



Personnel and Administrative  
Reforms (S) Department,  
Secretariat,  
Chennai-9.

**Letter No.41073/S/2010-2, dated 19.11.2010.**

From

Thiru. K.N. Venkataramanan, IAS,  
Secretary to Government.

To

All Secretaries to Government, Chennai - 9

All Heads of Departments/District Collectors/District Judges.

(to instruct the subordinate officers competent to declare  
completion of probation)

The Registrar, High Court, Chennai - 104.

Sir,

Sub: Public Services - Orders on declaration of completion of  
probation to be issued in time - Instructions - Reiterated

Ref: Supreme Court of India order dated 08.07.2010 in C.A.  
No 596/2007

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In the judgment made in Civil Appeal No.596/2007 against the order in W.P.No.11965/2009 on the file of the High Court of Karnataka, the Hon'ble Supreme Court of India has directed all the Chief Secretaries of the States to issue appropriate guidelines on issuing suitable orders immediately on completion of period of probation by the Government Servants. The Supreme Court of India has also pointed out that timely action by the authority concerned would ensure implementation of rule of fair play on the one hand and serve greater ends of justice on the other.

2. As per rule 27(b) of the General Rules for Tamil Nadu State and Subordinate Services, if orders on satisfactory completion of probation of a Government servant are not issued within six months from the date on which the individual is eligible for such declaration, the probationer shall be deemed to have satisfactorily completed his probation on the date of expiry of the prescribed or extended period of probation. However, a formal order declaring the completion of probation shall be issued by the competent authority.

p.to.

3. The period of probation is being prescribed in the relevant Special Rules for various services governing the posts to which the members of the service are appointed and the authority competent shall at the end of the prescribed period of probation or extended period of probation consider the probationer's suitability for full membership. After assessing the suitability during the said period of probation, the appointing authority shall as soon as possible issue necessary orders either declaring the probationer to have satisfactorily completed his probation or extending the period of probation or discharging him from service or terminating his probation as deemed fit.

4. Hence, all the appointing authorities are requested to take note of the above judgment and pass appropriate orders immediately on completion of period of probation by a Government Servant after assessing his suitability for full membership.

5. The receipt of this letter may be acknowledged immediately.

Yours faithfully,



for Secretary to Government.

Per  
12.10.10

Copy to

1. Registrar, Supreme Court of India, New Delhi
  2. Home/Law Department, Chennai 9
  3. All Officers/Sections in Personnel and Administrative Reforms Department,  
Chennai 9
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