

**Government of Orissa**  
**General Administration Department**

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**RESOLUTION**

No. 25384 / Gen. Bhubaneswar, dated 20.09.2005  
2R/1-34/2004

Sub: Reservation of vacancies in favour of Physically Handicapped persons, Sportsmen and Ex-Servicemen in initial recruitment in State Civil Services and posts.

The State Government have reserved 3% of the vacancies for Physically Handicapped persons, 1% for Sportsmen, 3% for Ex-Servicemen in case of initial recruitments in State Civil Services and posts in Resolution No. 15338 dt.04.05.1981, Resolution No. 24808 dt.18.11.1985 and Notification No. 22586 dt.16.10.1985 respectively. No post for the above three categories has been earmarked in the 80 point model roster prescribed by the erstwhile Tribal Welfare Department vide their Notification No.13157 dt.21.04.1994 and as modified vide Resolution No.15599/W., dated.27.06.1996.

2. The reservation for Physically Handicapped, Sportsmen and Ex-servicemen together constitutes 7% of the vacancies pertaining to Group 'B', 'C' & 'D' (Class II, III and IV) services / posts filled up by direct recruitment - which is roughly 1 in 14 vacancies.

Instructions have been issued in General Administration Department Resolution No. 748., dt.10.01.1997 to the effect that the Appointing Authorities should take care to ensure that one person belonging to the above three categories is selected for roughly every 14 vacancies filled up so as to ensure that they are recruited proportionately.

3. It has come to the notice of Government that many appointing authorities accord less priority to Physically Handicapped candidates giving preference to Ex-Servicemen and Sportsmen for the reason that under existing instructions, there is no earmarked roster points for these categories and these categories are being treated by many appointing authorities as one block. With a view to providing fair and adequate representation to the Persons with Disabilities (Physically Handicapped) in the State Civil Services and posts and as a matter of compliance of the requirements of Section 33 of the Persons with Disabilities (Physically Handicapped) (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, it is desirable to specify vacancies for each of the above categories.

4. After careful consideration, Government have been pleased to decide that in the 80 point model roster presently in force, 3 from the category of Persons with Disabilities (Physically Handicapped), 2 from Ex-servicemen and 1 from Sportsmen shall be appointed in the manner specified in the **Schedule**. Resolutions / instructions / guidelines issued by this Department earlier stand modified to the above extent.

5. Persons belonging to Persons with Disabilities (Physically Handicapped), Sportsmen and Ex-Servicemen categories when selected as per the reservation provided for them, shall claim the vacancies reserved for the categories to which they may belong to which means that Persons with Disabilities (Physically Handicapped) / Sportsmen / Ex-servicemen, if belonging to schedule Castes will claim the vacancy reserved for Schedule Castes, belonging to Scheduled Tribes will claim the vacancy reserved for the Scheduled Tribes and those belonging to the S & EBC will claim the vacancy reserved for S & EBC. Thus, the Persons with Disabilities (Physically Handicapped) / Sportsmen / Ex-Servicemen, who do not belong to either of the reserved categories i.e., SC / ST / S & EBC would claim the unreserved vacancies.

6. The appointing authorities while notifying vacancies to be filled up as per the model roster, shall accord priority for the physically handicapped (persons with disabilities) so that the percentage of reservation for the above category is first achieved.

7. The vacancies arising in a year pertaining to the above categories shall also be filled up by women candidates belonging to that particular category (except Ex-servicemen) as per provisions contained in OCS (Reservation of vacancies for woman in Public Service) Rules, 1994.

8. The above instructions may be followed by all the Departments and Heads of Departments and the relevant recruitment rules framed by the Departments of the Government may be amended accordingly.

ORDER :

Ordered that the Resolution 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 Collectors / Registrar, Orissa High Court / Registrar, Orissa Administrative Tribunal / Secretary, Orissa Public Service Commission / Secretary, Orissa Staff Selection Commission / Director, Printing, Stationery and Publication, Orissa, Cuttack / Secretary to Governor for information and communication to all appointing authorities under them.

By order of the Governor

(T.K. Pandey)

Special Secretary to Government

Memo No. 25385 / Gen., Dated. 20.09.2005

Copy forwarded to the Director, Printing, Stationary and Publications, Orissa, Cuttack for information with a request to publish the resolution in the next issue of the Orissa Gazette and 300 (three hundred) copies to this Department for official use.

Deputy Secretary to Government

Memo No. 25386 / Gen., Dated. 20.09.2005

Copy forwarded to all Departments of Government / All Heads of Departments / All Collectors / Registrar, Orissa High Court / Registrar, Orissa Administrative Tribunal / Secretary, Orissa Public Service Commission, Cuttack / Secretary, Orissa Staff Selection Commission, Bhubaneswar for information and necessary action.

Deputy Secretary to Government

Memo No. 25387 / Gen., Dated. 20.09.2005

Copy forwarded to all branches of G.A. Department / Guard file (20 copies) / G.A. Department Library (10 copies) for information and necessary action.

