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புதுச்சேரி மாநில அரசிதழ்

La Gazette de L'État de Poudouchéry The Gazette of Puducherry

அதிகாரம் பெற்ற வெளியீடு

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No.		Poudouchéry	Mardi	3	Mars	2026 (12 Phalguna 1947)
No.		Puducherry	Tuesday	3rd	March	2026

பொருளடக்கம்

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II - Trees/III - Structures

No Trees and Structures on the land proposed to be acquired.

3. (i) Now, therefore, this notification is made under the provisions of sub-section (1) of section 11 of the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 (Act No. 30 of 2013), to all whom it may concern.
- (ii) A plan of the land may be inspected in the Office of the Sub/Deputy-Collector (Revenue) South-*cum*-Land Acquisition Officer, Villianur on any working days during the working hours.
- (iii) The Government is pleased to authorize the Sub/Deputy-Collector (Revenue) South-*cum*-Land Acquisition Officer, Villianur and his staff, to enter upon and survey land, take levels of any land, dig or bore into the sub-soil and do all other acts required for the proper execution of their work as provided and specified in Section 12 of the said Act.
- (iv) Under sub-section (4) of section 11 of the said Act, no person shall make any transaction or cause any transaction of land *i.e.*, sale/purchase, *etc.*, or create any encumbrances on such land, without prior approval of the Sub/Deputy-Collector (Revenue) South-*cum*-Land Acquisition Officer, Villianur from the date of publication of this notification.
- (v) Objections to the acquisition, if any, may be filed by the person interested within 60 (sixty) days from the date of publication of this notification as provided under section 15 of the said Act before the Sub/Deputy-Collector (Revenue) South-*cum*-Land Acquisition Officer, Villianur.

(By order of the Lieutenant-Governor)

KULOTHUNGAN. A., I.A.S.,
Special Secretary to Government (Revenue).

GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT

(G.O. Rt. No. 07/Lab./AIL/S/2026,
Puducherry, dated 9th February 2026)

NOTIFICATION

Whereas, an Award in I.D (T) No. 08/2024, dated 14-11-2025 of the Industrial Tribunal, Puducherry, in respect of a Dispute between the Puducherry, Karaikal and Yanam Health Department 108 Ambulance Service Drivers Association, Puducherry, against the management of M/s. Indian Red Cross Society, Health Department, Puducherry and the Mission Director, Puducherry State Health Mission, Puducherry over Regularization has been received;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), read with the Notification issued in Labour Department's G.O. Ms. No. 20/9/Lab./L, dated 23-05-1991, it is hereby directed by the Secretary to Government (Labour) that the said Award shall be published in the Official Gazette, Puducherry.

(By order)

S. SANDIRAKUMARAN,
Under Secretary to Government (Labour).

**BEFORE THE INDUSTRIAL TRIBUNAL-CUM-
LABOUR COURT AT PUDUCHERRY**

Present : Tmt. G.T. AMBIKA, M.L., PGDCLCF.,
Presiding Officer.

Friday, the 14th day of November 2025.

I.D. (T). No. 08/2024
CNR. No. PYPY06-000045-2024

The Secretary,
Puducherry, Karaikal and Yanam,
Health Department 108 Ambulance Driver
Association,
No. 20, Naduoduthurai, Neravy – PO,
Karaikal-609 604. . . Petitioner

Versus

1. The Secretary,
IRCS – Indian Red Cross Society,
Health Department Complex,
Old Maternity Hospital Complex,
Victor Simonel Street,
White Town, Puducherry-605 001.
2. The Mission Director,
Puducherry State Health Mission,
Puducherry. . . Respondents

This Industrial Dispute coming before me for hearing in the presence of Thiru M. Gnanasekar, K. Sathiyavel, M.N. Karthir and L. Prabakaran, Counsel for the Petitioner and Thiru S. Sridhar, Government Pleader, Counsel for the Respondents having remained absent and set *ex parte* and upon hearing the petitioner side and perusing the case records, after having stood over for consideration till this day, this Court passed the following:

AWARD

This Industrial Dispute arises out of the reference made by the Government of Puducherry *vide* G.O. Rt. No. 38/Lab./AIL/S/2024, dated 21-03-2024 of the Labour Department, Puducherry to resolve the following dispute between the petitioner and the respondent, *viz.*,-

(a) Whether the Industrial Dispute raised by the petitioners Association namely the Puducherry, Karaikal and Yanam Health Department 108 Ambulance Service Driver Association, Puducherry against the management namely Indian Red Cross Society, Health Department, Puducherry and the Mission Director, Puducherry State Health Mission, Puducherry over Regularization of Petitioners as Drivers as detailed:-

1. R. Prosper Roland, s/o. Roland Felix
2. S. Kannan, s/o. Seetharaman
3. R. Sivaprakasam, s/o. Renganathan
4. R. Sivakumar, s/o. Ramakrishnan
5. Muthukumaran, s/o. Chinnaiyan

are justified or not? If justified, what reliefs the Petitioners as mentioned above are entitled to?

