

Government of West Bengal
Panchayats & Rural Development Department

Joint Administrative Buildings
Block – HC-7, Sector – III
Salt Lake, Kolkata – 700 106

No. 5221- RD/O/NREGA/18S-03/09 (Pt-II)

Dated : 18/10/2017

Sub : Revised Engagement Procedure of GRS

In terms of Notification No. 8381-RD/P/SL-01/06 dated 21/11/2007 of the Department of Panchayats & Rural Development one post of Gram Rojgar Sevak (GRS) was created in every Gram Panchayat of the State generating 15000 person-days in Mahatma Gandhi NREGA in a continuous period of three months. They were paid as amount of Rs.4000.00 per month out of administrative expenses. Selection was on the basis of merit. Candidates securing at least 55% marks in science stream in the Higher Secondary Examinations with at last 6 months training on computer application from any recognized institute were eligible for selection. The candidates were required to be residents and voters of the concerned GP area preferably between 18-35 years of age. The Block Development Officer & Ex-officio Programme Officer, MGNREGA was to verify and permit the GP to engage the GRS on a yearly contract.

In a subsequent order on 15/04/2008 (No.3280 dt. 15/04/2008), the criteria of 55% marks was relaxed to 50% subject to certification by the Gram Panchayat about non availability of candidates with 55% marks after wide publication. Vide memo 6561 dt. 07/10/2009, it was clarified that candidates passing the vocational course (X+2 level) with Physics and Mathematics as compulsory subjects are eligible and will get same weightage with HS passed candidates in the science stream. It was also clarified that in the gradation system corresponding percentage will be obtained from respective board and the marks obtained in the optional subject should not be considered for calculation of total marks.

Memo no. 6562 dt. 07/10/2009 also clarified that in case no application as received against particular GP, further applications may be invited from other GPs within that particular block.


Order No. 2748 dt. 23/04/2010, stipulated that there would be one GRS in every GP generating 5000 person-days in a year subject to certain exceptions. It also stipulated that the GPs generating same

than 4000 person-days in a year will be entitled to engage an Additional GRs, subject is certain expecting.

Now, the question of streamlining the process of engagement of the GRS is the MGNREGA set up in the State was under active consideration of the Department for quite some time. After obtaining approval from appropriate authority, the following policy guidelines in relation to engagement, designation, renewal of contract, transfer of the GRS have been formulated.

1. With immediate effect the GRSs will be re-designated as Gram Rojgar Sahayak in place of Gram Rojgar Sevak. This is in consonance with the pan-India matters.
2. In all Gram Panchayats of the State including those in the districts of Howrah, Darjeeling and Kalimpong (included in GTA area) there will be one GPs each, irrespective of the number of person-days generated in a year.
3. There will be no new engagement of any additional GRS in any of the Gram Panchayats irrespective of the number of person-days generated in a year. Whenever additional GRS still exists, the blocks will make efforts to re-deploy them against vacancies within respecting Block. There will not be any fresh engagement of GRS in any block till the pool of additional GRS of the block concerned will exhaust. However, if no such vacancies exist, the existing additional GRS will continue as function with the re-designated position of Gram Rojgar Sahayak.
4. Minimum educational qualification for the most of Gram Rojgar Sahayak will continue to be Higher Secondary passed in the Science / Vocational Stream with Physics and Mathematics as compulsory subjects and 55% marks in Higher Secondary examination. In case of vocational stream courses, if physics and mathematics are studied as compulsory subjects in class XI standard that will be considered as eligibility criteria provided that the marks obtained in the XIth standard examination are reflected in the final mark sheet issued by the Board / Council and 55% marks are calculated in aggregated taking marks in both the classes into consideration for the general science stream courses. However, marks secured in Class XII only in the present system and marks scored in classes XI and XII combined in the earlier system will be taken into consideration. The moot point is that the marks will be based on the recognized mark sheet issued by the concerned Board / Council. The verification of the certificate issued by authorities of other states will continue to be subjected to verification by issuing authorities.

5. For any fresh engagement of Gram Rojgar Sahayak (GRS), henceforth applications will be invited and received at the level of the Block Development Officer & Programme Officer MGNREGA form among the residents and voters of entire Block. The stipulation of residence within the concerned GP is thus modified. The BDO on examination of all the candidates strictly on merit, therefore the first candidate in terms of merit will be engaged by BDO and PO MGNREGA for the Gram Panchayat having vacancy. The qualification as to six months computer training from a recognized training institute will continue as remains. If more than one candidate secure same aggregate, marks obtained in Physics and Mathematics combined will be computed and the candidate securing higher marks in that category will be considered. In case of vacancies in multiple Gram Panchayats in a block, candidates will follow the minimum possible distance from the place of residence to the place of working.
6. Henceforth all renewals in the list of Gram Rojgar Sahayak will be made by the Block Development Officer & Programme Officer MGNREGA on examination of performance records and requirement documents. GRS will also be transferable within the Block as per the order issued earlier vide this office Memo.No.2414-RD/O/NREGA/18S-03/09 dated 03/05/17 read with No.1860-RD/O/NREGA/18S-03 dated 31.03.17.
7. This order supersedes all previous orders in relation to engagement renewal/transfer of GRS and takes terminated effect.


(Dibyendu Sarkar, IAS)
Commissioner, P&RD Department

Dated : 18/10/2017


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Copy forwarded for information and taking necessary action to

(1)The Principal Secretary, GTA

(2-23)The District Magistrate and District Programme Coordinator (All)

(24)The Additional Executive Officer, Siliguri Mahakuma Parishad.


Sudipta Porel, WBCS(Exe)
Deputy Secretary to Govt. of West Bengal