

Government of Odisha
General Administration & Public Grievance Department

ORDER

No. 29932 /Gen., Bhubaneswar Dated 11th Oct, 2018
GAD-SC-ASSO-0005-2017

Government have been pleased to restructure the Heads of Department Cadre with a view to avoid stagnation and provide better promotional avenue. In order to ensure proper implementation of the restructuring of the HoD Cadre, a Committee is constituted with the following members:-

- | | |
|---|-----------------|
| 1. Additional Secretary to Government;
G.A & P.G(SC) Department | Chairman |
| 2. Representative of Finance Department
(not below the rank of Joint Secretary) | Member |
| 3. Representative of G.A & P.G Department
(not below the rank of Joint Secretary) | Member |
| 4. Representative of Directorate of Agriculture
(not below the rank of Deputy Director
handling establishment matter) | Member |
| 5. Under Secretary to Government,
G.A & P.G(SC) Department | Member Convener |

The committee will examine and suggest the procedure for appropriate implement action of the restructuring of the HoD Cadre from Junior Assistant Level to the Section Officer Level with reference to the restructuring. The Committee will submit its report **within one month**.

Further, the Committee will examine different aspects to frame the draft Recruitment Rules for the proposed Combined Cadre. The report will be submitted to Government **within three months**.

The Committee shall examine the restructuring of the Cadre as well as draft Recruitment rules keeping in view the following principles approved by Government:-

1. The total cadre strength (sanctioned) will remain unaltered.
2. The Junior Assistant as the base level post shall continue as such with the existing level of pay.
3. The Senior Assistant post will be renamed as Assistant Section Officer (ASO).
4. There are 697 vacancies in the Sr. Assistant level and only 186 regular Junior Assistants in the feeder grade to be considered for promotion. The promotion of Jr. Asst. to the next grade will be considered subject to fulfillment of the existing eligibility.

5. To widen the scope of entering into the proposed common cadre, there shall be reduction of 351 posts by way of abolition out of 697 vacancies at the level of Sr. Asst reducing the sanctioned strength of Sr. Asst to 1665. In lieu of that 351 posts will be created to distribute the same at the existing level of Section Officer, E.O. and Sr. E.O. along with subsequent creation of 25 new posts of Sr. A.O.

6. The proposed abolition of vacant posts of Sr. Asst. won't have any impact on the promotional prospect of Jr. Asst. because after abolition there is adequate number of Sr. Asst. posts which can absorb the eligible existing Jr. Assts.

7. By virtue of the restructuring the shape of HoD cadre at the entry level and in the Common Cadre will be as follows:

Sl. No.	Name of the post with pay level	Existing/Re-designated/ New posts with scale of pay	Sanctioned strength	Men in Position	Vacancy	Proposed Strength	Remarks
1	2	3	4	5	6	7	8
1.	Jr. Asst. (Level-4)	Jr. Asst.	846	361 Contractual 155 Regular 186	485	846	No Change
2.	Sr. Asst. (Level-9)	A.S.O.	2016	1319	697	1665	351 posts to be abolished
3.	S.O. (Level-10)	S.O.	550	466	84	655	105 additional posts to be created
4.	Estt. Officer (Level-11)	E.O.	110	73	37	235	125 additional posts to be created
5.	Sr. Estt. Officer (Level-12)	Adm. Officer (A.O)	05	01	04	101	96 new posts to be created
6.	-	Sr. (A.O.) (Level-13)	-	-	-	25	25 new posts to be created

8. The total length of service of existing Jr. Asst., Sr. Asst. (to be renamed as ASO) & S.O. taken together, if as per the new Recruitment rules is sufficient for promotion, then they may be considered to enter into the entry level of the Common Cadre i.e. E.O. irrespective of the posts they hold as on the date of the notification of Common Cadre.

9. On being promoted to the post of E.O. which is the entry level of Common Cadre the date of entry into the service as Jr. Asst. shall be the factor for determination of inter-se seniority for preparation of common gradation list.

10. Minimum residency of 2 years each at the level of S.O. – E.O. & E.O – A.O. will be mandatory for promotion to the next higher grade. However, there shall be no residency period in case of promotion to the post of Sr. A.O.

11. For the Common cadre the Home Deptt. will be cadre controlling authority where as General Administration & Public Grievance Department will prepare the new cadre rule.

12. The total strength of common cadre from the level of E.O. upto Sr. A.O. will be 361. This is inclusive of the existing men in position as E.O(73) and Sr. E.O (01)

13. As regards the principle of ORV Act in the entry grade and at promotional level, it shall be as per the existing rules followed for entry level post and promotional post.

14. In case of Directorates where the existing sanctioned post of Sr. Asst. is not sufficient for promotion of the Jr. Asst. due to non-availability of sanctioned vacant post of Sr. Asst., in principle, Government will consider creation of as many number of Sr. Asst. posts purely on temporary basis with approval of Government in GA&PG Department. This post shall immediately be abolished consequent upon availability of regular sanctioned post of Sr. Asst.

Memo. 29933 /Gen.,

G. Jha
11.10.18
Additional Secretary to Government

Dt. 11/10/2018

Copy forwarded to all the Department for information and necessary action. The Departments may collect information from the individual Directorates under their jurisdiction and submit proposal for restructuring of their directorates **within 10 days positively** for examination by the Committee. The information may contain details about sanctioned strength, men in position, vacancy and proposed restructuring from Junior Assistant Level to the Section Officer Level. They may also furnish detail proposal for the proposed Common Cadre and its structure.

Memo. 29934 /Gen.,

G. Jha
11.10.18
Additional Secretary to Government

Dt. 11/10/2018

Copy submitted to President, OHDMOA and President, OHDSOA for information with reference to their letter addressed to the Chief Secretary, Odisha vide Ref. No.214., dtd.03.09.2018.

G. Jha
11.10.18
Additional Secretary to Government