VOLUME 19

Pay, Allowances, Pension & Advances

Pay & DA · allowances · leave · pension, NPS, UPS & GPF · house building & EV advance · OPID Act

19

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About this volume

This volume brings together the Acts and the Government of Odisha orders, circulars, notifications and resolutions on pay, dearness allowance, allowances, leave, pension, provident fund, advances and depositor protection, as issued by the Finance Department that are published on odisharevenuelaws.com. Each document is reproduced as issued, in its original form. Use the Contents page or the PDF bookmarks to jump to any document. Page numbers at the foot of each page run continuously through the volume. This is a compilation for ready reference only; for official purposes, please rely on the notified text and the latest orders of the Government.

Contents

Part I – Pay, Dearness Allowance & Allowances

Odisha Revised Scales of Pay, 2017 – Finance Resolution No. 26342 dt 07.09.2017 **5**

Revision of House Rent Allowance after ORSP 2017 – Finance OM No. 6747 **17**

RACP – Clarification – Finance Memo No. 1738 dt 20.01.2014 **21**

Dearness Allowance Raised from 31% to 34% from 01.01.2022 – Finance OM No. 23377 **28**

Dearness Allowance for Pre-revised Scales Raised from 230% to 239% from 01.01.2024 – Finance OM No. 20841 **30**

Dearness Allowance Raised from 58% to 60% from 01.01.2026 – Finance OM No. 12890 **32**

Revision of Travelling Allowances of State Government Employees – Finance Resolution (2024) **34**

LTC – Clarification on Air Travel Entitlement – Finance OM dt 05.06.2026 (Odia) **39**

Allowances to Judicial Officers – Second National Judicial Pay Commission – Finance Resolution No. 7165 dt 16.03.2024 **43**

Allowances to Judicial Officers under the SNJPC – Finance Resolution dt 20.07.2024 **56**

Revision of Compassionate Grant on Death or Injury on Duty – Finance Resolution No. 16702 (2023) **67**

Views and Suggestions on the 8th Central Pay Commission – Finance Letter No. 6132 dt 09.03.2026 **70**

Approval of the 8th Central Pay Commission – Lok Sabha Unstarred Question No. 3571 **78**

Part II – Leave & Contractual Employees

Casual Leave for Contractual Employees – Finance OM No. 23689 dt 23.06.2012 **82**

Maternity Absence of Female Contractual Employees – Finance Letter No. 12383 dt 31.03.2012 **83**

Maternity and Paternity Leave in Cases of Surrogacy – Finance OM (2024) (Odia) **84**

Part III – Pension, NPS, UPS & GPF

Option for Family Pension on In-service Death of NPS Employees – Finance OM No. 12587 dt 19.05.2022 **89**

Submission of Options for Family Pension under NPS – Finance Letter No. 21814 dt 03.08.2022 **110**

Exercise of Option for Family Pension under NPS – Finance Letter No. 1394 dt 15.01.2026 **113**

General Provident Fund (Odisha) Amendment Rules, 2023 – Finance Notification No. 13279 **115**

Revised Procedure for Payment of Final GPF Accumulations – Finance OM No. 19582 dt 11.07.2023 **121**

Contents

No Ministerial Approval Needed for Routine Retirement Orders – Finance Letter No. 19914 dt 05.07.2025 **138**

Unified Pension Scheme (UPS) – Ministry of Finance Brief dt 24.08.2024 **140**

Part IV – House Building & Other Advances

House Building Advance – Rules and Rate of Interest – Finance OM No. 4482 **142**

House Building Advance – Rate of Interest – Finance OM (2013) **145**

Revision of Admissibility Limit of House Building Advance – Finance OM No. 17502 dt 12.07.2022 **146**

Revision of Admissibility of House Building Advance – Addendum – Finance No. 39344 dt 24.11.2023 **153**

Extension of Interest-free Electric Vehicle Advance – Finance Letter No. 3182 (2026) **155**

Recovery of Irregular Drawals of Interest-free EV Advance – Finance Letter No. 11093 (2026) **157**

Part V – Depositor Protection (OPID Act)

Identification of Genuine Depositors for Distribution of Sale Proceeds under s.9(7) of the OPID Act – Finance Resolution No. 27608 **159**

Decisions of the Review Meeting on OPID Activities dt 26.04.2023 – Finance Department **168**

Refund to Genuine Depositors – Hi-Tech Estates and Promoters and Rajdhani group – Finance Letter (2023) **170**

Refund to Genuine Depositors – Golden Land Developers and GLP Developers – Finance Letter (2024) **191**

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
*****

No. **26342** /F., Dated the **7th September 2017**
FIN-PCC-PAY-0003-2017

RESOLUTION

Sub : Revised Scales of Pay, 2017.

On the basis of the recommendation of 7th Central Pay Commission, Government of India, in the Ministry of Finance (Departmental of Expenditure) vide Notification No. G.S.R.-721(E), dated the 25th July, 2016 have revised the pay scales of Central Government employees with effect from the 1st January, 2016. Consequent upon revision of the pay scales of the Central Government employees, the State Government constituted a Fitment Committee in Finance Department Resolution No. FIN-PCC-PAY-0005-2016-29086/F., dated 28th October, 2016 to recommend revision in the pay scales of the State Government employees, to suggest modalities and procedure of fitment of the existing grades in the revised scale of pay, to examine anomalies in the existing pay scales and to review the scale of other allowances and relatable pay. The report of the Committee was received by the Government in Finance Department on 19.06.2017.

2. Having regard to the recommendation of the Fitment Committee, and after careful consideration of all aspects of related issues including the Pay Matrix prevalent in the Central Government, the State Government have been pleased to revise the pay structure of the State Government employees as indicated in **Annexure-I**.