(b) To what other relief the Petitioners as mentioned above are entitled to?

2. *The averments set forth in the Claim Statement filed by the petitioner is as follows:*

That all the members of the petitioners have registered their name with the District employment exchange, Karaikal. That Dr. A. Baskaran Thiruvengadam sent a letter, dated 12-01-2007 to the employment officer to sponsor candidates for filling up the post of Drivers on contract basis. That the employment exchange sent a letter, dated 19-01-2007 to the Deputy Director (Immunization) Member-Secretary of District Health Mission, Karaikal. That the District Collector, Karaikal by an order, dated 26-02-2007 nominated Deputy Director as Member of the Selection Board to select the Drivers. Thereafter the District Collector constituted the Selection

Committee for selecting the drivers. Thereafter, Interview call letters was issued on 14-02-2007, Deputy Director (Immunization) Member-Secretary of District Health Mission, Karaikal to Prosper Roland (Employment Exchange). That the Red Cross Society was roped in the selection without any role. That the Red Cross Society is an organization having its own By-laws, rules and regulations and have their own staff pattern and scales of pay to the employees of the Red Cross Society. That the Members of the petitioners Association were engaged to drive the Ambulance for the purpose of providing service to the rural population especially in Karaikal region. At that point of time there was a proposal for purchase of 8 new Ambulances and the same will be supplied to the Primary Health Centers in the Karaikal region. That already there were 21 Ambulances available covering the rural Primary Health Centers in the Karaikal region and only 9 Number of Drivers were available and the 9 Drivers were in employment of the Government of Puducherry and they work fixed 8 hours shift everyday leading to difficulty in providing Ambulance services round the clock. That the General Administration Department is the cadre control Department for Drivers has expressed its inability to provide more number of Drivers in the near future, due to administrative difficulties in creation of posts, *etc.* That in the meeting chaired by the Hon'ble Health Minister it was agreed by the Mission Director, National Rural Health Mission that financial provision will be made available through National Rural Health Mission funds for providing Ambulance services to the needy rural population to reach the hospitals. That the Department of Health only made the arrangement by requesting the Indian Red Cross Society, Puducherry to provide transportation services for patients of the Rural areas of the Karaikal region. That in this regard, the Indian Red Cross Society wants grant-in-aid of ₹ 25,000 per month for administrative costs involved. That the Director of Health and Family Welfare stated that the Chairman Red Cross Management meanwhile may inform District (Karaikal) Branch may take steps to employ required number of Drivers at local branch level and intimate. That the second respondent issued an office order No. 1/RC/KKL/2006-07/2351, dated 09-03-2007 for the persons engaged as Transport Volunteers in the Primary Health Centre with effect from 05-03-2007. That Similar Orders were issued to all the members of the Association. That the Salary was paid by the Government, the work was extracted by the Medical Officer in charge of the Primary Health Centre. That the transfers and postings are also made by the second respondent.

That the attendance certificates, duty roasters, vehicle gate pass shows that they have been working as part and parcel of the organisation and their salary is paid by the Government and not by the Red Cross Society which is only a name render. That the pay structure of the employees of the Indian Red Cross Society is very much on the higher side.

(ii) That the petitioners were also not given any preference when the recruitment of drivers was made by the DP&AR Department while appointing Drivers. That the salary was paid from and out of the grant-in-aid released by the Government which is evident from the G.O. Rt. No. 80, dated 03-11-2023 issued by the Chief Secretariat (Health). That it is clear that it is not the Red Cross Society which is making the payment. The members of the petitioners association were appointed in the year 2007 through employment exchange and they have been driving the vehicles owned by the Government and they were appointed in the newly created vacancies for that purpose. That they were not appointed in the emergency Medical retrieval service ambulance which was started only in 2010. That the petitioner have been denied their legitimate benefits of regularization even after extracting work for more than 17 years for a lesser salary without any protection of employment. They have not been given the salary of the drivers working in the Government of Puducherry or the drivers appointed in Delhi by the Red Cross Society who are getting the salary of ₹ 63,200. That the petitioners have been continuously working during the COVID-19 Pandemic and the respondents issued certificate of appreciation. However they have not been given any preference in the matter of regular appointment. Even though they were initially selected by the second respondent, they have been continuously working in Government hospitals and operating the ambulances at Karaikal and Puducherry Union Territory. That all of them have approached Central Administrative Tribunal by filing O.A.No. 632 of 2012 challenging the Notification, dated 06-03-2012 issued by the second respondent proposing to fill up the posts of Driver through direct recruitment and also prayed for regularization of their services but, the said Original Application was dismissed by the Central Administrative Tribunal on 17-07-2014. However, they have been continuously engaged by the respondents. All of them were paid Government wages and they have been attached to the Primary Health Medical Centres. Thereafter, the Director of Health and Family Welfare Services was requested to consider the case for regularization of the services of the petitioners. Further, the second respondent by his letter, dated 24-11-2015 addressed to the

