

76

Government of Orissa
General Administration Department.

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OFFICE MEMORANDUM

Dt. 9.1.1987

Sub:- Method of selection by the Departmental Promotion Committees.

No. 249 /Gen, The question of the manner and method to be adopted by the D.P.C. while selecting employees for promotion to the next higher grade in the context of an employee who is under suspension has been considered; it has been decided that the following method shall be adopted by the Departmental Promotion Committees.

2. A Government servant, who is under suspension following arrest, detention, court case, departmental proceeding or for any other reasons, should also be considered (if he is otherwise eligible) along with other eligible officers for promotion to the next higher grade. The findings of the D.P.C. as to the merit and suitability of such officers should be recorded separately and kept in a sealed envelope superscribed "findings regarding merit and suitability for promotion to in respect of Shri (Name of the Officer)" and "not to be opened till after the termination of the order of suspension". The proceedings of the D.P.C. if any, need only contain the note "the findings are confirmed in the attached sealed envelope". Obviously, this should be kept secret. The sealed envelope should be opened after termination of suspension and reinstatement in service. If the concerned officer is completely exonerated in the disciplinary or court proceedings or the officer has been reinstated though the proceeding is in progress.

or the suspension was wholly unjustified, he should be promoted to a post in the next higher grade for which he was being considered for promotion, if in the sealed envelope recommendation of the D.P.C. it is found that he is suitable for such promotion. It should be noted that this procedure (sealed cover procedure) is to be followed in respect of employees who are placed under suspension following Court case, and disciplinary proceedings including contemplated proceedings.

3. On such promotion his pay will be notionally fixed from the date of his promotion at the stage he would have reached had he been promoted in the normal course, but no arrears of pay and allowances should be admissible to him. In other words, such promotion shall not involve payment of any arrear financial benefits as he had not performed the duties of the higher post/grade.

wherever consultation with the P.S.C. is required, it is needless to say, it shall be made.

SPECIAL SECRETARY TO GOVERNMENT

Memo No. 250 / Gen, Bhubaneswar. Dated. 9/1/87

Copy forwarded to all Departments of Govt/ All Heads of Deptt and All Dist Offices for information and necessary action.

13-21-17
Deputy Secretary to Government.

Jena/9.1.87