

PRC-2016/A-II/ 1464

From

Principal Resident Commissioner,
Haryana Govt., Haryana Bhawan,
New Delhi.

To

The Smita Kumar, Joint secretary
Govt. of India, Ministry of Personnel Public Grievances & Pensions
Of Administrative Reforms & Public Grievances,
Sardar Patel Bhawan, Sansad Marg, New Delhi



Dated: New Delhi, the 01.01.2016

Subject: Regarding strengthening the system of inspection and interaction at field level meeting.

Sir,

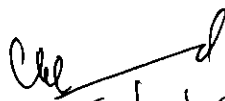
I am directed to draw your kind attention towards your DO letter No. K-11022/41/2015-ARC dated 03.12.2015 on the subject noted above and to forward herewith the copy of letter No. Meeting/2015/2780-83 dated 07.12.2015 received from Director Employment Department, letter No. 1868-1-2015/Spl dated 07.12.2015 received from Revenue & Disaster management Department and Transparent Inspection Policy alongwith its enclosures received from Labour Department for your kind information and necessary action please.

Yours faithfully


Under Secretary,
for: Principal Resident Commissioner,
Haryana Govt., Haryana Bhawan,
New Delhi. 



DS(ARC)


5/1/2016
(U.C.M.C.)

Labour Department, Haryana
Transparent Inspection Policy

The Labour Department Haryana implements various provisions related to safety, health, welfare and other conditions of employment under various labour laws. In order to ensure the compliance of various provisions under these enactments, the Department has notified various functionaries for the inspection of the establishments/factories. Although inspection guidelines have been framed in the past, but these have not been implemented properly; besides there have been some complaints of adhocism in the inspections. The prevalent instructions/guidelines are not conforming to the use of Information Technology, which has to be brought into fore in the near future. Therefore, a new comprehensive transparent inspection policy is required to be put in place with the following objectives:-

- *To achieve the objective of simplifying business regulations.*
- *To regulate the implementation of statutory provisions under various labour laws in transparent and accountable manner through wide scale adoption of technology and innovation*
- *To protect the rights of workers in relation to their Safety, Health and Welfare as also other conditions of employment in the spirit and manner as envisaged in the law.*
- *To eliminate the arbitrariness and adhocism in the actions of inspecting authorities as also to curb the malpractices and harassment of the industrial and other establishments with a view to improve the ease of doing business.*

INSPECTION SCHEME

1. Criteria for Inspection:

- **Industrial Safety Wing**

The most contentious issue in conducting the inspection is selection of the establishment/unit by adopting the predetermined criteria. It has been decided

that each manufacturing unit shall be categorized in three groups based upon the level of hazards involved as enumerated in the laws i.e.

- (i) Major Accident Hazardous,
- (ii) Hazardous,
- (iii) Non Hazardous

The selections of units for inspections shall be determined taking into account the nature of hazard in the industry, the time period since last inspection and number of workers employed. Such list of industries will be reviewed quarterly for addition/deletion of units found to be sensitive in terms of industrial relations/unrest, complaints received against some industries etc.

The periodicity of inspection shall be in accordance to the following criteria: -

- a) Every MAH unit shall be inspected once in a year.
- b) All the Hazardous units involving risk of fire, explosion and toxic release are to be inspected once in every two-year.
- c) The rest of the units, which are non-hazardous are to be inspected once in every five year.

- **Labour Wing**

The violation of labour laws is a basic cause of labour unrest. If the complaints against an establishment are frequent, it directly indicates lack of compliance; which ultimately culminates into unrest. The major issue in the complaints is the non-entry of names of workers on the muster roll. The second is non-payment of minimum wages and other violations under the Minimum Wages Act, 1948. The other violations could be only regarding the non-maintenance of records resulting in depriving the workers of legitimate rights like gratuity and leave etc.

Exploitation of contract labour is another major area of concern especially in the units deploying large number of contract labour. Accordingly the criteria for labour inspection is -

- (i) Units paying wages at minimum levels.
- (ii) Units having more than 30% of the total strength as contract labour.