Government requested to consider that the members of the petitioner Association be absorbed with Puducherry State Health Mission along with one Adhimoolam. That the Deputy Director, Immunization Karaikal in his Memorandum No. 100/DD(I)/KKL/E4/2017-18/1853, dated 02-02-2018, had ordered that in exigency of the public interest and due to some prevailing administrative reasons, the service of IRCS Drivers drafted for 108 ambulance duty at different health institution functioning under the control of this office, Government General Hospital, Karaikal and Community Health Centre, Thirunallar are internally transferred to various health institution until further Orders. That it had been fully accepted by the respondent that the petitioners were fully qualified as per the recruitment rules which were in force at the time of initial appointment. That the selection was made on the recommendations of the duly constituted Selection Committee. That the members of the petitioner Association have now crossed the age-limit to apply for any other Government posts. In such circumstances, they have pleaded to regularise their services taking into consideration all these aspects. Hence the petition.

3. On the side of the petitioner P.W.1 was examined and Exs.P1 to P101 were marked. Both the respondents called absent set *ex parte* on 03-06-2025.

4. *The points for consideration :*

Whether the Petitioner is entitled for the relief as prayed in this petition?

5. *On Point :*

The case of the petitioner is that the members of the petitioner Association have registered their names with the District Employment Exchange, Karaikal and when such being so, the District Collector had issued an order by nominating the Deputy Director(immunization) as member of the Interview Board to select the Drivers on consolidated pay for operation of Ambulances for the office of the Deputy Director (Immunization) and the Deputy Director (Immunization) had requested the Employment Officer to furnish a list of qualified candidates for filling up the post of Drivers and thereafter the names of the members of the petitioner Association were sponsored by the Employment Exchange and while so, the Red Cross Society was roped in the selection process without any role and after selection of petitioners as Drivers they were engaged to drive the Ambulances for the purpose of providing service to the rural population especially

in Karaikal region and were working under the employment of Government of Puducherry and worked for fixed 8 hours shift everyday.

6. The further contention of the petitioner Association is that the Department of Health had requested the Indian Red Cross Society, Puducherry to provide transportation services for patients of rural areas in the Karaikal region round the clock basis and for such service, the Red Cross Society was granted grant-in-aid of ₹ 25,000 per month for administrative costs and the second respondent had issued posting orders stating that the petitioners shall be engaged as Transport volunteers in the primary Health Centre and further the transfers and posting were done by the second respondent and thereby the members of the petitioner Association were paid salary by the Government and not by the Red Cross Society which is only a name lender.

7. It is the further contention of the petitioner that the members of the petitioner Association were not given similar salary that were given to the Drivers working in Government of Puducherry or the Drivers working in Red Cross Society and thereby they were working without any benefits and without holidays, promotion or any carrier benefits and were paid salary on consolidated basis without any increment and therefore the petitioner Association had approached Central Administrative Tribunal and filed O.A.No. 632/2012 by challenging the notification issued by the second respondent proposing to fill up the posts of Driver through direct recruitment and sought for regularisation of their services, but the same was dismissed on 17-7-2014. The petitioner further contended that the Director of Health and Family Welfare Services requested to consider the case of regularisation of service of members of petitioner Association and the second respondent also by letter, dated 24-11-2015 had addressed the Government to consider the request of the members of the petitioner Association and to absorb with Puducherry State Health Mission but the service of the members of petitioner Association was not regularised inspite of discharging the duty to the satisfaction of their superiors with unblemished records and having worked for more than 17 years continuously.

8. In this case, the core contention of the members of the petitioner Association is that their service has to be regularised by the second respondent from the date of their initial appointment with all attendant benefits. Thus, in this case it is first incumbent to decide whether the members of petitioner Association were appointed by second respondent. It is the specific

contention of the learned Counsel for petitioner that the members of petitioner Association were appointed by the second respondent and the first respondent is only a name lender and roped in the selection process without any role. This Court on perusal of documents relied by the petitioner finds that as per Ex.P30. The District Collector, Karaikal has issued an order, dated 26-02-2007 by appointing the Deputy Director (Immunization) namely, Dr. Baskaran Thiruvengadam as member of the interview board constituted for selection of Drivers on consolidate pay for operation of ambulances for the office of Deputy Director (Immunization) and as per Ex.P12 the said Deputy Director (Immunization) namely Dr.Baskaran Thiruvengadam has sent letter, dated 12-01-2007 to the Employment Officer to furnish a list of qualified candidates for filling up the post of Drivers on contract basis and thereafter, the Employment Officer as per Ex.P13 letter, dated 19-01-2007 has furnished a list of candidates to the Deputy Director (Immunization).