These revised pay structure shall apply to all persons in whole time employment in Government except the following:-

(a) persons engaged by Government on contract basis except when the contract provides otherwise,

(b) persons re-employed in Government service after retirement,

(c) persons paid out of contingency,

(d) persons paid otherwise than on a monthly basis including those paid only on piece rate basis,

(e) persons not drawing pay in regular scale of pay for whom no revised scales of pay are prescribed,

(f) employees borne under Work-charged establishment as defined in resolution of Government in the erstwhile P & S Department No.9488 Dtd.18.06.1974,

(g) Judicial Officers of the Subordinate Judiciary Service in the State of Odisha who are availing the revised scale of pay as per Finance Department Resolution No.23598-F., dated the 3rd June, 2003 and Law Department Resolution No.8318-VI-12/2010-L., dated the 2nd August, 2010 on the basis of the recommendation of Justice Shetty Commission and Justice Padmanavan Commission, respectively,

(h) employees governed by the Orissa Revised Scales of Pay (for College Teachers) Rules, 1978, 1989, 2001 & 2010/ the Orissa Revised Scales of Pay (for Medical college Teachers) Rules, 1982, 1989, 2001 & 2010/ the Orissa Revised Scales of Pay (for Engineering College Teachers) Rules, 2001 & 2010/ the Orissa Superior Judicial Service (Senior Branch) Rules, 1963 / the Orissa Judicial Service Rules, 1994,

(i) persons not in whole time employment under Government of Odisha,

(j) persons engaged as per G.A Department Resolution No.32010/Gen, dtd.12.11.2013 and Resolution No.1147/Gen, dtd.17.01.2014 till regularisation,

(k) any other class or category of persons whom the Governor may, by order, specifically exclude from the operation of all or any of the provisions of these revised pay rules.

3. Introduction of Pay Matrix and date of its effect.

The Pay Matrix, in replacement of the Pay Bands and Grade Pays as in force immediately prior to the issue of this Resolution, shall be as specified in Annexure-I. The revised pay structure shall be effective from the 1st January, 2016.

4. Fitment Principle

(i) The pay in the applicable level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay (pay in Pay Band + Grade Pay) as on 01.01.2016 by a factor of 2.57 rounded off to the nearest rupee and the figure so arrived at will be located in that level in the Pay Matrix. If an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level in the Pay Matrix.

(ii) If the first Cell in the applicable Level is more than the amount arrived at as per sub-para (i) above, the pay shall be fixed at the first Cell of that applicable Level.

(iii) In case of person who has availed RACP Scheme, the level for fixation of pay under Odisha Revised Scale of Pay Rules, 2017 (to be issued) will be reworked in the line with the Modified Assured Career Progression Scheme (MACPS). However, the pay drawn by him as on 01.01.2016 will be revised for fixation of his pay in the level as arrived under MACP Scheme as per formula mentioned in (i) above. The applicable Level after fixation shall be the Level of the post one holds or his entitlement arrived at under the MACP Scheme whichever is higher.

5. Exercise of option.

All employees shall be deemed to have come over to the revised scales of pay with effect from the 1st January, 2016 except where the Government servants have opted for a date after the 1st January, 2016 under the provisions of Revised Scales of Pay Rules. A

Government servant may elect to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in the existing pay structure. Such option shall be submitted within three month from the date of publication of the notification of revised pay rules. No option shall however be exercised in case of direct recruits appointed on or after the date of implementation of the Revised Scale of Pay Rules. Option once exercised shall be final.

6. Rate of Increment.

After fixation of pay in the appropriate Level in the Pay Matrix as specified in Paragraph-4 above, the subsequent increment (s) in the Level shall be at the immediate next higher Cell in that Level.

7. Date of Increment.

The date of next increment in the revised pay structure shall be 12 months after the sanction of last increment. Where the pay is fixed at the first Cell of the Level the date of next increment shall be the anniversary of the date of coming over to the revised pay in the Level.

8. Fixation of pay on promotion on or after 1st January, 2016.

The fixation of pay in case of promotion from one Level to another in the revised pay structure, one increment shall be given in the Level from which the employee is promoted and he/she shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he/she shall be placed at the next higher Cell in that Level. However, if the pay in the Level after adding an increment is less than the minimum Cell of the higher Level to which the employee is promoted, pay shall be stepped up to such minimum Cell of that higher Level. In case where promotion is made in the same Level, the pay shall move to the next higher Cell of the said Level.

9. Option to avail promotional pay.

An employee on promotion to higher post may opt to avail promotional pay on the date of joining or at a later date i.e. after accrual of increment in the lower post. In case, the employee opts for promotional pay not on the date of joining but on the date of accrual of increment in the lower post, the pay drawn in the lower post shall immediately be placed at the appropriate Cell exact to the amount in the higher Level attached to the promotional post on the date of joining, if no such Cell is available in the higher Level then, the pay shall be placed in the Cell next below of the pay drawn in lower post and the excess amount shall be drawn as "Personal Pay" up to the date of accrual of increment in the lower post. Thereafter, the pay shall be re-fixed again in the manner prescribed in Paragraph-8 above after accrual of increment in the lower post. Such option shall be submitted within one month from the date of joining in the promotional post.

10. Stepping up benefit.

In case, a senior Government servant is drawing more or equal pay than his junior immediately before the 1st day of January, 2016, in the same post and in the same Pay Band and Grade Pay and the senior's pay gets fixed at a stage lower than that of his junior then his

pay can be stepped up or increment can be antedated to the stage of his junior. Such stepping up benefit can be available to an employee only once. But, where junior gets more pay than senior in the revised scale on account of exercise of option, such stepping up pay shall not be permissible.

11. Modified Assured Career Progression (MACP) Scheme.

The Revised Assured Career Progression Scheme (RACPS) ceases to operate with the end of Orissa Revised Scales of Pay Rules, 2008. However, this shall remain in force for an employee till he continues to draw pay in the pre-revised pay band and grade pay under ORSP Rules, 2008. Henceforth, the Revised Assured Career Progression (RACP) Scheme is replaced with introduction of Modified Assured Career Progression (MACP) Scheme w.e.f. 01.01.2016 in the revised pay rules, 2017 (to be issued). There shall be three financial up-gradations under MACP Scheme, counted from the direct entry grade on completion of 10, 20 & 30 years of service respectively in absence of promotion.

The MACP Scheme envisages merely placement of the employee in the next higher Level prescribed in the Pay Matrix in each stage of up-gradation. But, such placement shall be in the next higher Cell in the Level where the promotional post carries the same Level in the Pay Matrix. There shall be a Screening Committee to decide the suitability and eligibility of the employees for up-gradation under the scheme in the manner prescribed in RACP Scheme. The constitution and work procedure of the Screening Committee shall be the same as applicable in RACP Scheme. The manner of pay fixation in case of promotion shall be applied in case of fixation of pay of an employee in the next higher Level under the MACP Scheme. However, fixation of pay under MACP Scheme shall depend upon the fixation of pay availed under RACP Scheme. No stepping up pay/ antedation of increment between senior and junior shall be permissible where anomaly arises after regulation of pay under MACP Scheme because up-gradation under the Scheme is purely personal to the employee.

12. Pay fixation formula.

Pay in the revised pay structure is to be fixed on the 1st January, 2016 or the date from which revised scale of pay is opted for in the manner outlined in Paragraph-4 of this Resolution.

