

OFFICE MEMORANDUM

Bhubaneswar, the 20th. August, 1964.

Sub: Procedure to be followed in case of re-employment of retired Government servants and extension of service of superannuated Government servants.

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Instructions were issued from time to time in the past laying down principles to be followed in regard to grant of extension of service and re-employment of officers who reached the age of superannuation. Government have since reviewed these principles taking into account the man-power requirements during the plans and also the decision to raise the age of superannuation from 55 to 58 years. After careful consideration they have been pleased to decide that in supersession of all previous instructions in the matter, the following principles should hence-forward guide action in all cases for extension of service or re-employment of Government servants beyond the age of superannuation :--

1) As a rule no extension of service should be granted to any Government servant beyond the age of superannuation.

The ban on extension of service imposed herein will not affect the Bihar and Orissa entrants and other personnel as have specifically been given the benefit of rule 71 (b) of OSC Vol. I on account of their recruitment to Government service at advanced age in the interest of public service.

2) The need for re-employment of retired Government servants particularly non-technical personnel, may decrease considerably on account of the raising of the age of superannuation from 55 to 58 years with effect from 1-12-62. It has, therefore, been decided that re-employment of Government servants after the age of 58 years will not be permissible except in the case of the categories of technical posts enumerated in the Statement annexed.

3) Re-employment of superannuated Government servants in any of the categories of posts enumerated in sub para 2 above between the age of 58 and 60 years may be subject to the following conditions :--

(a) Public interest should be the sole determining consideration. Re-employment should not be taken recourse to unless there are strong reasons for it.

(b) Officers selected for re-employment should submit a certificate of fitness from a Civil Surgeon or from the Medical Officer in charge in the absence of the Civil Surgeon on each occasion of re-employment.

(c) In those cases in which according to rules consultation with the Orissa Public Service Commission is necessary at the time of first appointment, the Public Service Commission should be consulted before re-employment is made. Where, however, public interest calls for immediate appointment, re-employment may be given on provisional basis for a period of not more than six months and continuance will be subject to the concurrence of P.S.C.

(d) On each occasion of re-employment, prior reference to P & S Department and Finance Department should be made at least 3 months before the crucial date and thereafter approval of the Minister-in-charge.

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charge of the Department and the Chief Minister be obtained.

4) Care should be taken to see that the services of the re-employed Officers are fully utilised. The volume of work for which the services are necessary should be determined in advance by the Officer who recommended re-employment. He should also ensure that the out-put of the re-employed Officer remains satisfactory. There will also be an annual review.

5) Re-employment of retired Government servants shall be made on yearly basis subject to their fitness and suitability.

6) The above decision will not supersede Government decision contained in para 6 of P & S Department resolution No. 7406 Gen dated 21-5-63 to the effect that Government servants who retired before the 1st December, 1962 after reaching the age of 55 years may be considered for re-employment up to the age of 58 years provided that they are physically fit, maintain efficiency and that it is in the interest of the public service. The procedure laid down in sub para (3) to (5) above should be followed on each occasion of re-employment of such personnel.

7) Re-employment or continuance under re-employment of a retired officer in any post after the age of sixty should be avoided. Where for unavoidable reasons it is considered necessary to re-employ an Officer after that age, specific orders of the Cabinet to that effect should be taken in prior consultation with Political & Services Department and Finance Department.

8) An employee who has been allowed to retire between the age of 55 and 58 on account of his unsuitability in terms of P & S Department resolution No. 7406 Gen dated 21-5-63 should not be considered for re-employment after retirement.

9) Pay and increments of re-employed Officers should be regulated according to the Finance Department resolution No. F(b) 48/63-30479F dated 17-9-63.

10) A re-employed officer other than a "re-employed engineer" as defined in rule 34 of the Orissa Leave Rules 1939 will be entitled to leave terms as prescribed for temporary Government servant under the said rules. A "re-employed engineer" referred to above will be entitled to the leave terms as prescribed in Section V of those rules. The manner in which the refused leave can be availed of by a re-employed Officer and the leave salary admissible during such leave will be regulated by the provisions of Finance Department Office memorandum No. 14669F dated 8-4-63.

11) The above instructions have been issued with the concurrence of Finance Department.

Sd/- N.K.Panda.,

Joint Secretary to Government