Deputy Secretary to Government

**SCHEDULE**  
**80 POINT MODEL ROSTER**

S.T.	28 - S.C. (W)	54 - S.C.
U.R.	29 - SEBC	55 - SEBC (W)
SEBC	30 - S.T.	56 - U.R.
S.C.	31 - U.R.	57 - SEBC
U.R.	32 - SEBC (W)	58 - S.T.
SEBC	33 - U.R. (W)	59 - U.R. (W)
	One person from P.W.D.	One person from P.W.D.
		One person from

U.R. (W)	(P.H.) Blind	34 - S.T. (W)	(P.H.) Deaf	60 - S.C.	P.H. (OH)
S.T. (W)		35 - SEBC		61 - SEBC	
SEBC (W)		36 - S.C.		62 - S.T. (W)	
S.C. (W)		37 - U.R.		63 - U.R.	
U.R.		38 - S.T.		64 - SEBC (W)	
S.T.		39 - SEBC		65 - U.R.	
U.R.		40 - U.R.		66 - S.C. (W)	
SEBC		41 - U.R. (W)		67 - SEBC	
U.R. (W)		42 - S.C.		68 - S.T.	
S.C.		43 - SEBC (W)		69 - U.R. (W)	
S.T.		44 - S.T.		70 - S.T.	
S.T.		45 - U.R.		71 - SEBC	
SEBC	One person	46 - S.C. (W)	One person	72 - S.C.	One person
S.T. (W)	from Ex-	47 - U.R.	from	73 - U.R.	from Ex-
U.R.	servicemen	48 - S.T. (W)	Sportspersons	74 - SEBC (W)	servicemen
S.C.		49 - SEBC		75 - U.R.	
SEBC (W)		50 - U.R. (W)		76 - S.T. (W)	
U.R. (W)		51 - SEBC		77 - SEBC	
SEBC		52 - S.T.		78 - S.C.	
S.T.		53 - U.R.		79 - U.R. (W)	
U.R.				80 - S.T.	

**Explanation:**

1. Three Physically Handicapped persons one each from the Blind, the deaf and the Orthopaedically Handicapped shall be appointed while filling up posts covering roster point number 1 to 14, 28 to 40 and 54 to 67 respectively.
2. Two Ex-servicemen shall be appointed while filling up posts covering roster point number 15 to 27 and 68 to 80.
3. One Sportsman shall be appointed while filling up posts covering roster point number 41 to 53.

**ILLUSTRATION**

Suppose an Appointing Authority intends to fill up vacancies pertaining to roster point No.10 to 20 in the 80 Point Model Roster. The office processing the roster will do normal checks with respect to SC, ST, UR & SEBC categories on the one hand as well as Women as a category on the other including any carry forward vacancies, if any. Then it will also determine whether in the roster register (point 1-9) one person from PWD blind (or in exchange other PWD Deaf or PWD OH) category has been earlier appointed or not. It may be noted if any PWD has been appointed, he would have also claimed the vacancy reserved for the categories to which he belongs as SC,ST, SEBC, UR (or as a Women). If in the roster point 1-9, nobody from PWD has been earlier appointed, obviously for range of roster point 10-20, 1 PWD (blind) will need to be advertised.

Further, as per the scheme suggested in the above schedule, one person should also be from Ex-servicemen category in the range of roster point from 15-27. Therefore, between 15-20 range of roster points, one person from Ex-servicemen may also be advertised. Once again, the Ex-servicemen will claim the vacancy reserved for any of the categories such as SC,ST, SEBC, UR or Women as the case may be. Thus, in the range of roster point 10-20, appointing authority in this case will advertise 1 person from PWD (Blind) and 1 person from Ex-servicemen category. If no PWD (Blind or any other PWD in exchange) is available within 10-20 in the range advertised (10-20) roster point, then this reservation will be carried forward and 1 person from PWD (blind) would again be advertised in the next lot of vacancies starting from roster point 21.

It may be noted that the broad approach, which is proposed to be followed, is to keep the primary reservation category of ST, SEBC, and SC as the basic requirement. However, while filling up a particular lot of vacancies it is necessary to first check whether the additional overlapping reservation can also be covered. This can be achieved by constantly trying, in the process of filling up of a particular lot of vacancies, to cover the overlapped categories i.e., women, persons with disability, ex-servicemen and sports persons. In other words, while filling up any vacancy the list of available candidates for selection should be scanned to check whether women, PWD, ex-servicemen or sports persons are available among the same. So long as the vacancy of the overlapping category exists, priority has to be given to them while keeping the primary reservations inviolate. In other words, if there is a vacancy of PWD and PWD candidate is available, irrespective of the inter-se merit among different candidates PWD is to be appointed so long as he also fulfils the primary reservation category of SC, ST and SEBC. Obviously if it is not reserved in the primary category or belongs to UR group, the overlapping reservation becomes the primary reservation. If the post is reserved for women and no additional overlapping category reservation is applicable then first preference is to be given to women so long as the quota remains unfulfilled.