(i) The pay in the revised pay structure of the employees appointed as fresh recruits on or after the 1st January, 2016 shall be fixed at the first Cell in the Level applicable to the post to which such employees are appointed.

(ii) Where the existing emoluments of an employee appointed on or after 1st January, 2016 happen to exceed the first Cell in the Level, as applicable to the post to which such employee is appointed on or after 1st January, 2016, such difference shall be paid as "Personal Pay" to be absorbed in future increments in pay.

(iii) Where a Government servant is in receipt of personal pay on the 1st day of January, 2016 which together with his existing emoluments exceeds the revised emoluments, then the difference representing the excess shall be

allowed to such Government servant as "Personal Pay" to be adjusted in future increases in pay.

(iv) While determining the basic pay as on the 1st January, 2016, the *adhoc* increment granted in shape of personal pay on account of stagnation at the maximum of the Pay Band will be reckoned to determine the emoluments in the revised pay structure. Where the normal date of increment in the pre-revised Pay Band and Grade Pay falls on the 1st January, 2016, the pay in the revised pay structure shall be fixed on the basis of pay admissible in the existing Pay Band and Grade Pay on the 1st January, 2016 including increment.

13. Dearness allowances.

Consequent upon revision of pay scale as per the revised pay structure with effect from the 1st January, 2016, the Dearness Allowance shall be regulated in the manner by the same principle as adopted by Government of India for their employees from time to time and the rate of dearness allowance will be as mentioned below :-

Date from which payable	Rate of D. A.
01.01.2016	No. D. A.
01.07.2016	@2% of Basic Pay
01.01.2017	@4% of Basic Pay

However, the D.A. @7% of basic pay already drawn in pre-revised scale w.e.f. 01.07.2016 vide F.D.O.M. No.34154 dated 19.12.2016 will be adjusted while drawing the revised pay and dearness allowances on issue of the Notification implementing the Revised Pay Scale and revised rate of D.A.

14. House Rent Allowance.

The State Government Employee shall continue to draw the HRA equal to the amount drawn before the date of publication of this resolution even after fixation of pay in the revised pay scale. The revision of HRA shall be decided subsequently. Resolution in this regard shall be issued separately later. In case of change of headquarter of an employee due to transfer or otherwise after the date of issue of this resolution, the employee shall draw the HRA at the rate applicable to the new station in the existing provision on the basis of pay drawn just before issue of this resolution. Employee joining service after issue of this resolution and before finalisation of HRA shall draw the HRA at the existing rate basing on the initial pay in the Pay Band and Grade Pay applicable to the post under ORSP Rules, 2008.

15. Special Pay.

All types of Special Pay attached to posts shall stand abolished after issue of this resolution. However, Special pay already drawn till August, 2017 will not be recovered.

16. Other Allowances relatable to Pay.

All other allowances which are relatable to pay shall continue with existing amount drawn as on the date of issue of this resolution for the revised pay till such time the pay relatable allowances are revised. Employees joining service after issue of this resolution and

before finalisation of the pay relatable allowances will draw at the existing rate on the initial pay in pay band and grade pay admissible under ORSP Rules, 2008.

17. PENSION.

(a) Pre-2016 Pensioners & Family Pensioners

In order to arrive at consolidated pension/family pension on 31.12.2015 for revision of pension/family pension w.e.f. 01.01.2016, the following steps shall be taken.

(i) The pre-2006 pensioners and the post-2006 pensioners who had retired during the period from 01.01.2006 to 30.11.2008 having completed 25 or more years of qualifying service shall be eligible for full pension. The pension shall be further stepped up notionally to the amount corresponding to the pre-revised scale shown in Col.-8 of the concordance table as in **Annexure-II** w.e.f.01.01.2006 in case of pre-2006 pensioners who have completed 25 or more years of qualifying service. This shall be given notionally w.e.f 01.01.2006 and actual financial benefit shall be drawn from 01.01.2016 after fixation of pension in the revised rate. However, pension shall be fixed on pro-rata basis where qualifying service is 10 years or more but less than 25 years.

(ii) The family pension of all Pre-2006 family pensioners shall further be stepped up to the amount shown in col.-9 of the concordance table as in **Annexure-II** corresponding to pre-revised pay scales last held by the pensioner. This shall also be given notionally w.e.f 1.1.2006 and actual financial benefit shall be from 01.01.2016 after fixation of pension in the revised rate.

(iii) The pension/family pension in the above cases shall be arrived notionally up to 31.12.2015 and the amount arrived on 31.12.2015 shall be the basic pension/family pension to be revised further w.e.f 01.01.2016 by multiplying a factor of 2.57 as revised pension/family pension.

(b) Post-2016 Pensioners & Family Pensioners

(i) The consolidated pension of the post-2016 pensioners shall be 50% of the last pay arrived on the date of retirement as full pension where qualifying service is 25 years or more. However, the pension shall be determined on pro-rata basis where qualifying service is 10 years or more but less than 25 years.

(ii) The consolidated family pension of the family pensioners shall be 30% of the last pay arrived on the date of retirement of the pensioner or the last pay arrived on the date of death of the employee as the case may be.

(c) For this purpose the existing pension / family pension will be the basic pension / family pension only without the element of additional pension available to the pensioners / family pensioners of the age of 80 years and above.

(d) Since the consolidated pension is inclusive of commuted portion of pension, if any, the commuted portion will be deducted from the said amount while making monthly disbursements.

(e) The minimum pension/family pension with effect from 01.01.2016 will be Rs.8300/- per month (excluding the element of additional pension/family pension given to old

pensioners/family pensioners). The maximum pension/family pension will be 50% and 30% respectively of the highest pay in the Pay Matrix.

(f) The quantum of additional pension /family pension available to the pensioners /family pensioners for both pre-2016 and post-2016 shall be as follows.

Age of Pensioners/family pensioner	Additional quantum of Pension/family pension
From 80 years to less than 85 years	20% of revised basic pension/ family pension
From 85 years to less than 90 years	30% of revised basic pension/ family pension
From 90 years to less than 95 years	40% of revised basic pension/ family pension
From 95 years to less than 100 years	50% of revised basic pension/ family pension
100 years or more	100% of revised basic pension/ family pension

(g) The revision of pension shall be made as per the last pay arrived in the Level of Pay Matrix by the employee at the time of retirement. Up-gradation of post in subsequent years will have no effect.