9. The records further reveals that thereafter call letters, dated 14-02-2007 for certificate Verification has been sent to the members of the petitioner Association as per Exs.P15 to P19 and the same is found to be sent by Dr.Baskaran Thiruvengadam in the capacity as *Ex Officio* Secretary of Indian Red Cross Society and later Interview Call letters, dated 26-02-2007 as per Exs.P26 to P29 is found to have been sent to the members of petitioner Association by Dr. Baskaran Thiruvengadam in the capacity as *Ex Officio* Secretary of Indian Red Cross Society and subsequently as per Exs.P31 to P34 posting orders as Transport Volunteers is found to be issued to the members of petitioner Association by Dr. Baskaran Thiruvengadam in the capacity as Honorary Secretary of Indian Red Cross Society. Thus, the said Dr.Baskaran Thiruvengadam though initially called for the list of candidates from the Employment Officer in the capacity as Deputy Director (Immunization), but, later is found to have proceeded the selection process in the capacity of *Ex Officio* Secretary of Indian Red Cross Society and Honorary Secretary of Indian Red Cross Society.

10. Similarly on perusal of posting orders that is Exs.P31 to P34 it is found to have been issued by first respondent Red Cross Society and in the said Official Memorandum it is mentioned that the selected candidate is enrolled as a volunteer of Red Cross Society of Karaikal District Branch and shall be attached to a rural Primary Health Centre of Karaikal region and will serve as a Transport volunteer and also to act as per the instruction of the Medical officer of the primary Health Centre and likewise on perusal of Ex.P25 it is found that it is a minutes of the selection committee wherein it is

mentioned as “minutes of the committee for selection of candidates to be engaged as Drivers on consolidated salary basis under Indian Red Cross Society, Karaikal District Branch for providing transport services to the patients from the village centres to higher centres” and in Ex.P20 order issued by District Collector of Karaikal who also happened to be *Ex Officio* president of Indian Red Cross Society has specifically stated that Drivers were selected on consolidated salary basis under Indian Red Cross Society, Karaikal District Branch, for providing transports services to the patients from the village centres to higher centres.

11. Furthermore, on perusal of Ex.P14 I.D.Note prepared by the Directorate of Health and Family Welfare Services, Puducherry it is stated as follows:

3. Now the Indian Red Cross Society, Puducherry has expressed its willingness to provide transportation services for patients of the rural areas of the Karaikal region on round the clock basis. To provide such transportation services, the Department of Health has recommended to make the Government Ambulances available to the Indian Red Cross Society for the transportation of patients initially. The Indian Red Cross Society in this regard wants grants-in-aid of ₹ 25,000 per month for administrative costs involved.

4. The Department of Health feels that this is the most viable option in the immediate short term in view of the following:

- The demand of the rural population of the Karaikal region for 24 hour ambulance services cannot be kept pending till the Administrative difficulties of General Administrative Department in appointment Drivers are over come.
- This immediate need was voiced by all the MLAs of Karaikal region in the budget session Assurance on this was given on the floor of the Assembly by the Hon'ble Minister for Health.
- The Indian Red Cross Society is a reputed and established NGO. In fact, the District Collector, Karaikal is the Honorary President of the Karaikal Branch and Deputy Director (Immunization) Karaikal is Honorary Secretary.
- The grant-in-aid of ₹ 25,000 per month will be utilized for arranging driving personnel trained in First-Aid by the Indian Red Cross Society Puducherry to transport patients. This suggestion may be approved and the necessary grant-in-aid may be made available at the earliest.

12. Likewise on perusal of Ex.P56 letter, dated 24-11-2015 written by first respondent to the second respondent, it is found that in the said letter the first respondent has admitted that the transport volunteers have been selected by the Indian Red Cross Society, Puducherry after following the usual procedure and as per agreement made with Puducherry State Health Mission, though these Transport volunteers recruited by the Indian Red Cross Society, Puducherry branch their payment is met by the grants released by PSHM. They are working on contract basis.