2. Preparation of quarterly list of inspection of factories/establishments by computerized randomly generated system:

The list of units for inspections shall be prepared one month in advance for every quarter. The office of Chief Inspector of Factories, Haryana, Chandigarh shall finalize the list of factories to be inspected during the next quarter by computerized randomly generating system based on the pre-determined criteria of selection. This list shall be made available to the public on Departmental web portal and also sent to the field-inspecting officers. Till the time the online system does not become functional, the committee of three senior officers shall prepare the quarterly inspection list.

3. The constitution of inspections team:

The inspections shall be conducted only by a team of inspecting officers/officials and no inspections shall be conducted by any individual officer. The team for the inspection of the units shall be constituted by the computerized system in the following manner:-

Constitution of inspection teams for units covered under the Factories Act, 1948 including other labour laws.

No. of workers	Team members Factory Wing	Team members Labour Wing
Below 20/40	Will be out of the preview of Factories Act, 1948.	Asst. Labour Commissioner or Labour Inspector
20/40- 100	Asstt. Director (IS&H) or Asst. Director, IS&H (Chemical) or Asstt. Director, IH-cum-CS.	Asst. Labour Commissioner or Labour Inspector
100-500	Asstt. Director (IS&H) and Asst. Director, IS&H (Chemical) or Asstt. Director, IH-cum-CS or all of these.	Asstt. Labour Commissioner and Labour Inspector
501 and above	Dy. Director (IS&H) or Dy. Director, IH and Asstt. Director (IS&H) and Asst. Director, IS&H (Chemical) or Asstt. Director, IH-cum-CS or all of these.	Dy. Labour Commissioner and Asstt. Labour Commissioner or Labour Inspector or Welfare Inspector/Officer or all of these.

Constitution of inspection teams for units covered under the shops and commercial Establishments Act, 1958

No. of workers	Team members Labour Wing
Below 50	Labour Inspector
50 to 500	Asst. Labour Commissioner / Labour Inspector
501 and above	Dy. Labour Commissioner and Asstt. Labour Commissioner or Labour Inspector or Welfare Inspector/Officer or all of these.

Note:- (i) In case of factories/commercial establishment employing more than 30 female workers, the inspecting team may be accompanied by Welfare Officer (Woman).

(ii) Any other senior officer from Head Quarter may lead any inspection team.

(iii) The Chief Inspector of Factories-cum-Labour Commissioner may make alteration in any inspection team.

4. The information to the owner/management of units about date and time of inspection:

The senior most officer of the inspecting team shall give 15-days prior notice of inspection indicating the team members with a copy to the head office on the prescribed format alongwith the checklist for inspection.

5. The check list and inspection Performa:

The checklists for the inspection shall be based upon number of workers employed and the manufacturing process. It shall be supplied to the management alongwith notice of inspection or may be downloaded from the web-portal of the Department. The Department shall use predetermined and published different sets of checklist and inspections performa for different size of the units.

6. The preparation and uploading of inspection report on the web site:

The inspection report shall be prepared and uploaded with-in 72 working hours from the date of completion of inspection. The report shall be prepared and uploaded by the senior most officer of the team by consolidating the inputs from all the team members. However, any one of the team members may do so by

mutual consent. A separate inspection report shall be prepared by the senior most officers among DLC/ALC/LO (W)/LI and uploaded on the Departmental Website in the same manner and time. The inspections report shall be supplied to the management at his place of business and copy to the head office. A show cause notice as prescribed on behalf of Chief Inspector of Factories, Haryana giving one month compliance time to the management shall also be delivered alongwith the copy of inspection report.

7. Compliance by the management:

The Labour Department, Haryana enforces the statutory provisions under various labour laws to protect the statutory rights of the workers by way of proactive approach. Therefore, the first step after the inspection would be to grant time period of at least one month for compliance of the observations made by inspecting team. The action on the inspection report shall be the last resort in case of non-compliance by the management even after the best efforts by the department.