18. Gratuity –

(i) Retirement/Death Gratuity: - The maximum limit of Retirement Gratuity and Death Gratuity (DCRG) shall be Rs.15.00 lakhs. Dearness Allowance admissible from time to time with Pay will be taken into account while computing the amount of Gratuity w.e.f 01.01.2016. In case of death gratuity there existed a graded payment of gratuity depending upon the length of qualifying service, to which a new slab (in bold) has also been added as given below:-

Length of qualifying service	Rate of Death Gratuity
Less than One year	2 times of monthly emoluments
One Year or more but less than 5 years	6 times of monthly emoluments
5 years or more but less than 11 years	12 times of monthly emoluments
11 years or more but less than 20 years	**20 times of monthly emoluments**
20 Years or more	Half month's emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of emoluments.

(ii) Payment of Gratuity in respect of employees joining Government Service on or after 01.01.2005:- Employees who have already joined or join Government service on or after 01.01.2005 and are governed under the Defined Contribution Pension Scheme,

popularly known as National Pension Scheme (NPS) shall be extended the benefit of Retirement Gratuity and Death Gratuity only on the same terms and conditions, as are applicable to employees covered under Odisha Civil Services (Pension) Rules, 1992.

19. Commutation of Pension.

The commuted value of pension will be 40% of the basic pension restorable after 15 years as per the amended provision of OCS (Commutation of Pension) Rules, 1992. This will be applicable w.e.f. 01.01.2016.

20. Qualifying Service.

The qualifying service for full pension is 25 years. Pension shall however be fixed on pro-rata basis where qualifying service is 10 years or more but less than 25 years.

21. Dearness Relief (T.I).

Consequent upon revision of pension/family pension, the rate of Dearness Relief (T.I) on pension/family pension shall be given in the following manner:-

Date from which payable	Rate of Dearness Relief R (T.I)
01.01.2016	No. D. A.
01.07.2016	@2% of Basic Pay
01.01.2017	@4% of Basic Pay

However, the Dearness Relief (T.I) @7% already drawn in pre-revised pension/family pension w.e.f. 01.07.2016 vide F.D.O.M. No.34873 dated 26.12.2016 will be adjusted while drawing the pension/family pension in revised rate and dearness relief (T.I) granted thereof.

22. Anomaly in pay scale of posts.

In consideration to pay anomaly, the scale of pay of the following posts shall be revised **with effect from 01.09.2017** as follows:-

Sl. No.	Name of the post (Department)	Revised Level in the Pay Matrix
1	**2**	**3**
1.	Principal Tutor (H & F.W Department)	Level-12
2.	Jail Warder (Home Department)	Level-4
3.	Head Warder and Chief Head Warder are merged together designated as Chief Warder (Home Department)	Level-5
4.	Forest Guard (F & E Department)	Level-4
5.	Forester (F & E Department)	Level-7

Sl. No.	Name of the post (Department)	Revised Level in the Pay Matrix
6.	Deputy Ranger (F & E Department)	Level-8
7.	Excise Constable (Excise Department)	Level-4
8.	Assistant Sub-Inspector Excise (Excise Department)	Level-7
9.	Inspector of Legal Metrology (F.S & C.W Department)	Level-9
10.	Senior Inspector of Legal Metrology (F.S & C.W Department)	Level-10
11.	Assistant Controller of Legal Metrology (F.S & C.W Department)	Level-11
12.	Heavy Vehicle Driver, Head Driver/Roller Driver filled up by promotion only. (All Departments where such post existed)	Level-7

23. The revised salary /pension / family pension will be paid from the month of September, 2017. Instructions regarding payment of arrear salary, pension family pension will be issued by Finance Department in due course. However, the Government servants already retired will get the entire arrear salary in one instalment. The persons retiring will also be paid all arrears on the date of retirement.

24. The detailed guidelines regarding sanction of D.A., H.R.A., Pension, Allowances and all other related matters will be issued by Finance Department separately in due course.

25. Finance Department will frame detailed rules laying down the procedures of fixation of pay in the revised scales of pay.

26. The Government have approved for setting up of an Anomaly Committee to look into any anomaly/anomalies which may come up before Government after introduction of Revised Pay rules.

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Order – Ordered that this Resolution be published in an extraordinary issue of the Odisha Gazette and copies forwarded to all Departments of Government/Head of Department/Accountant General (Audit)/Account-General (A&E), Odisha, Bhubaneswar/Deputy Accountant-General, Odisha, Puri.

By order of the Governor

(T. K. Pandey)
Principal Secretary to Government.