13. Thus, on perusal of all the documents relied by the petitioner it is found that members of the petitioner Association have been selected as Drivers on consolidated salary basis and they were appointed as Transport volunteers by the first respondent Indian Red Cross Society and they were made to attach to a rural Primary Health Centre of Karaikal Region for providing transportation services for patients of rural areas of the Karaikal region on round the clock basis and for providing such transport service the first respondent is found to have been given grant-in-aid for the administrative costs involved and to that effect memorandum of understanding as per Ex.P46 is also found to have been entered between the Puducherry State Health Mission and Indian Red Cross Society, Puducherry. This fact is also found to have been mentioned in Ex.P79 when information was sought for under RTI Act, wherein the Secretary (Indian Red Cross Society)-*cum*-Director (Health) has answered for the query as to how was 108 Ambulance Drivers recruited through Health Department, Karaikal for which it has been answered that “No Driver was recruited for 108 ambulance in the Health Department Karaikal. However Transport volunteers of Indian Red Cross Society were utilised by the Health Department for operation of 108 Ambulance services in Karaikal region”.

14. That apart on perusal of Ex.P52 it is found that the members of the petitioner Association have approached Central Administrative Tribunal by way of filing O.A.No. 632/2012 in which it was contended that they were appointed by the second respondent herein and thereby sought to regularise their services from the date of their initial appointment with all benefits, but, the said O.A.No. 632/2012 has been dismissed on 17-07-2014 by observing as follows:

7. We have considered the rival contentions and perused the material on record. The applicants in the OA are Transport Volunteers engaged by the Indian Red Cross Society and their services are being

utilized under the Puducherry Health Mission. It is also clear from the pleadings and submissions that the applicants have not been engaged against any sanctioned posts and it is also clear from the guidelines all the appointments under the National Rural Health Mission are only on contractual basis for the project period and not on regular basis. We find that the applicants are being engaged by the Indian Red Cross Society which is neither a Government Organisation nor a Quasi-Government Organisation and hence, the applicants will have no *locus standii* to approach this Tribunal in the first place.

15. The records reveals that the members of petitioner Association have not challenged the observation and dismissal order passed in O.A.No. 632/2012 and thereby the findings made in O.A.No. 632/2012 that the members of the petitioner Association were not appointed by the second respondent stands undisturbed and has attained its finality and thus, in such context also this Tribunal finds that the petitioner Association cannot again reargue once again by contending that they are drivers appointed by the second respondent herein.

16. Hence, this Tribunal from above discussions holds that the contention of the members of petitioner Association that they have to be regularised by the second respondent is found to be unacceptable for the reason that they were not either appointed by the second respondent or had been recruited on following the recruitment rules or as against the sanctioned posts under the Puducherry State Health Mission but on the other hand it is found that they have been appointed by the first respondent Indian Red Cross Society on contractual basis. When such being so, this Tribunal finds that when the members of the petitioner Association have been selected and appointed by the first respondent and who had been engaged for work from the year 2007 onwards are entitled for the relief of regularisation from the first respondent because it is the first respondent who had done the selection and appointment and further the selection has been done after formation of selection committee and after requesting the Employment officer to sponsor the list of eligible candidates for filling up the post of Drivers. This Tribunal further finds that the first respondent having engaging them on a temporary basis for extended periods especially when they had worked as 108 Ambulance Drivers who play a critical role in the realm of emergency medical services cannot be denied their fundamental benefits just like that after extracting works for more than a decades and thus, this Tribunal holds that the Industrial dispute raised by the petitioners is justified.

In the result this petition is partly dismissed by dismissing the relief of regularisation as against the second respondent and this petition as against the first respondent is allowed and the first respondent is directed to regularise the service of the members of petitioner Association from the date of their initial appointment with all consequential benefits within a period of three months from the date of this Order. There is no order as to costs.

Partly typed by the Stenographer, partly typed by me in my laptop, corrected and pronounced by me in open Court on this the 14th day of November, 2025.

G.T. AMBIKA,
Presiding Officer,
Industrial Tribunal-cum-
Labour Court, Puducherry.

List of petitioner's witnesses:

PW1 — 03-07-2025 Thiru R. Sivaprakasam

List of petitioner's side exhibits :

Exhibit	Date	Detail
(1)	(2)	(3)
Ex. P1	21-01-1991	Photocopy of the Employment Registration Card of R. Prosper Roland.
Ex. P2	22-06-1992	Photocopy of the Employment Registration Card of R. Sivakumar.
Ex. P3	13-07-1992	Photocopy of the Employment Registration Card of S. Muthukumaran.
Ex. P4	19-03-1994	Photocopy of the Driving Licence of R. Prosper Roland.
Ex. P5	24-06-1994	Photocopy of the Employment Registration Card of S. Kannan.
Ex. P6	18-07-1996	Photocopy of the Driving License of S. Kannan.
Ex. P7	16-09-1998	Photocopy of the Driving Licence of S. Muthukumaran.
Ex. P8	—	Photocopy of the Identity Card of R. Prosper Roland.
Ex. P9	—	Photocopy of the Driving Licence of R. Sivakumar.
Ex. P10	—	Photocopy of the Driving Licence of S. Muthukumaran.