8. Inspection of construction sites under Building & Other Construction Workers (RE&CS) Act, 1996:

There is no permanent data-base of the construction sites in the Department as the construction sites are temporary in nature and exist for a short period. The inspection of the unregistered sites shall be conducted by the Assistant Director/Deputy Director, Industrial Safety & Health of the area concerned as and when it came to their knowledge. The inspection of the registered site shall be conducted in the same manner as under the Factories Act, 1948, excluding the Assistant Director, Industrial Safety & Health (Chemical) from the inspecting team. Further provided that the periodicity of the inspection under BOCW Act, 1996 shall be at least six months. But in case it came to the knowledge of the Assistant Director/Deputy Director, Industrial Safety & Health of the area concerned that there is imminent danger to the construction workers working at the construction site, he may immediately inspect the site with prior intimation to the Chief Inspector of Inspections, Haryana telephonically or through e-mail and shall submit his report within 24 hours to the Head Office.

9. Accident enquiries:

In case of serious accident, the enquiry shall be conducted by concerned Assistant Director, Industrial Safety & Health. In case of fatal accident, the enquiry shall be conducted by the concerned Deputy Director, Industrial Safety & Health. These officers may take assistance of any other official/officer. The enquiry reports shall be sent to head office within 72 hours of completion of enquiry.

Labour Department, Haryana
Self-Certification Scheme

1. **INTRODUCTION:-**This Self Certification Scheme aims at making the employer or an entrepreneur a conscious and truthful citizen and law abiding person who is willing to take care of all interests of the workers and employees by following all the laws as applicable and enable the Department of Labour to effectively protect the interest of the workers as well as the employers and entrepreneurs and create a friendly and safe environment and relationship between the Employer and the Employees.
2. **OBJECTIVE:—** The objectives of this Self Certification Scheme is to curtail unnecessary visits of Government officials for inspection of those units who opt for this Scheme without compromising on the safety, health, social security and welfare of the workers as provided under the various labour enactments.
3. **PROCEDURE:—**This Scheme shall be optional and any employer or entrepreneur can opt for this Scheme and apply to the office of Labour Commissioner cum Chief Inspector of Factories , Haryana, Chandigarh in the prescribed Performa. Any discrepancy in the application or enclosures shall be communicated to the applicant within 15 days from the receipt of the application. In case no discrepancy is so communicated, the applicant shall deemed to have been enrolled under the Self-Certification Scheme.
4. **VALIDITY OF SCHEME:-** Once opted for the Scheme, the same shall be valid for five years. After the successful compliance under the Self-Certification for five years, the occupier shall have option either to remain covered under the Self-Certification Scheme or opt out of the Scheme. The option must be exercised in written to make before the concerned authority of Labour Department. In case the employer/entrepreneur/occupier successfully completes five years under the Scheme and during any inspection carried out, if no violation of the Act is detected the security so deposited shall be refunded. No interest shall be payable on the security deposited.