Pay Matrix

Annexure-I

Pay Band	4750-14680	4930-14680	5200-20200						9300-34800				15600-39100			37400-67000		
Grade Pay	1700	1775	1800	1900	2000	2200	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8800	9000
Level	1	2	3	4	5	6	7	8	9	10	11	12		13	14	15	16	17
1	16600	17200	18000	19900	21700	23600	25500	29200	35400	44900	47600	56100		67700	78800	123100	127100	135100
2	17100	17700	18500	20500	22400	24300	26300	30100	36500	46200	49000	57800		69700	81200	126800	130900	139200
3	17600	18200	19100	21100	23100	25000	27100	31000	37600	47600	50500	59500		71800	83600	130600	134800	143400
4	18100	18700	19700	21700	23800	25800	27900	31900	38700	49000	52000	61300		74000	86100	134500	138800	147700
5	18600	19300	20300	22400	24500	26600	28700	32900	39900	50500	53600	63100		76200	88700	138500	143000	152100
6	19200	19900	20900	23100	25200	27400	29600	33900	41100	52000	55200	65000		78500	91400	142700	147300	156700
7	19800	20500	21500	23800	26000	28200	30500	34900	42300	53600	56900	67000		80900	94100	147000	151700	161400
8	20400	21100	22100	24500	26800	29000	31400	35900	43600	55200	58600	69000		83300	96900	151400	156300	166200
9	21000	21700	22800	25200	27600	29900	32300	37000	44900	56900	60400	71100		85800	99800	155900	161000	171200
10	21600	22400	23500	26000	28400	30800	33300	38100	46200	58600	62200	73200		88400	102800	160600	165800	176300
11	22200	23100	24200	26800	29300	31700	34300	39200	47600	60400	64100	75400		91100	105900	165400	170800	181600
12	22900	23800	24900	27600	30200	32700	35300	40400	49000	62200	66000	77700		93800	109100	170400	175900	187000
13	23600	24500	25600	28400	31100	33700	36400	41600	50500	64100	68000	80000		96600	112400	175500	181200	192600
14	24300	25200	26400	29300	32000	34700	37500	42800	52000	66000	70000	82400		99500	115800	180800	186600	198400
15	25000	26000	27200	30200	33000	35700	38600	44100	53600	68000	72100	84900		102500	119300	186200	192200	204400
16	25800	26800	28000	31100	34000	36800	39800	45400	55200	70000	74300	87400		105600	122900	191800	198000	210500
17	26600	27600	28800	32000	35000	37900	41000	46800	56900	72100	76500	90000		108800	126600	197600	203900	216800
18	27400	28400	29700	33000	36100	39000	42200	48200	58600	74300	78800	92700		112100	130400	203500	210000	
19	28200	29300	30600	34000	37200	40200	43500	49600	60400	76500	81200	95500		115500	134300	209600	216300	
20	29000	30200	31500	35000	38300	41400	44800	51100	62200	78800	83600	98400		119000	138300	215900		
21	29900	31100	32400	36100	39400	42600	46100	52600	64100	81200	86100	101400		122600	142400			
22	30800	32000	33400	37200	40600	43900	47500	54200	66000	83600	88700	104400		126300	146700			
23	31700	33000	34400	38300	41800	45200	48900	55800	68000	86100	91400	107500		130100	151100			
24	32700	34000	35400	39400	43100	46600	50400	57500	70000	88700	94100	110700		134000	155600			
25	33700	35000	36500	40600	44400	48000	51900	59200	72100	91400	96900	114000		138000	160300			
26	34700	36100	37600	41800	45700	49400	53500	61000	74300	94100	99800	117400		142100	165100			
27	35700	37200	38700	43100	47100	50900	55100	62800	76500	96900	102800	120900		146400	170100			
28	36800	38300	39900	44400	48500	52400	56800	64700	78800	99800	105900	124500		150800	175200			
29	37900	39400	41100	45700	50000	54000	58500	66600	81200	102800	109100	128200		155300	180500			
30	39000	40600	42300	47100	51500	55600	60300	68600	83600	105900	112400	132000		160000	185900			
31	40200	41800	43600	48500	53000	57300	62100	70700	86100	109100	115800	136000		164800	191500			
32	41400	43100	44900	50000	54600	59000	64000	72800	88700	112400	119300	140100		169700	197200			
33	42600	44400	46200	51500	56200	60800	65900	75000	91400	115800	122900	144300		174800	203100			
34	43900	45700	47600	53000	57900	62600	67900	77300	94100	119300	126600	148600		180000	209200			
35	45200	47100	49000	54600	59600	64500	69900	79600	96900	122900	130400	153100		185400				
36	46600	48500	50500	56200	61400	66400	72000	82000	99800	126600	134300	157700		191000				
37	48000	50000	52000	57900	63200	68400	74200	84500	102800	130400	138300	162400		196700				
38	49400	51500	53600	59600	65100	70500	76400	87000	105900	134300	142400	167300		202600				
39	50900	53000	55200	61400	67100	72600	78700	89600	109100	138300	146700	172300		208700				
40	52400	54600	56900	63200	69100	74800	81100	92300	112400	142400	151100	177500						

Annexure-II

Sl. No.	Pay Scale w.e.f. 01.05.1989	Pay Scale w.e.f. 01.01.1996	Corresponding Pay Band and Grade Pay in 6th Central Pay Commission w.e.f. 01.01.2006.			Sum of minimum pay in the pay band and grade pay/minimum pay in the pay scale as per fitment table.	Pension = 50% of Sum of minimum pay in the pay band and grade pay/minimum pay in the pay scale as per fitment table.	Family Pension = 30% of Sum of minimum pay in the pay band and grade pay/minimum pay in the pay scale as per fitment table
			Name of Pay Band	Pay Scale	Grade Pay			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	750-12-870-EB-14-940	2550-55-2660-60-3200	- 1S	4440-7440	1300	6050	3500	3500
2	775-12-871-EB-14-1025	2610-60-3150-65-3540	- 1S	4440-7440	1400	6260	3500	3500
3	800-15-1010-EB-20-1150	2650-65-3300-70-4000	- 1S	4440-7440	1650	6580	3500	3500
4	825-15-900-EB-20-1200	2750-70-3800-75-4400	PB-1	5200-20200	1800	7330	3665	3500
5	950-20-1150-EB-25-1500	3050-75-3950-80-4590	PB-1	5200-20200	1900	7780	3890	3500
6	975-25-1150-EB-30-1660	3200-85-4900	PB-1	5200-20200	2000	8060	4030	3500
7	1080-30-1440-EB-30-1800	3600-100-5600	PB-1	5200-20200	2200	8900	4450	3500
8	1200-30-1560-EB-40-2040	4000-100-6000	PB-1	5200-20200	2400	9840	4920	3500
9	1350-30-1440-40-1800-EB-20-2200	4500-125-7000	PB-1	5200-20200	2800	11170	5585	3500
10	1400-40-1800-EB-50-2300	4750-125-7500	PB-2	9300-34800	4200	13500	6750	4050
11	1400-40-1600-50-2300-EB-60-2600	5000-150-8000	PB-2	9300-34800	4200	13500	6750	4050
12	1600-50-2300-EB-60-2660	5300-150-8300	PB-2	9300-34800	4200	14060	7030	4218
13	1640-60-2600-EB-75-2900	5500-175-9000	PB-2	9300-34800	4200	14430	7215	4329

