

No. SC. - 50/62 8107 GEN.,

GOVERNMENT OF ORISSA
POLITICAL AND SERVICES DEPARTMENT.

RESOLUTION.

DATED, BHUBANESWAR, THE 25th JUNE, 1962.

SUBJECT: - Principle for making temporary posts permanent in the Departments of Government in which the Directorate is proposed to be separated from the Secretariat.

In the resolution No. 3660 Gen., dated 26.3.60 orders of Government in the Political and Services Department were issued that all temporary posts except those that are connected with purely temporary scheme or whose permanent retention could not be justified for other reasons should be treated to have qualified for permanency as and when they complete the period of five 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 post completed one year. It was also decided 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 were directed to take prompt action to finalise the question within a period ~~of~~ of 6 months from the date of issue of the said resolution.

2. Although it is about 2 years since the said resolution was issued in none of the Departments which combine the function of the Heads of Departments the Directorate has been separated from the Secretariat Departments. Meanwhile such Departments have moved Government for permanency of the posts on the ground that there has been delay in implementing this decision of Government to separate the Directorate from the Secretariat. Government consider that as action has to be taken by the Department itself the proposals to make the staff permanent because there is delay, seems to put a premium on delay and inefficiency. At the same time it is to be conceded that the staff have

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have very little to do with policy and delay in the separation cannot be entirely their fault. It has therefore, been necessary to strike a compromise. Government have already accepted the position that Directorate will be split from the Secretariat and staff will be divided between the two organisations. Government, therefore, have the right to decide at the time of this splitting as to who shall go to the Secretariat and who shall be in the Head of Department. Keeping the above principle in view Government have been pleased to decide that a number of posts may be made permanent in the composite Departments based on the five year principle laid down in the said resolution and staff may be confirmed against those vacancies. But Government desire to make it clear that the permanency, if any, shall be to the grade at which the permanency will be given and this cannot be deemed to confer a right on the incumbent to a promotion to the scale of pay in the present cadre.

At the time of separation of the head of a Department from the Secretariat, a person who has been permanent in pursuance of this decision in a certain grade in a composite department will have to be retained either in the Secretariat or made over to the head of Department. In the latter event, the grade in which he is confirmed in the composite Department will be protected, in other words he will continue to draw his pay in the same scale he was drawing in the composite Department, but his pay on promotion to higher grades will be determined by the pay scale of the grades of the head of Department. Similarly, those incumbents, who continue in the Secretariat will, on promotion to higher grades enjoy the scale of pay of the grades applicable to the Secretariat Departments.

3. While deciding to give permanency to the staff Government also desired to impress upon the Departments concerned to take prompt action for implementing the decisions of the Government for separation of the Directorate from the Secretariat and to finalise the appointment of staff between two offices without further delay.

4. The other conditions laid down in Resolution referred to in para I will however apply before permanency is granted.