No. GAD-SC-GCS-0078-2019-26540/Gen.,

Government of Odisha

General Administration and Public Grievance Department

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OFFICE MEMORANDUM

Bhubaneswar Dated the 20th September, 2019.

Sub: Validity period of the offer of appointment consequent upon direct recruitment in Groups A, B & C Posts and fixation of inter-se-seniority in cases of joining the post after revalidation of the appointment order.

Instances have come to the notice of the Government that in absence of any principles to regulate the validity period of the offer of appointment consequent upon selection by the recruiting agency, different administrative departments are taking decisions at their level to allow extra time when applied for by the selected candidates to join the post. In certain cases the candidates offered with the appointment take pretty long time to join and in some cases the candidates are allowed to join the post by way of reviving the order of appointment after it is lapsed / cancelled and the candidates are also allowed the benefit of seniority on the basis of their merit position in the initial selection. This has created discontentment and sometimes invite litigation.

In order to streamline the issue, it has been felt necessary by the Government to prescribe the following principles to ensure uniform time limit to join the post after selection by the recruiting agency and issue of appointment order in favour of the selected candidates:-

1. In the offer of appointment, it shall be mandatory to indicate that the offer of appointment will lapse if the candidate does not join within a period not exceeding 30 days.

2. If, however, within the stipulated period of 30 days, a request is received from the candidate for extension of time to join the post/ service as per the offer of appointment, it may be considered by the appointing authority/ authority delegated with such powers and if satisfied, an extension for a limited period may be granted but the total period granted including the extension during which the offer of appointment will be kept open, should not exceed a total period of six months. The candidates who join within the above period of six months will avail their seniority as per their position in the select list.

3. If even after the extension(s), if any, granted by the competent authority, a candidate does not join within the extended time (which shall not exceed six months) the order of appointment will lapse automatically after expiring of six months from the date of issue of the original offer of appointment. A formal order to that effect shall be issued by the establishment concerned.

4. An offer of appointment which has lapsed, should not ordinarily be revived. In exceptional circumstances, the same shall only be revived in the public interest. The revival of such offer of appointment is not admissible after one year from the date of approval of the select list or publication of the select list of

the subsequent recruitment whichever is earlier. The GA & PG Department should in all cases be consulted before such offers are revived.

5. In a case, where after the lapse of the order of appointment, the same is revived in consultation with the GA & PG Department, the seniority of the candidate concerned shall be fixed below those who have already joined the post/service within the stipulated period of six months.

These principles will apply to all levels of first appointment in Groups A, B and C and shall be effective from the date of issue of the O. M. This shall be followed scrupulously by all concerned authorities.

Principal Secretary to Government

Memo No. 26541 **/Gen., Dated the** 20th **September, 2019.**

Copy forwarded to the Odisha Gazette Cell in-charge, Odisha Gazette Cell, C/o. Commerce Department for information with request to publish the Office Memorandum in the extraordinary issue of the Odisha Gazette and supply 200 copies of the same to this Department for official use.

Special Secretary to Government

Memo No. 26542 **/Gen., Dated the** 20th **September, 2019.**

Copy forwarded to all Departments of Government/ all Heads of Departments/ all Collectors/ Registrar, Odisha High Court/ Registrar, Odisha Administrative Tribunal, Bhubaneswar/ Special Secretary, Odisha Public Service Commission, Cuttack/ Secretary, Odisha Staff Selection Commission, Bhubaneswar/ Secretary, Odisha Sub-ordinate Staff Selection Commission, Bhubaneswar for information and necessary action.

Special Secretary to Government

Memo No. 26543 **/Gen., Dated the** 20th **September, 2019.**

Copy forwarded to all Branches of G.A. & P.G. Department / Guard file (10 copies)/ G.A. & P.G. Department Library (10 copies) for information and necessary action.

Special Secretary to Government

Memo No. 26544 **/Gen., Dated the** 20th **September, 2019.**

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Special Secretary to Government