14	**1800-60-2400-EB-75-3000**	**5900-200-9700**	**PB-2**	**9300-34800**	**4200**	**15180**	**7590**	**4554**
15	**1700-60-2300-EB-75-3200**	**5700-200-9900**	**PB-2**	**9300-34800**	**4200**	**14810**	**7405**	**4443**
16	**2000-60-2300-EB-75-3200**	**6500-200-9900**	**PB-2**	**9300-34800**	**4200**	**16290**	**8145**	**4887**
17	**2000-60-2300-EB-75-3200-100-3500**	**6500-200-10500**	**PB-2**	**9300-34800**	**4600**	**16690**	**8345**	**5007**
18	**2200-75-2650-EB-75-3100-100-3500**	**7300-200-10500**	**PB-2**	**9300-34800**	**4600**	**18180**	**9090**	**5454**
19	**2200-75-2650-EB-75-3100-100-3700**	**7300-200-10900**	**PB-2**	**9300-34800**	**4600**	**18180**	**9090**	**5454**
20	**2200-75-2800-EB-100-4000**	**8000-275-13500**	**PB-2**	**9300-34800**	**5400**	**20280**	**10140**	**6084**
21	**2200-75-2800-EB-100-4000**	**8000-275-13500**	**PB-3**	**9300-39100**	**5400**	**21000**	**10500**	**6300**
22	**2350-75-2800-EB-100-3700-125-4200**	**8000-275-13500**	**PB-3**	**15600-39100**	**5400**	**21000**	**10500**	**6300**
23	**2800-100-3600-EB-125-4350**	**9350-325-14550**	**PB-3**	**15600-39100**	**6600**	**23900**	**11950**	**7170**
24	**3000-100-3600-EB-125-4500**	**10000-325-15200**	**PB-3**	**15600-39100**	**6600**	**25200**	**12600**	**7560**
25	**3200-100-3700-125-4700**	**10650-325-15850**	**PB-3**	**15600-39100**	**6600**	**26410**	**13205**	**7923**
26	**3700-125-4700-150-5000**	**12000-375-16500**	**PB-3**	**15600-39100**	**7600**	**29920**	**14960**	**8976**
27	**4500-150-5700**	**14300-400-18300**	**PB-4**	**37400-67000**	**8700**	**46100**	**23050**	**13830**
28	**4800-150-5700-200-6300**	**15100-400-19500**	**PB-4**	**37400-67000**	**8800**	**48490**	**24245**	**14547**
29	**5100-150-5700-200-6500**	**16400-450-20450**	**PB-4**	**37400-67000**	**9000**	**48690**	**24345**	**14607**

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
***

NO. 6747 /F. Date 14/02/2024
FIN-CS2-ALW-0013-2022

OFFICE MEMORANDUM

SUB: Revision in the rate of House Rent Allowance.

Consequent upon implementation of Odisha Revised Scales of Pay, 2017, the State Government have been pleased to revise the House Rent Allowance in respect of Government employees in the revised Scale of Pay i.e. ORSP Rules, 2017 in the following rate and manner:

Sl. No.	Category	Rate of H.R.A
1.	Municipal Corporation of Bhubaneswar, Berhampur, Cuttack, Rourkela, Sambalpur.	16% of Basic Pay
2.	District Headquarters/Municipalities of Balangir, Balasore, Baragarh, Bhadrak, Bhawanipatna, Barbil, Dhenkanal, Jharsuguda, Keonjhar, Baripada, Puri, Rayagada, Rajgangpur, Brajarajnagar, Paradeep, Jeypore, Jatni, Sunabeda.	12% of Basic Pay
3.	District Headquarters/Municipalities of Angul, Talcher, Titilagarh, Jaleswar, Soro, Basudevpur, Choudwar, Deogarh, Paralakhemundi, Hinjilicut, Jagatsinghpur, Jajpur, Vyasanagar, Belpahar, Kendrapara, Pattamundai, Anandapur, Joda, Khordha, Koraput, Malkangiri, Rairangpur, Nayagarh, Nabarangpur, Umerkote, Phulbani, Gunupur, Sonepur, Birmitrapur, Sundargarh, Nuapada, Boudh.	8% of Basic Pay
4.	In other areas	4% of Basic Pay

2. The term basic pay in the revised pay structure means the pay drawn in the prescribed pay levels in the pay matrix but does not include any other type of Pay like Special Pay.

3. The Government have further decided that House Rent Allowance would be admissible to the employees of the State Government at the above rates subject to the following stipulations.

a) The rate at which House Rent Allowance would be admissible shall be determined according to the place in which the Headquarters of the Government employee is located.

i. However, a Government employee staying in a hired accommodation/ living in his own house within 8 KM of his Headquarters shall be eligible to draw House Rent Allowance.

ii. For Urban Headquarters, a Government employee staying in a hired accommodation / own house either within a radius of 8 KM from Headquarters or the limits of Urban Local Body (Municipal Corporation, Municipality and Notified Area Council) as per F.D.O.M No.8741/F, dt.31.03.2017 shall be eligible to draw House Rent Allowance as per admissible rate.

(b) A Government employee who is living in a house which belongs to him / her father or mother or owned by his wife or children or who is staying in a hired accommodation will be eligible to get house rent allowance as admissible to him/her. However, a Government servant sharing Government accommodation allotted by Government to another Government servant shall not be eligible for House Rent Allowance.

(c) If both the husband and wife are Government servants and are posted at the same Headquarters, House Rent Allowance will be payable to one of them. Similarly, H.R.A. will not be admissible to a State Government employee within the same Headquarters whose husband/wife is in receipt of House Rent Allowance or provided with accommodation by the State Government / Central Government or Reserve Bank of India, Nationalized Bank, or Regional Rural Banks, Co-operatives Organization of State Government, autonomous body, local body, Public Sector Enterprises, Government Societies, undertakings, companies etc. owned, controlled or aided by Central / State Government and such Government employees shall furnish a certificate in the prescribed form.

(d) House Rent Allowance shall be admissible to a Government employee who refuses Government accommodation when offered or surrenders the same after occupying to move to his own house or hired accommodation. This will not be applicable to earmarked Government quarters. However, Government employees debarred from allotment of Government accommodation due to unauthorized subletting or for breach of allotment rules will not be eligible for House Rent Allowance.

(e) Grant of House Rent Allowance during leave and transfer will be regulated by the relevant provision of Rule 101 of Odisha Service Code. The allowance will be admissible during absence from Headquarters on tour.

(f) A Government employee shall continue to draw house rent allowance during joining time at the same rates at which he was drawing the allowance at the station from where he was transferred. Where, however, joining time is affixed to leave, payment of house rent allowance shall be regulated by the provision of Rule 101 of Odisha Service Code.

(g) House Rent Allowance shall be admissible to a Government employee deputed in training provided the period of training is treated as duty and he/she has retained his / her family at the old station where Government accommodation has not been provided.

(h) House Rent Allowance will also be admissible to the employee during the period of suspension if at the place of his Headquarters as fixed by the competent authority, Government accommodation has not been provided.

(i) This concession shall apply mutatis mutandis to the Government employees borne in Work-charged establishment but shall not apply to staff paid out of contingencies and laborers employed on casual and nominal muster rolls.

(j) The Government employees shall furnish a certificate in the prescribed form (as at Annexure) along with his first claim for House Rent Allowance and also in July of each year.

(k) The grant of House Rent Allowance to the employees shall be made by the Head of office on receipt of the certificate from him in the prescribed form.

(l) This shall be applicable to regular State Government employees.

(m) This shall be effected from its date of issue.

