

RULES REGARDING FIXATION OF SENIORITY

[Government of Orissa, Home (Apptt.) Department Order No. 606-A, dated the 7th February 1944]

1. The Provincial Government have recently had under consideration the principles to be followed in determining the seniority of officers of the Provincial and Subordinate services when more than one officer is appointed to a service at the same time. It has been decided that the following principles should be observed in future:—

(a) When officers are recruited by promotion and by direct appointment at the same time, the promoted officers will take precedence over the officers directly recruited.

(b) Officers promoted at the same time will ordinarily keep the position *inter se* which they held in the service from which they were promoted. Where promotions are from several services the appointing authority should determine the relative seniority of the officers concerned at the time of appointment.

(c) The decision regarding the seniority of direct recruits shall be made by the appointing authority at the time of their first appointment. In all cases such decisions shall be final.

2. Government do not consider it practicable to lay down definite criteria to determine the seniority of direct recruits. The following suggestions are, however, made for the guidance of the Departments concerned:—

(a) Direct recruits at the time of their first appointments may be given an opportunity to supply any information which may be of value in determining their seniority.

(b) When direct recruits have been placed in order of merit by the Public Service Commission (or a Selection Committee) full consideration should be given to their opinion.

(c) Seniority may be determined by general consideration of merit by educational qualifications or by age or any previous experience in any post.

(d) It is not possible to give a scale showing the relative value of educational qualifications but if Departments experience difficulty, the advice of the Director of Public Instruction may be taken.

3. These instructions shall not apply to the Provincial Civil Service (Judicial Branch).

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