5. **AMOUNT OF SECURITY TO BE DEPOSITED:-** Any occupier who opts for the Scheme shall deposit a security by way of account payee bank draft in favour of Labour Commissioner-cum-Chief Inspector of Factories, Haryana. At the opening of this scheme, the security amount shall be Rs.10000/- for Factories employing upto 100 workers, Rs.40000/- for factories employing more than 100 and upto 500 workers and Rs.100000/- for factories employing more than 500 workers.
6. **FORFEITURE OF SECURITY DEPOSIT:-** In case any occupier withdraws prematurely from the Scheme i.e. before 5 years or fails to follow the terms and conditions of the Self Certification Scheme or fails to abide by any undertaking given by him or any violation of the Act is detected then security so deposited shall be forfeited and in case of violation of the Act, further necessary action as per the law shall be initiated and he will cease to continue under the Scheme. However, there will be no bar on fresh inclusion in the Scheme if applied afresh.
7. **LABOUR LAWS FOR WHICH THE SCHEME IS VALID:-** This Self Certification Scheme shall be valid for following Acts and Rules made thereunder as applicable to the concerned employer/entrepreneur/occupier:
- (i) Factories Act, 1948 and Rules framed thereunder.
 - (ii) Minimum Wages Act, 1948 and Rules framed thereunder.
 - (iii) Payment of Wages Act, 1936 and Rules framed thereunder.
 - (iv) Contract Labour (Regulation & Abolition) Act, 1970 and Rules framed thereunder.
 - (v) Payment of Bonus Act, 1965 and Rules framed thereunder.
 - (vi) Payment of Gratuity Act, 1972 and Rules framed thereunder.
 - (vii) Maternity Benefit Act, 1961 and Rules framed thereunder.
 - (viii) Child Labour (Prohibition & Regulation) Act, and Rules framed thereunder.
 - (ix) Shops & Commercial Establishments Act, 1958 and Rules framed thereunder.
 - (x) The Inter-State Migrant Workmen (RECS) Act, 1979 and Rules framed thereunder.
 - (xi) The Equal Remuneration Act, 1976 and Rules framed thereunder.
 - (xii) Motor Transport Workers Act, 1961 and Rules framed thereunder.

(xiii) Punjab Industrial Establishments (National & Festival Holidays & Casual and Sick Leave) Act, 1965.

8. **WHOM TO APPLY:-** Under the Self Certification Scheme, the application for inclusion shall be addressed to the Labour Commissioner-cum-Chief Inspector of Factories, Haryana. The date shall mean the date on which application is received in the O/o Labour Commissioner cum Chief Inspector of Factories or the officer authorized by him. After the web-enabling services of the Labour Department are made operational the application shall be submitted on line on the Departmental Website. Till the beginning of on line services, application may be submitted directly to the O/o Labour Commissioner cum Chief Inspector of Factories or Assistant Director, Industrial Safety and Health or Assistant Labour Commissioner of the area concerned.

Note: The amount of security in the shape of account payee bank draft in the name of Labour Commissioner-cum-Chief Inspector of Factories, Haryana shall be attached with the application.

9. **INSPECTION PROCEDURE UNDER THE SCHEME:** Under the Self Certification Scheme not more than 5% of the units/factories/establishments so covered under the scheme shall be picked up randomly for inspection once in a year and which shall be carried out only once regarding the implementation of all the labour enactments to which this scheme applies. Once inspected the same units/factories/establishments is not likely to be inspected in the next 5 years provided that no specific violation of terms, conditions, undertaking given and laws by the employer/entrepreneur/occupier is brought to notice. However on specific complaints, accidents, dangerous occurrences, inspection shall be conducted only after authorization from Labour Commissioner-cum-Chief Inspector of Factories, Haryana at any time. The factories which are not desiring to opt for the scheme will be inspected as per the departmental inspection policy.

The copy of scheme along with all prescribed proforma shall be available on the departmental web site. Application shall be made in the proforma attached with the scheme.

Note:

- (i) **Only the factories having licence under the Factories Act, 1948 will be eligible for this Scheme.**
- (ii) **The major Accident Hazard Units shall not be covered under the Self Certification Scheme.**

Inspection Report

Under Factories Act, 1948

Sr. No.	Particular	Detail
1	Name & Address Of the Factory	
2	Name & Designation of Inspecting Officer/ Officers with office address	
3	Date and time of inspection	
4	Name & address of occupier with E-mail ID Phone No.	
5	Name & address of the Manager with E-mail ID & Phone No.	
6	No. of Workers employed	Male= Female= Total=
7	Sanctioned Load/Power-	
8	Manufacturing Process	
9	Name & designation of the person found in-charge at the time of inspection	
10	Weather on-line BIP Submitted (Yes/No)	
11	Factory License No and ID	
12	Category of the Factory (MAH/H/NH	

Contd.....