By order of the Governor

(Vishal Kumar Dev)
Principal Secretary to Government

Memo No. 6748 /F, Date 14/03/2024

Copy forwarded to Principal Secretary to Governor /Secretary to Chief Minister / P.S. to Minister, Finance / P.S. to Chief Secretary / P.S. to DC-cum-ACS / P.S. to Principal Secretary, Finance Department / Principal Accountant General (A&E) Odisha / Accountant General (Audit), Odisha, Bhubaneswar / Deputy Accountant General, Puri, Odisha / Deputy Accountant General (Projects) Odisha, Koraput / All Departments of Government / All Heads of Department / Member, Board of Revenue, Odisha, Cuttack / DG Police, Odisha / Secretary, Lokayukta, Odisha / All Financial Advisers / All Assistant Financial Advisers / All RDCs / All Collectors / All Sub-Collectors / DT&I (O) / All Treasury Officers of District Treasuries, Special Treasuries and Sub-Treasuries / Director, Madhusudan Das Regional Academy of Financial Management, Chandrasekharpur, Bhubaneswar / Principal, Shorthand and Typewriting Institute, Bhubaneswar / Registrar of All Universities / Principal, Secretariat Training Institute, Bhubaneswar / Director General, Gopabandhu Academy of Administration, Chandrasekharpur, Bhubaneswar for information and necessary action.

MS-I
14.3.24
Under Secretary to Government

Memo No. 6749 /F, Date 14/03/2024

Copy forwarded to All Officers /All Branches of Finance Department for information.

MS-I
14.3.24
Under Secretary to Government

Memo No. 6750 /F, Date 14/03/2024

Copy forwarded to Portal-in-Charge, FID, Finance Department with a request to upload this Office Memorandum in the Website of Finance Department at www.finance.odisha.gov.in for general information.

MS-I
14.3.24
Under Secretary to Government

Annexure

CERTIFICATE TO BE FURNISHED BY A GOVERNMENT EMPLOYEE FOR GRANT OF HOUSE RENT ALLOWANCE

*****

Particulars furnished by the Officer

Sl No	Description of the particulars	Remarks
(1)	(2)	(3)
1	Whether Government accommodation has been provided to the self/spouse during the period at place of posting	Yes/No
2	Staying in house owned by me/wife/son/children/father/mother/husband within a radius of 8 KM from Headquarter	Yes/No
3	Staying in house owned by me/wife/son/children/father/mother/husband within the limits of the Urban Local Body (Municipal Corporation, Municipality, Notified Area Council) of Headquarter	Yes/No
4	Staying in a hired accommodation within a radius of 8 KM from Headquarter	Yes/No
5	Staying in a hired accommodation within the limits of the Urban Local Body (Municipal Corporation, Municipality, Notified Area Council) of Headquarter	Yes/No
6	Allowed to retain the Government accommodation at my old place of posting to retain my family on payment of normal rent/penal rent for the period from ..... to	Yes/No @
7	My spouse is a State Government / Central Government or Reserve Bank of India, Nationalized Bank or Regional Rural Banks, Co-operatives Organization of State Government, autonomous body, local body, Public Sector Enterprises, Government Societies, undertakings, companies etc. Name, Employer details & place of posting:	Yes/No *
8	Whether widow/widower/unmarried	Yes/No
9	My spouse is posted in the same Headquarter	Yes/No
10	My spouse is in receipt of House Rent Allowance	Yes/No

Strike out which is not applicable.

@ If the answer is yes, the period is to be mentioned in Column No.-2.

* If the answer is yes, the details of the employer & place of posting of the spouse is to be mentioned in Column No.-2.

I certify that the above particulars are true to the best of my knowledge.

Present local residential address

Signature of the Officer
Designation:
Date:

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
***

Memo No. 1738 /F., Date: 20/1/2014
PCC(A)-37/2013

To

All Departments/
All Heads of Department/
All Collectors.

Sub: Clarification on Revised Assured Career Progression Scheme (RACPS) for the State Government employees.

The undersigned is directed to say that Government in Finance Department have extended Revised Assured Career Progression Scheme for the State Government employees vide Finance Department Resolution No.3560/F., dt.6.2.2013 and issued clarification in respect of the Driver vide Memo No.16400/F., dt.2.5.2013. Thereafter, the doubts have been raised and clarifications have been sought from different quarters regarding implementation of RACP Scheme in respect of other State Government employees.

After careful consideration of the various provisions of RACP Scheme contained in FD Resolution No.3560/F., dt.6.2.2013, it has been decided to issue the following clarifications for guidance of all concerned.

Sl. No.	Points of doubt	Clarification
(1)	(2)	(3)
1.	Whether an employee shall get benefit under RACP Scheme w.e.f 01.01.2013 or from the date of completion of 10, 20 & 30 years service prior to 01.01.2013?	RACP Scheme came into effect from 01.01.2013, therefore, an employee who has completed 10, 20 or 30 years service prior to 01.01.2013 shall be eligible for RACP benefit from 01.01.2013 and not prior to that.
2.	Whether an employee who has not passed Departmental Examination, shall be considered for availing benefit under RACP Scheme it being a criterion for promotion?	If passing of Departmental Examination is a criterion for promotion in the cadre, it shall be considered while extending RACP Scheme. If one has not passed the Departmental Examination, he/she shall not be eligible for benefit under RACP Scheme.

3.	Who shall constitute the Screening Committee for RACP Scheme?	Authority which constitutes Screening Committee for ACP as per point No.2 of Finance Department Memo No.55371/F dtd.26.12.2008 shall also constitute the Screening Committee for RACP.
4.	What would be the Grade Pay of an employee under RACP Scheme where there are less than 3 promotional stages in the cadre?	Where there are less than 3 promotional posts in the cadre, the employee of that cadre shall get the Pay Band and Grade Pay of the promotional post(s) upto the stages available in that cadre and thereafter, the next higher Grade Pay alongwith Pay Band hierarchically available in First Schedule of ORSP Rules, 2008 with introduction of new Grade Pay, if any, in between shall be given. **Example:** - 'A' is a Jr. Stenographer in circle cadre of Works Department in the Pay Band of ₹5200 – 20200/- and Grade Pay of ₹2400/-, who on completion of 10 years service as Jr. Stenographer shall get the pay in Pay Band and Grade Pay of Sr. Stenographer i.e. Pay Band of ₹9300 – 34800/- and Grade Pay of ₹4200/-, thereafter, on completion of 20 and 30 years service from Jr. Stenographer, he shall get the pay in the next higher Grade Pay available in First Schedule of ORSP Rules,2008 i.e. Pay Scale of ₹9300 – 34800/- and Grade Pay of ₹4600/- and Pay Scale ₹9300 – 34800/- and Grade Pay of ₹4800/- in absence of any promotional post in the cadre of Jr. Stenographer except only one promotional post of Sr. Stenographer.
5.	Whether the benefit under RACP Scheme shall be given to an employee who forgoes regular promotion in the	In this situation the benefit under RACP Scheme in favour of an employee shall be deferred to the extent of period of debarment

