

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

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No. 8107 /Gen., Bhubaneswar, dated the 6<sup>th</sup> March, 2020  
No. GAD-SC-GCS-0041-2020

From

Ganesh Ch. Patra, OAS(SS)  
Special Secretary to Government.

To

All Departments of Government/  
All Heads of Department/  
All Collectors.

Sub: Framing of recruitment rules for all cadres-Instructions regarding

The undersigned is directed to say on the above noted subject that instances have come to the notice of the Government about existence of some cadres in different departments of the Government without having cadre rules to regulate the said cadres as a result of which the employees do not get any promotion and their service conditions are not properly managed.

In order to overcome the above difficulties, it has been decided by the Government that the respective Administrative Departments shall take immediate steps to frame cadre rules under the proviso to Article 309 of the Constitution of India in respect of the cadres having no cadre rules for smooth management of the said cadres. Where the cadre strength is less than 10 but there is no promotional post and it is not feasible to frame cadre rules to regulate the cadre, the Administrative Departments concerned may consider to upgrade the posts to higher rank by keeping adequate residency period to fill-up the said upgraded promotional posts.

*G. Patra*  
6.3.2020  
Special Secretary to Government.

Memo no 8108 /Gen., Dated the 6<sup>th</sup> March, 2020

Copy forwarded to FE Section/ OE-1 Section/CA-III Section/Services-II Section of G.A. & P. G. Department for information and necessary action.

*G. Patra*  
6.3.2020  
Special Secretary to Government.