(1)	(2)	(3)	(1)	(2)	(3)
Ex. P11	—	Photocopy of the Driving Licence of S.Kannan.	Ex. P21	19-02-2007	Photocopy of the Identification Certificate of R.Sivakumar.
Ex. P12	12-01-2007	Photocopy of the Letter from Dr. A. Baskaran Thiruvengadam, Deputy Director (Immunization) Member-Secretary of District Health Mission, Karaikal to the Employment Officer for filling up the post of Drivers on contract basis.	Ex. P22	19-02-2007	Photocopy of the Identification Certificate of R.Sivaprakasam.
Ex. P13	19-01-2007	Photocopy of the Letter from the Employment Exchange to the Deputy Director (Immunization) Member-Secretary of District Health Mission, Karaikal.	Ex. P23	—	Photocopy of the Identification Certificate of S.Muthukumaran.
Ex. P14	10-02-2007	Photocopy of the I.D. Note providing of Drivers of Driving Personnel for Ambulance Service in Karaikal region.	Ex. P24	—	Photocopy of the Identification Certificate of S.Kannan.
Ex. P15	14-02-2007	Photocopy of the Call letters, issued by the Deputy Director Administration for Certificate verification to R. Prosper Roland.	Ex. P25	22-02-2007	Photocopy of the Proceedings of the Selection Committee.
Ex. P16	14-02-2007	Photocopy of the Call letters, issued by the Deputy Director Administration for Certificate verification to S.Kannan.	Ex. P26	26-02-2007	Photocopy of the Interview Call Letter, issued by Dr. A. Baskaran Thiruvengadam <i>Ex Officio</i> Secretary, Karaikal to R.Prospher Roland.
Ex. P17	14-02-2007	Photocopy of the Call letters, issued by the Deputy Director Administration for Certificate verification to R.Sivakumar.	Ex. P27	26-02-2007	Photocopy of the Interview Call Letter, issued by Dr. A. Baskaran Thiruvengadam <i>Ex Officio</i> Secretary, Karaikal to S.Kannan.
Ex. P18	14-02-2007	Photocopy of the Call letters, issued by the Deputy Director Administration for Certificate verification to S.Muthukumaran.	Ex. P28	26-02-2007	Photocopy of the Interview Call Letter, issued by Dr. A. Baskaran Thiruvengadam <i>Ex Officio</i> Secretary, Karaikal to R.Sivaprakasam.
Ex. P19	14-02-2007	Photocopy of the Call letters, issued by the Deputy Director Administration for Certificate verification to R.Sivaprakasam.	Ex. P29	26-02-2007	Photocopy of the Interview Call Letter, issued by Dr. A. Baskaran Thiruvengadam <i>Ex Officio</i> Secretary, Karaikal to R.Sivakumar.
Ex. P20	14-02-2007	Photocopy of the Order of the District Collector constituting the Selection Committee.	Ex. P30	26-02-2007	Photocopy of the Order of District Collector nominating Deputy Director as Member of the Selection Board to select Drivers.
			Ex. P31	09-03-2007	Photocopy of the Posting Order, issued by Honorary Secretary, Karaikal Branch to Prosper Roland.
			Ex. P32	09-03-2007	Photocopy of the Posting Order, issued by Honorary Secretary Karaikal Branch to R.Sivakumar.