Check List for inspection under Factories Act, 1948

To be filled by inspecting officer(No box should be left blank)

Sr. No.	Section	Rule	Details	Yes/No/ N.A
1	6	7,8,10, 14	Has the management submitted an application in Form No. 2 along with prescribed license fees for grant of factory licence?	
2	6	9	Does it need any amendment or change (regarding number of workers, H.P. etc.)?	
3	6	3-A	Are the building plans of the factory approved from the Chief Inspector of Factories, Haryana?	
4	6	4	Has the certificate of stability (Form 1-B) been accepted by the Chief Inspector of Factories?	
5	6	3-A, 4	Are the buildings constructed in accordance with the approved plans?	
6	6	3-A, 4	If not, unauthorized additions /alterations made in building/plant/machinery.	
7		67-B	Has the Safety Committee constituted in accordance with the prescribed rules?	
8		70-B	Is written statement of policy in respect of Health and Safety of the workers prepared as prescribed?	
9	21		Are dangerous/moving parts of transmission machinery properly guarded?	
10	7-A		Are the workers without sufficient training and effective supervision allowed to operate the machines?	
11	24(2)		Are suitable devices for cutting off power in emergency in every workroom provided and kept in order?	
12	28, 29	60, 60-A, B	Are hoists/ lifts / cranes or other lifting machinery suitably constructed and properly maintained?	
13	28, 29	60, 60-A	Are they periodically examined as prescribed by the competent person and the prescribed register maintained?	
14	30		Are the provisions of Section 30 complied in respect of revolving machinery and the required notice exhibited?	
15	31	61	Are all the prescribed precautions taken in the case of pressure plants and are these periodically examined?	
16	32 (a)		Are floors, steps, stairs, passages and gangways of sound construction and maintained properly?	
17	32 (a)	66(9) (ff)	Are hand rails of substantial construction provided on steps, stairs, passages, platforms, gangways etc.?	
18	32 (b)		Are safe means of access provided to all the places of work?	
19	33		Are all the tanks, pits, etc., securely covered/fenced?	
20	34	62	Are excessive weights carried by the workers?	
21	35	63	Are proper precautions taken for protection of eyes?	
22	36		Are necessary precautions taken against dangerous fumes?	
23	36-A		Are necessary precautions taken for use of portable electric light inside any chamber, tank, pit, vat etc.?	
24	37		Are necessary precautions taken against explosions?	
25	38(1)		Are all precautions taken to prevent out break and spread of fire?	
26	38(1)(a)		Are means of escape in case of fire adequate?	
27	38(1)(b)		Are necessary equipments and facilities for extinguishing of fire provided?	
28	38	66(9) (t), (u)	Are exit doors of prescribed size provided and fitted to slide or open out wards?	
29	38	66(9)(Are staircases constructed in accordance with Rule-66 (9)?	

		aa-gg)		
30	38	66(9)(d)	Are the passageways etc. free of obstructions?	
31	39		Is there any building or part of building or machinery or plant in a dangerous condition?	
32	40		Is any building or part of building in a dangerous condition involving imminent danger to human life or safety ?	
33	7-A	66-A	Is any wall, chimney, gallery, stairway, ramp, platform, staging or other structure constructed, situated or maintained in the factory in unsafe manner?	
34	7-A	66-B	Is any machinery, plant or equipment constructed, situated, operated or maintained in unsafe manner?	
35	7-A	66-C	Is any process or work carried on in the factory in unsafe manner so as to cause risk of life or bodily injury?	
36	7-A	66-D	Is any material or requirement stacked or stored in unsafe manner?	
37	7-A	66-E	Are all the prescribed precautions taken in the case of Ovens and Driers and are these periodically examined?	
38	7-A	66-F	Are all the prescribed precautions taken in the case of Reaction Vessels and Kettles?	
39	7-A (2)		Are adequate precautionary measures taken to prevent the electrical hazards?	
40	21	55-Sch-1	Are all the prescribed precautions taken for Textile machinery?	
41	21	55-Sch-II	Are all the prescribed precautions taken for Cotton Ginning machinery?	
42	21	55-Sch-III	Are all the prescribed precautions taken for Wood working machinery?	
43	21	55-Sch-IV	Are all the prescribed precautions taken for Rubber Mills?	
44	21	55-Sch-V	Are all the prescribed precautions taken for Centrifugal Machines?	
45	21	55-Sch-VI	Are all the prescribed precautions taken for Power Presses?	
46	21	55-Sch-VII	Are all the prescribed precautions taken for Shears, Slitters and Guillotine machines?	
47	46	71-77	Is the Canteen provided according to the prescribed provisions?	
48	47	78	Is a Rest Room provided according to the prescribed provisions?	
49	48	79-82	Is the crèche provided according to the prescribed provisions?	
50	49		Is the Welfare Officer appointed and working in accordance with the prescribed rules (PWOR&CS Rules, 1952) in the factory?	
51	40(B)	66	Is Safety Officer appointed and working in accordance with the prescribed rules?	
52		110	Is the must roll in Form No. 25 or any other register containing the same information maintained?	

