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GOVERNMENT OF ORISSA,
POLITICAL AND SERVICES DEPARTMENT.

R E S O L U T I O N .

SUBJECT:- PRINCIPLES FOR MAKING TEMPORARY POSTS PERMANENT.

In Home Department Resolution No.1366-A. dated 24.1.1955 Government decided that all temporary posts, Gazetted, non-Gazetted, Ministerial and Class IV, in permanent Departments and offices under Government which have been continuously in existence for 5 years or more and 50% of all such posts which have been continuously in existence between 3 to 5 years should be made permanent with effect from the date of issue of the resolution i.e. 24.1.1955 except such of them as are connected with purely temporary schemes or whose permanent retention would not be justified for other reasons.

2. The reason for fixing the date line for making the temporary posts permanent was to avoid confusion in bringing the permanent posts under the pool. The pool system which was in vogue has since been abandoned in Home Department Resolution No.10066-A. dated 4.7.57 and No.16277-A dated 31.7.58. After the abolition of the common pool system Government was considering for some time past that it will be unfair to a large number of temporary Government servants to deny them the advantages of becoming permanent just because the temporary posts held by them did not complete 5 years or 3 years by 24.1.1955. In the expanding activities of the State Government it is not considered desirable to have a large number of Government employees to continue on temporary basis. It is, therefore, necessary to absorb permanently as many Government servants as are reasonably required on a permanent basis.

3. After careful consideration Government have been pleased to decide that all temporary posts except those that are connected with purely temporary schemes or whose permanent retention would not be justified for other reasons, should be treated to have qualified for permanency as and when they complete the period of 5 years after 24.1.55. After completion of 5 years such temporary posts may be made permanent with retrospective effect from the date on which the posts completed one year.

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Government have also been pleased to decide that some of the Departments of Government in which the Directorate is proposed to be separated from the Secretariat should wait to make the temporary posts permanent on the above principle till the question of separation of the Directorate is finalised. Such Departments of Government should take prompt action to finalise the question within a period of six months, from the date of issue of this resolution. There is no need to consult Political and Services, Home or Finance Department on working out the number of posts to be made permanent on the basis of the principles in para 3 above, but Finance Department must see and approve the order making the posts permanent before it issues.

5. Government have further been pleased to decide that while the principle in para 3 above will be the ordinary rule for making the temporary posts permanent, permanent posts can be created even at the start or temporary posts made permanent, even though such posts do not fulfil the conditions in para 3 above in urgent and very exceptional cases for good and sufficient reasons in consultation with the Finance and Political and Services Departments. In case of Class III and Class IV posts of the Secretariat the Home Department may also be consulted.

6. For clarification of any doubt that may arise in the interpretation or working of this Resolution immediate reference should be made to the Political and Services Department.

Order:- Ordered that this Resolution should be published in the Orissa Gazette.

Ordered also that copies of the Resolution be forwarded to all Departments of Government/all Heads of Departments/all District Officers/all Superintending Engineers/Superintendent, Government Press/Secretary to the Public Service Commission/Secretary to Governor, for information and communication to all the appointing authorities subordinate to them.

By order of the Governor.

Sd. A. K. Mazumdar.

Additional Secretary to Government.

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