(1)	(2)	(3)	(1)	(2)	(3)
Ex. P33	09-03-2007	Photocopy of the Posting Order, issued by Honorary Secretary Karaikal Branch to S.Kannan.	Ex. P46	01-04-2012	Photocopy of the Memo of Undertaking.
Ex. P34	09-03-2007	Photocopy of the Posting Order, issued by Honorary Secretary Karaikal Branch to R.Sivaprakasam.	Ex. P47	12-07-2012	Photocopy of the UCO Bank Account Details of Prosperer Roland.
Ex. P35	31-10-2007	Photocopy of the Attendance Certificate of G.Raja, R.Sivaprakasam and William Lawrance.	Ex. P48	12-07-2012	Photocopy of the UCO Bank Account Details of S.Kannan.
Ex. P36	29-02-2008	Photocopy of the Attendance Certificate of G. Raja, R. Sivaprakasam and William Lawrance.	Ex. P49	12-07-2012	Photocopy of the UCO Bank Account Details of S.Muthukumaran.
Ex. P37	31-05-2008	Photocopy of the Attendance Certificate of R.Sivaprakasam.	Ex. P50	12-07-2012	Photocopy of the UCO Bank Account Details of R.Sivakumar.
Ex. P38	30-06-2008	Photocopy of the Attendance Certificate of G.Raja, R.Sivaprakasam and William Lawrance.	Ex. P51	02-05-2013	Photocopy of the Contractual Service Agreement of R.Adiaman with Indian Red Cross Society (Puducherry Branch), Health Department Complex, New Saram, Puducherry-605 013.
Ex. P39	15-03-2010	Photocopy of the Posting Order of S. Muthukumaran.	Ex. P52	17-07-2014	Photocopy of the Order in O.A.No. 632 of 2012.
Ex. P40	30-03-2010	Photocopy of the Order of Transfer, issued to the members of Association.	Ex. P53	25-08-2015	Photocopy of the Memo issued to S.Williams Lawrence calling for explanation.
Ex. P41	26-05-2010	Photocopy of the Conduct Certificate, issued by Dr. A. Baskaran Thiruvengadam, <i>Ex Officio</i> Secretary (IRCS), Karaikal to R.Sivaprakasam.	Ex. P54	15-09-2015	Photocopy of the Forwarding letter of representation by the Deputy Director (Immunization) Karaikal to the Director, Health and Family Welfare, Puducherry.
Ex. P42	01-05-2010 to 31-05-2010	Photocopy of the Duty Roster in respect of petitioners.	Ex. P55	—	Photocopy of the Revised Scales of Pay for Staff with effect from 01-01-2016, issued by Indian Red Cross Society National Head Quarters.
Ex. P43	07-06-2010	Photocopy of the Order of Transfer, issued to the Members of Association.	Ex. P56	24-11-2015	Photocopy of the Letter from the Director, Health to the 2nd Respondent for absorption of petitioners.
Ex. P44	31-12-2010	Photocopy of the Recruitment Rules for the post of Drivers.	Ex. P57	18-05-2016	Photocopy of the Office Order for Medical team for the car festival (Sivaprakasam Driver).
Ex. P45	12-03-2012	Photocopy of the Conduct Certificate, issued to R.Sivaprakasam.	Ex. P58	10-08-2016	Photocopy of the Representation made by the Association to the Government for absorption.

(1)	(2)	(3)	(1)	(2)	(3)
Ex. P59	05-07-2017	Photocopy of the Office Order, issued to Sivaprakasam in connection with Mangani festival in Karaikal Ammaiyar Temple.	Ex. P71	08-11-2019	Photocopy of the Notice inviting applications for contracted engagement by Indian Red Cross Society.
Ex. P60	11-12-2017	Photocopy of the Office Order, issued to Sivaprakasam in connection with Sanipeyarchi festival Lord Dharbaranesswara Swamy Temple, Thirunallar, Karaikal on 19-12-2017.	Ex. P72	31-03-2021	Photocopy of the Service Certificate, issued to R.Sivakumar.
Ex. P61	15-12-2017	Photocopy of the Visit of Dr.Kiran Bedi, Hon'ble Lieutenant-Governor of Puducherry to Karaikal.	Ex. P73	Jan-2021	Photocopy of the Employment Renewal Card of R.Sivaprakasam.
Ex. P62	24-01-2018	Photocopy of the Vehicle Gate Pass of Sivaprakasam.	Ex. P74	17-06-2022	Photocopy of the Representation from the Petitioners to Lieutenant-Governor, Puducherry for absorption.
Ex. P63	28-01-2018	Photocopy of the Vehicle Gate Pass of Sivaprakasam.	Ex. P75	20-08-2022	Photocopy of the Department of Personnel and Administrative Reforms (Personnel Wing) Notification for filling up Driver Grade-II.
Ex. P64	02-02-2018	Photocopy of the Internal Order of Transfer issued to Prosper Roland, R.Sivaprakasam.	Ex. P76	06-10-2022	Photocopy of the Office Order issued against filling up Vacancies of Drivers.
Ex. P65	03-02-2018	Photocopy of the Vehicle Gate Pass of Sivaprakasam.	Ex. P77	12-10-2022	Photocopy of the Pay Certificate of S.Muthukumaran.
Ex. P66	—	Photocopy of the Certificate of Commendation COVID-19 Warriors issued by Dr. T. Arun, I.A.S., Secretary (Health) in favour of R.Prosphe Roland.	Ex. P78	13-03-2023	Photocopy of the Transfer of Posting of Sivaprakasam, Muthukumaran and Kannan.
Ex. P67	—	Photocopy of the Certificate of Commendation COVID-19 Warriors issued by Dr. T. Arun, I.A.S., Secretary (Health) in favour of S.Kannan.	Ex. P79	15-03-2023	Photocopy of the RTI reply given to S.Subhashini.
Ex. P68	—	Photocopy of the Certificate of Commendation COVID-19 Warriors issued by Dr. T. Arun, I.A.S., Secretary (Health) in favour of R.Sivaprakasam.	Ex. P80	13-03-2023	Photocopy of the Conciliation Petition filed by the Petitioners Association.
Ex. P69	—	Photocopy of the Certificate of Commendation COVID-19 Warriors, issued by Dr. T. Arun, I.A.S., Secretary (Health) in favour of R.Sivakumar.	Ex. P81	25-09-2023	Photocopy of the RTI Applications submitted by with of R.Sivaprakasam.
Ex. P70	—	Photocopy of the Certificate of Commendation COVID-19 Warriors issued by Dr.T.Arun, I.A.S., Secretary (Health) in favour of S.Muthukumaran.	Ex. P82	25-10-2023	Photocopy of the Counter filed by the Respondent.
			Ex. P83	03-11-2023	Photocopy of the Reply from the Red Cross Society, New Delhi.
			Ex. P84	03-11-2023	Photocopy of the G.O. Ms. No. 80 release of granting in Aids to Puducherry State Health Society.