53	51		Is any adult worker employed for more than 48 hours in any week?
54	63		Is any worker required to work for hours other than specified in the notice of periods of work?
55	52(1) (a)		Was substituted holiday given to any person employed on the first day of any week?
56	52(1)(b) (i), (ii)		Was a notice displayed in the factory and delivered to the Inspector in accordance with Section 52(1) (b)?
57	59(1)		Are overtime wages paid in accordance with Section 59?
58	66(1) (b)		Is any woman employed in the night shift between 7 PM and 6 AM?
59	54		Is any worker employed for more than nine hours on any day?
60	55		Are intervals for rest granted in accordance with provisions of Section 55?
61	67		Is any child allowed to work in the factory?
62	79(1)		Is leave with wages granted in accordance with Section 79(1)?
63	79(3)		Are wages in lieu of leave paid in accordance with section 80 to the workers who either quit/ discharged from service?
64	87	102	Is any breach of safety provisions laid down in schedule I to XXVII of Rule 102 taking place?
65	88(1)	103	Are notices of accident sent in accordance with Section 88 and Rule 103?
66	53	83	Is Compensatory Holiday register in Form No. 9 maintained?
67	59	85	Is Over Time Muster Roll in Form No.10 maintained?
68	61	86	Is Notice of Periods of work in Form No.11 displayed and copies of it sent in duplicate to the Inspector?
69	62	87	Is Register of Adult Workers in From No.12 maintained?
70	79(1)	94	Is Register of Leave with wages in Form No.15 maintained?
71	79	95	Is Leave Book in Form No.15 provided to each worker?
72	88	111	Is Register of Accidents & Dangerous Occurrences in Form No.26 maintained?
73		112	Is Inspection Book in Form No.35 maintained?
74	61, 108	69A	Are notices under different sections of Factories Act displayed? (61, 108 & Rule 69-A etc.)?
75	110	107	Is Annual Return in Form No.21 in duplicate submitted in accordance with the prescribed rules?
76	110	107	Is Half-Yearly Return in Form No.22 in duplicate submitted in accordance with the prescribed rules?
77	110	107	Is Annual Return of Accidents in Form No. 31 in duplicate submitted in accordance with the prescribed rules?

