

**Government of Odisha**  
**General Administration and Public Grievance Department**

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No. 1071(e) /Gen., Bhubaneswar, dated, the **11<sup>th</sup> January, 2021.**  
GAD-SC-GCS-0006-2021

From

Kali Charan Hembram,  
Under Secretary to Government.

To

All Departments of Govt./  
All HoDs/  
All Collectors.

Sub: Promotion of Government servants during the currency of major punishment of withholding of increments with cumulative effect - Clarification regarding.

Instances have come to the notice of the Govt. that, the following provisions prescribed in paragraph-7 the G.A. & P.G. Department O.M. No. 29699 dated 1.11.1997 (Copy enclosed) are being implemented by different Departments/Offices of the Govt. by interpreting the same in different ways. As a result of which, in some cases the Govt. servant concerned is being promoted within the currency of the Punishment period. Paragraph 7 of the said O.M. says:

*" If any major penalty as specified in Clauses (vi) to (ix) of OCS ( CC&A) Rules, 1962 is imposed on the Government servant as a result of the disciplinary proceedings or if he is found guilty in the criminal prosecution against him, the findings of the sealed cover/ covers shall not be acted upon. His case for promotion may be considered by the next DPC/ Selection Board/ Selection Committee **in the normal course and having regard to the penalty imposed on him.**"*

Though the term marked in bold letter in the above stated instructions stipulates that, after imposition of major penalty the case for promotion of the concerned Govt.

servant is required to be considered by the next DPC/ Selection Board/ Selection Committee in the normal course the term "**having regard to the penalty imposed on him**" implies that the promotions need to be considered after full implementation of the punishment where two or more increments are withheld with cumulative effect since the currency of punishment shall take time exceeding one year or more and it may not be appropriate to administer punishment and provide promotion simultaneously. Consideration of promotion shall be deferred till completion of the residency period of the said punishment imposed.


After careful consideration of the matter, it is clarified that promotion of Govt. servants inflicted with major penalty of withholding of increment(s) shall be considered in the DPC/Selection Board/ Selection Committee held in normal course after the due date of the increment(s) so withheld as per the Orders of the punishment.

These instructions shall be followed scrupulously.

  
11/01/2021  
Under Secretary to Government

Memo No. 1072 /Gen. dated the **11<sup>th</sup> January, 2021**.

Copy forwarded to the Addl. Secretary to Govt., S & ME Department with reference to his letter No. 114/SME., dated 1.1.2021 for information and necessary action.

  
11/01/2021  
Under Secretary to Government