(1)	(2)	(3)
Ex. P85	23-11-2023	Photocopy of the Petitioners reminders to the Labour Officer, Karaikal.
Ex. P86	28-11-2023	Photocopy of the Duty Roster of Drivers.
Ex. P87	11-01-2024	Photocopy of the Failure Report submitted by the Labour Officer, Karaikal.
Ex. P88	22-01-2024	Photocopy of the Vacancy Circular issued by Red Cross Society, New Delhi.
Ex. P89	21-03-2024	Photocopy of the G.O. Ms. No. 38 making a reference to Labour Court for adjudication.
Ex. P90	05-06-2024	Photocopy of the Reply under RTI Act stating LMV Drivers Gr.III Vacancies 33 as on 30-04-2024.
Ex. P91	June-2024	Photocopy of the Attendance roll in the month of June 2024.
Ex. P92	10-07-2024	Photocopy of the Representation made by the Petitioner to the 2nd Respondent for Leave.
Ex. P93	Aug-2024	Photocopy of the Attendance roll in the month of August 2024.
Ex. P94	Sep-2024	Photocopy of the Attendance roll in the month of September 2024.
Ex. P95	22-10-2024	Photocopy of the Memorandum, issued to Muthukumar.
Ex. P96	22-11-2024	Photocopy of the Work Order, issued night survey to Sivakumar.
Ex. P97	04-11-2024	Photocopy of the Log Book in respect of Ambulance Vehicle No.PY-02-G-0092 and PY-01-G-1546 of PHC, Karaikal.
Ex. P98	—	Photocopy of the Memorandum of Association and Rules and Regulations of St.John Ambulance (India).
Ex. P99	—	Photocopy of the Indian Red Cross Society Right to Information Act Guidelines.

(1)	(2)	(3)
Ex. P100	—	Photocopy of the Rules and Bye-Laws of Puducherry Branch Indian Red Cross Society (Constituted Under Act XV of 1920).
Ex. P101	—	Photocopy of the Duty Chart of Red Cross Transport Volunteers.

List of Respondent's witnesses: Nil

List of Respondent's side Exhibits: Nil

G.T. AMBIKA,
Presiding Officer,
Industrial Tribunal-cum-
Labour Court, Puducherry.

**GOVERNMENT OF PUDUCHERRY
SOCIAL WELFARE SECRETARIAT**

*(G.O. Ms. No. 09/SWS/2025-26/1537,
Puducherry, dated 09th February 2026)*

NOTIFICATION

In exercise of the powers conferred under section 72 of the Rights of Persons with Disabilities Act, 2016, read with rule 19 of the Puducherry Rights of Persons with Disabilities Rules, 2018, the District/Regional Level Committees on disabilities was constituted for four regions of Union territory of Puducherry *vide* G.O. Ms. No. 6/SWS/2020-21, dated 03-11-2020. Since, the term of the Members of the Committees has lapsed, the Lieutenant-Governor, Puducherry, is pleased to notify the reconstitution of the District/Regional Level Committees on Disabilities for four regions of the Union territory of Puducherry with the compositions as annexed to this notification.

2. The tenure, allowances and functions of the Committee, will be as prescribed under rule 20 of "the Puducherry Rights of Persons with Disabilities Rules, 2018".

3. This issues with the concurrence of the Finance Department, Puducherry obtained *vide* No. I.D.E. Comp.No. 55578/FD/F5/AI/FC/2025-26, dated 06-02-2026.

(By order of the Lieutenant-Governor)

P. RAGINI,
Under Secretary to Government
(Social Welfare).