78	45 (1)	69	Are sufficient numbers of First-Aid Boxes provided with all the prescribed equipments?	
79	45(3)		Are these kept in the charge of trained persons?	
80	45(4)	70	Is the ambulance room provided according to the prescribed provisions?	
81	45(4)	70(4)	Is an Ambulance van provided?	
82	11(1) (a)		Is the factory kept clean?	
83	11(1) (d)		Are the inside walls and ceilings including all woodwork, lime-washed /colour-washed/painted as prescribed?	
84	12	19	Are the trade wastes and effluents disposed off in an unsanitary manner?	
85	13(1) (a)		Are the ventilation adequate and working conditions comfortable?	
86	14(1)		Are the exhaust arrangements satisfactory for dust or fume given off during the manufacturing process?	
87	16(2)		Is any workroom over crowded?	
88	17		Is lighting in all the rooms and passages sufficient and suitable?	
89	18	36, 37	Is sufficient quantity of approved drinking water provided according to the prescribed provisions for the use of the workers?	
90	18(3)	41	Is cool drinking water supplied in case of more than 250 persons employed as prescribed?	
91	19(1)	42 - 51	Are the latrine and urinal accommodation for male and female workers provided according to the prescribed provisions?	
92	89		Has any worker suspected to have contracted any notifiable disease?	
93	89(1)	104	Are notices of notifiable diseases sent in accordance with the prescribed rules?	
94	87	102	Is any breach of the Health provisions laid down in schedules I to XXVII of Rule 102 taking place??	

Detail of Observations

Item No. as per Check List	Section	Rule	Details

Signature
Date
Name of Inspecting Officer

प्रेषक

निदेशक,
रोजगार विभाग, हरियाणा,
एससीओ-38, सैक्टर-7सी, चण्डीगढ़ ।

सेवा में

मुख्य सचिव,
हरियाणा सरकार,
चण्डीगढ़ ।


विषय

क्रमांक मीटिंग / 2015 / 2786-83
दिनांक 7/12/15

Regarding strengthening the system of Inspection and interaction at field level-Meeting to be held on 07-12-15 at 3.00 PM Conference Hall, 5th Floor, Sardar Patel Bhawan, New Delhi

उपरोक्त विषय पर आपके कार्यालय के पत्र क्रमांक D.O.No. 7/44/2012-3AR दिनांक 05.12.15 ई-मेल के संदर्भ में ।


रोजगार विभाग, हरियाणा की सूचना शून्य समझी जाए ।


कृते: महानिदेशक 11/2/15

क्रमांक मीटिंग / 2015 / 2786-83

दिनांक 7/12/15

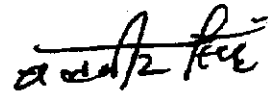
1. इसकी एक प्रति माननीय अतिरिक्त मुख्य सचिव, श्रम एवं रोजगार विभाग, हरियाणा, चण्डीगढ़ को सूचनार्थ एवं आगामी कार्यवाही हेतु प्रेषित है ।
2. इसकी एक प्रति आवसीय आयुक्त, हरियाणा भवन, नई दिल्ली को सूचना एवं आगामी कार्यवाही हेतु प्रेषित है ।


कृते: महानिदेशक

Subject:- Regarding strengthening the sustem of inspection and interaction at field level-meeting to be held on 07-12-2015 at 3.00PM.

क्या अवर सचिव (ए0आर0) उनके पत्र क्रमांक 7/44/2012-3AR, dated 05-12-2015 की ओर ध्यान देने का कष्ट करेंगे ?

उपरोक्त विषय बारे जहां तक राजस्व एवं आपदा प्रबन्धन विभाग हरियाणा का सम्बन्ध है । सूचना शून्य समझी जाये ।



अधीक्षक,

कृते: अतिरिक्त मुख्य सचिव एवं वित्तायुक्त, हरियाणा सरकार,
राजस्व एवं आपदा प्रबंधन विभाग ।

सेवा में

अवर सचिव (ए0आर0)
मुख्य सचिव हरियाणा सरकार।

अशा0 क0 1868-अभि-1-2015/SPL चण्डीगढ, दिनांक 07-12-2015

पू0 क0 1868-अभि-1-2015/SPL . चण्डीगढ, दिनांक 07-12-2015

इसकी एक प्रति Resident Commissioner, Haryana Haryana Bhavan,
Copernics Marg, New Delhi 110001 को सूचनार्थ एवं आवश्यक कार्यवाही हेतु
प्रेषित है ।



अधीक्षक,

कृते: अतिरिक्त मुख्य सचिव एवं वित्तायुक्त हरियाणा सरकार,
राजस्व एवं आपदा प्रबंधन विभाग ।