the control of the Government;

(i) “Service rules” means all the relevant, general and specific rules governing recruitment to the services of the Department, Government Bodies;

(j) “Specific Purpose Contract” means a contract, which is entered with the Department, Government Bodies for the performance or achievement of a specific job during a specified period.

3. *Regularization of services of employees on contract basis on Group “A”, “B” and “C” posts as one time measure.*— (1) The services of contractual employees, who have been working on contract basis in the Department, Government Bodies against Group ‘A’, ‘B’ and ‘C’ posts or erstwhile Group ‘D’ posts and rendering service for a continuous period of not less than ten years from the date of their initial appointment to the date of coming into force of these Rules, may be regularized by the Competent authority as a one time measure, personal to them, subject to fulfilling the following conditions, namely,—

(a) the contractual employee was possessing the eligibility criteria with regard to minimum educational qualification and was within the maximum age limit as laid down in the relevant recruitment rules at the time of initial appointment;

(b) the contractual employee was initially appointed by following due process of selection for direct recruits;

(c) the contractual employee's continuous service was not under the aid of any order of the court or tribunal;

(d) the contractual employee is of good character and his antecedents are verified to be satisfactory; and

(e) the contractual employee has not been indicted in any criminal or departmental inquiry or proceedings nor any criminal or departmental inquiry or proceedings have been initiated against him, as on the date of consideration of regularization of his services under these Rules.

Provided that no order of regularization/appointment shall be issued without approval of the Hon’ble Chief Minister.

(2) Regularization of service of a contractual employee under these Rules shall be effective from the date on which the competent authority passes the order of regularization of services of an employee and will be subject to satisfactorily completion of probation period for relevant post.

(3) The services of contractual employees shall be regularized against the vacancies of sanctioned posts in the Department, Government Bodies that are meant for direct recruits.

(4) If the number of contractual employees who are being regularized is more than the existing vacant posts in the Department, Government Bodies, then additional posts shall be deemed to have been created to regularize the services of those contractual employees.

Provided that such posts in excess of the already existing sanctioned posts shall be the posts personal to the incumbent and shall stand abolished on vacation of post by the incumbent.

Explanation: For the purpose of sub-rule (4), the proportion of reservation shall be maintained in compliance with the provisions of the reservation roster maintained by the Government of Goa as per

guidelines issued by Directorate of Social Welfare, Directorate of Tribal Welfare and Department of Persons with Disabilities.

(5) The contractual employees, whose services to be regularized under these Rules, on the basis of their past contractual service, shall not be entitled to any benefit of whatsoever nature from the original date of their joining on contractual basis or from any other retrospective date, such as, arrears, seniority etc.

(6) The contractual employees whose services are regularized shall be on probation, from the date of their regularization in services, for such period, as may be specified in the Recruitment Rules for the respective posts.

4. *Manner of regularization.*— (1) The regularization of services of eligible contractual employees, as per the provisions of these Rules, shall be made keeping in view the seniority of the eligible contractual employees and such seniority shall be based on the initial date of entry into service as contractual employees.

(2) All the Departments, Government Bodies, shall seek option from respective eligible contractual employee about regularization in service and such option once exercised shall be final.

(3) All the Departments, Government Bodies, shall prepare and submit their respective lists of eligible contractual employees within 15 days from the date of coming into force of these Rules, to the Department of Personnel.

5. *Ban on contractual recruitment.*— There shall be no further recruitment on contract basis by any Department, Government Bodies except for a specific purpose, such as, appointment of consultant, expert in the field and for other requirement of manpower having specialized skills or manpower required for some State or Central Government Scheme:

Provided that such contractual employees for specific work/service shall not have any right to regularization in service and their services shall mandatorily be discontinued either on performance/completion of the assigned task/work or on achievement of specific purpose or on completion of the period of such contractual appointment, whichever is earlier:

Provided further that under no circumstances, these contracts shall be renewed or extended by the Department, Government Bodies except where such a contract for a specific purpose or service is required further in which case the Department, Government Body after expiry of existing contract, shall sign a fresh contract.

6. *Seniority.*— (1) The seniority of contractual employee whose services have been regularized under these Rules, shall be fixed below the junior most employee in the relevant cadre of the Department, Government Body on the date of issue of order for regularization.

(2) The inter-se seniority of the contractual employees, whose services have been regularized under these Rules, shall be determined as per the provisions of the Seniority Rules, 1967 as applicable from time to time.

7. *Conditions of service.*— Subject to the provisions of these Rules, the contractual employees, whose services have been regularized under these Rules, shall be governed by the conditions of service, as are applicable to the employees in the respective cadre in which they stand regularized. They shall also be governed by the Central Civil Services (Conduct) Rules, 1964 and Central Civil Services (Classification, Control and Appeal) Rules, 1965 and such other rules, as are applicable to the employees of the cadre in which their services have been regularized.

By order and in the name of the Governor of Goa.

Durga Kinlekar, Under Secretary (Personnel-II).

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