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[No. 26108-GAD-SC-RULES-0009-2013/Gen.]

GENERAL ADMINISTRATION DEPARTMENT

**RESOLUTION**

The 17th September, 2013

**SUB: Regular appointment of existing contractual Group C and Group D employees who are not holding any post in contravention of any statutory Recruitment Rules made under the proviso to Article 309 of the Constitution of India or any executive instruction in absence of such rules.**

The policy regarding regular appointment of following categories of contractual Group 'C' and Group 'D' employees appointed under the State Government was under active consideration of Government for some time past.

Contractual appointments/engagements made against contractual posts created with the concurrence of Finance Department on abolition of the corresponding regular posts or contractual appointments/engagements made against contractual posts created with the concurrence of Finance Department without abolition of any corresponding regular post in case of new offices or for strengthening of the existing offices/services, following the recruitment procedure prescribed for the corresponding regular posts and the principle of reservation of Posts and services for different categories of persons decided by the State Government from time to time.

Government after careful consideration and in supersession of the Resolutions/ Orders/ Instructions issued by different Departments of Government to that effect; except as respects things done or omitted to be done before such supersession, have been pleased to decide as follows:—

### **1. Regular Appointment:**

(1) A gradation list of such contractual employees shall be prepared by the Appointing Authority on the basis of their date of appointment. In case, the dates of appointment of two or more employees are the same their *inter se* position may be decided on the basis of their date of birth, taking the elder as senior.

(2) Regular appointment of the above categories of contractual employees shall be made on the date of completion of six years of service or from the date of publication of this Resolution, whichever is later, in the order in which their names appear in the gradation list prepared under Para. 1. The period of six years shall be counted from the date of contractual appointment prior to publication of this Resolution.

(3) Consequent upon regular appointment under the contractual post, if any, shall get re-converted to regular sanctioned post.

(4) In case the person concerned has crossed the upper age limit for entry into Government service on the date of contractual appointment for the corresponding regular post, the appointing authority shall allow relaxation of upper age limit.

### **2. Conditions of Service on Regular Appointment:**

(1) **Regular Appointments:** On the date of satisfactory completion of six years of contractual service or from the date of publication of this Resolution, whichever is later, they shall be deemed to have been regularly appointed. A formal order of regular appointment shall be issued by the appointing authority.

(2) **Pay and other benefits:** On regular appointment they shall be entitled to draw the time Scale of Pay *plus* Grade Pay with DA and other allowances as admissible in the corresponding pay band.

(3) **Other conditions of service:** (a) The other conditions of service shall be such as has been provided in the relevant recruitment rules.

(b) The conditions of service in regard to matters not covered by this Resolution shall be the same as are or as may from time to time be prescribed by the State Government.

**3. Interpretation:**

If any question arises relating to the interpretation of this Resolution; it shall be referred to the State Government whose decision thereon shall be final.

4. This has been concurred in by Finance Department and Law Department vide their UOR No. 2909-ACSF, Dated the 9th July, 2013 and UOR No.1687/L, Dated the 19th July, 2013 respectively.

**ORDER**

Ordered that the Resolution be published in the Extraordinary issue of the *Odisha Gazette*. Ordered also that copies of the Resolution be forwarded to all Departments of Government / all Heads of Departments / all Collectors / Registrar, Odisha High Court / Registrar, Odisha Administrative Tribunal / Special Secretary, Odisha Public Service Commission / Secretary, Odisha Staff Selection Commission/ Secretary, Odisha Sub-ordinate Staff Selection Commission, Bhubaneswar.

By Order of the Governor

NITEN CHANDRA

Special Secretary to Government