No. GAD-SC-REMP-0002-2014/ 26993 /Gen.,

GOVERNMENT OF ODISHA
GENERAL ADMINISTRATION & PUBLIC GRIEVANCE DEPARTMENT
*****

RESOLUTION

Bhubaneswar, dated the 12th Sept., 2024

Subject: Comprehensive Guidelines relating to engagement of retired Government servants on temporary basis.

During the years 2010 -2014, Government establishments had been facing acute shortage of manpower on account of delayed recruitment for various unavoidable reasons resulting inordinate workload on the remaining staff. To obviate such situation, Government, vide this Department Resolution No. 23750, Dated 27.08.2014 had decided to re-engage retired Government employees having professional expertise temporarily on contractual basis for different spells with certain terms and conditions. Such re-engagement had been envisaged based on necessity.

In the meanwhile, it has come to the notice that different Departments/Offices are engaging retired Government employees in a routine manner without proper justification and merely to deal with the day-to-day routine works. Often such re-engagements are done despite there being no compelling justification for such engagement. In fact, re-engagement of retired employees has become a rule rather than an exception. This was not the objective for which the relaxations had been permitted. Such engagements are being made contractually for different spells with different remuneration and different terms and conditions.

Over the years with improved financial situation, relaxation in recruitment by Finance Department, strengthening and streamlining of recruitment processes along-with rationalization of examinations, the situation has improved substantially.

After careful consideration of the above situation, and with a view to ensure a uniform principle, Government has decided to repeal the Resolution No. 23750, Dated 27.08.2014 and has prescribed that if vacancies arise for dealing the routine works, the said vacancies shall not be filled up by way of re-engagement of retired employees. Instead, the Department/Office concerned shall take suitable measures to fill up the said vacancies through direct/promotional recruitment as the case may be. Before taking steps for re-engagement of retired Government employees, the Department/Offices shall assess the proposal in the above light and ensure that if the past experience of the concerned retired Government employee is highly required for the Government/Office, then only his/her case shall be considered for re-engagement on contract basis subject to the terms conditions as prescribed in this Resolution.

1. Applicability:

These guidelines shall apply to officers to be re-employed to such posts/services as may be decided by the Government from time to time.

2. Eligibility Conditions: —

(i) Officers who have retired from Government service on attaining the age of superannuation and are below the age of sixty-five years having good service records and are physically fit shall be eligible to be considered for re-employment.

(ii) Officers against whom departmental proceedings (u/r15 or u/r 16) or criminal cases are pending or who have been penalized for misconduct during the period of preceding five years shall not be considered for post-retirement re engagement.

(iii) Officers having "Outstanding" CCR/PAR for continuous sixty months before superannuation can only be considered for re engagement. (NRC shall not be deemed to be OUTSTANDING)

(iv) He/she will not be considered for re-engagement if adverse remarks were recorded in his/her CCR/PAR during preceding ten years of superannuation.

3. Selection Process: —

(i) Selection of persons will be made through open advertisement or any method as decided by the Government from time to time.

(ii) There shall be a Selection Committee to be constituted as mentioned below who will decide the re-engagement of retired employees on the proposal of the concerned Administrative department ;

(a) Chief Secretary	:	Chairman
(b) ACS, GA & PG Department	:	Member
(c) Secretary, Finance	:	Member
(d) Secretary of the respective A/D	:	Member convenor

The Secretary of the AD shall present the proposals before the Committee and shall have to satisfy the committee about the compelling reasons for re-engagement of such employee. All re-engagements shall be resorted to only in rare cases and not as a matter of routine.

Such re-engagement shall be limited to 1% of the sanctioned strength in the SB level & above for respective departments.

Only if the Committee is satisfied about the justification, it will recommend the proposal to Hon'ble Chief Minister for his consideration and approval. Mere recommendation by the Committee shall not create any right of the employee to be considered for re-engagement

All such re-engagements shall have to be approved by Chief Minister. There shall be no Post Facto approval in any re-engagement matters.

4. **Tenure, Terms and Conditions: —**

(i) The re-employment shall be made initially for a period of one year and can be extended for subsequent period of three years with spells of one year each subject to satisfactory performance up to a total period of four years not beyond the age of sixty-five years of age in any case or till the posts are filled up by regular process whichever is earlier.

(ii) Re-employed officers will be entitled to pay, leave and other allowances as determined by the Administrative Department/Appointing Authority with the concurrence of the Finance Department.

(iii) Re-employed officers shall be governed by the provisions of Odisha Government Servants' Conduct Rules, 1957 and can be proceeded against for their misconduct, omissions and commissions as per the provisions under the Odisha Pension Rules, 1992.

(iv) The re-employment can be terminated at any time by the respective appointing authority due to unsatisfactory performance or otherwise by giving one month notice. On the contrary if any re-employed officer desires to resign he shall do so by giving one month's written notice to the competent authority.

(v) The case of officers shall be considered for re-engagement only after the retired officer has vacated the government accommodation allotted to them. (However, Government may relax this provision where-ever it feels necessary in the interest of exigencies of situation.)

This Resolution shall come to force with effect from the date of publication in *Odisha Gazette.*

By order of the Governor

11/9/24

(Sri Surendra Kumar)

Additional Chief Secretary to Government

Memo No. 26994 /Gen., Bhubaneswar Dated the 12.09.2024

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

11/09/2024

Additional Secretary to Government

Memo No. 26995 /Gen., Bhubaneswar Dated the 12.09.2024

Copy forwarded to all Departments of Government/ all Heads of Departments/ all RDCs. / all Collectors/ The Registrar, Orissa High Court, Cuttack/ Odisha Public Service Commission, Cuttack/ Odisha Staff Selection Commission, Bhubaneswar/ Odisha Sub-Ordinate Staff Selection Commission, Bhubaneswar for information and necessary action.

11/09/2024

Additional Secretary to Government

Memo No. 26996 /Gen., Bhubaneswar Dated the 12.09.2024

Copy forwarded to all sections of G.A. & P.G. Department/ G.A. & P.G. Department Library (20 copies)/ Guard file (S.C. Branch) (20 copies) for information and necessary action.

11/09/2024

Additional Secretary to Government

Memo No. 26997 /Gen., Bhubaneswar Dated the 12.09.2024

Copy forwarded to A.R. Cell, G.A. & P.G. Department with a request to hoist this Resolution in the website of G.A. & P.G. Department.

11/09/2024

Additional Secretary to Government