	cadre due to certain problem of his/her own for certain period but thereafter, gives consent for the same?	from the date of actual entitlement. **Example:-** 'A' is a Jr. Clerk who before eligible for 1st upgradation under RACP Scheme w.e.f 01.01.2014 being the joining date as Jr. Clerk on 01.01.2004 gives consent in writing not to get promotion to the post of Sr. Clerk on 01.01.2013 due to certain problem of his own and thereafter, he submits his consent in writing for such promotion on 01.01.2015, in this situation, he shall be eligible for RACP benefit on 01.01.2016 i.e. after two years from the date of his entitlement on 01.01.2014 because the period of refusal for promotion is two years which is from 01.01.2013 to 01.01.2015.
6.	Where there are two lines of promotional hierarchy in a cadre from a particular feeder post then the Grade Pay of which line of promotional hierarchy shall be given under RACP Scheme?	Where there are two lines of promotion from a particular feeder post in a cadre then the Pay Band and Grade Pay of the promotional post which is lower between the two will be allowed under RACP Scheme. **Example:-** Let there be a cadre which has two lines of promotion starting from the feeder post in the Grade Pay of ₹2000/-. One line carries the G.P of ₹2400/-, ₹2800/- and ₹4200/- as 1st, 2nd and 3rd stage promotion respectively where as other line carries the G.P of ₹2800/-, ₹4200/- and ₹4600/- as 1st, 2nd and 3rd stage promotion respectively. If 'A' is an employee of this cadre who completes 10 years service in the G.P of ₹2000/- without any promotion then he shall be eligible for the G.P of ₹2400/- under RACP Scheme instead of the G.P of ₹2800/-. If he gets promotion to the post of the second line carrying the G.P of ₹2800/-

		thereafter then he shall get the G.P of ₹2800/- only without any fixation of pay.
7.	Whether the post of Daftary/Zamadar is to be considered as a promotional post in hierarchy for extending benefit under RACP Scheme in absence of any cadre rule of class-IV employees?	Yes, since the post of Daftary/Zamadar is always filled up by Class-IV employees on promotion only and there is no direct appointment to the post of Daftary/Zamadar, this post is considered as a cadre post of class-IV post in absence of any cadre rule.
8.	An employee completes 30 years service before 01.01.2013 without any promotion. Whether his/her pay under RACP Scheme shall be fixed directly in the Pay Band and Grade Pay of 3rd promotional post of the cadre on 01.01.2013 or his/her pay shall be fixed stage-wise in the Pay Band and Grade Pay of 1st promotional post, then 2nd promotional post and finally 3rd promotional post on 01.01.20123?	If an employee completes 30 years service before 01.01.2013 without any promotion then his/her pay shall be fixed stage-wise in the Pay Band and Grade Pay of 1st promotional post, then 2nd promotional post and finally 3rd promotional post on 01.01.2013 without being directly fixed in 3rd promotional post.
9.	Whether ACP due prior to 01.01.2013 shall be sanctioned in favour of an employee after 01.01.2013?	Yes, since RACP Scheme comes into effect from 01.012013, there is no bar to sanction ACP due in favour of an employee prior to 01.01.2013 after 01.01.2013.
10.	How the pay of an employee is fixed who already is in the higher Grade Pay on account of availing benefit under RACP Scheme and is subsequently appointed to an Ex-cadre post carrying lower Grade Pay on selection basis?	Where an employee who has availed higher Grade Pay on account of availing RACP, is subsequently appointed to an ex-cadre post carrying lower Grade Pay, the pay of the employee shall be protected as per protection of pay rules instead of being fixed u/r 13 of ORSP Rules, 2008. But, if the employee is appointed to a post carrying same/ higher Grade Pay than that of his/her present Grade Pay then the pay shall be fixed u/r 13 of ORSP Rules, 2008.

11.	Whether denial of promotion to an ex-cadre post shall have effect to RACP benefit?	No, denial of promotion to an ex-cadre post shall have no effect to RACP benefit in a cadre the employee belongs to.
12.	If the promotional post in a hierarchy belongs to another cadre, then whether the Grade Pay of that promotional post is to be allowed under RACP Scheme.	No, the Grade Pay of hierarchical promotional post which belongs to other cadre shall not be allowed under RACP Scheme even if the former post being only the feeder post of that promotional post. RACP is confined to a cadre only. Such promotion shall be a promotion to an ex-cadre post and the period of service for RACP on that promotional post shall be reckoned afresh from the date of joining on that post. **Example:-** 1) 'A' is an Assistant Engineer in Odisha Diploma Engineering Service cadre in the Pay Band of ₹9300 – 34800/- and Grade Pay of ₹4600/- who on completion of 20 years of service from the date of entry post of Junior Engineer shall get the pay in the Pay Band PB-2 with Pay Scale of ₹9300 – 34800/- and Grade Pay of ₹4800/- instead of Pay Scale ₹9300 – 34800/- and Grade Pay of ₹5400/- under RACP Scheme, although the next promotional post of Assistant Engineer is Assistant Executive Engineer carrying the Grade Pay of ₹5400/- which belongs to Odisha Engineering Service cadre. There are only two posts in Odisha Diploma Engineering Service cadre namely Junior Engineer and Assistant Engineer. 2) Similarly 'B' is an officer under ORS cadre in the Pay Band of ₹9300 – 34800/- and Grade Pay of ₹4600/-, who on completion of 10 years service shall get the

		pay in Pay Band PB-2 with Pay Scale of ₹9300 – 34800/- and Grade Pay of ₹4800/- under RACP Scheme, although his next promotional post comes under OAS cadre carrying the Pay Scale of ₹15600 - 39100/- and Grade Pay of ₹5400/- in Pay Band PB-3.
13	What does a cadre mean for the purpose of RACP Scheme?	A cadre means a post(s) for which a specific recruitment rule is framed. **Example** :- 1) The Industries Promotion Officers (IPOs) get promotion to the post of Assistant Directors of Industries, Assistant Engineers, Assistant Managers of different functional disciplines of District Industries Centres etc. But, the post of IPOs are not the cadre post of the Assistant Directors of Industries, Assistant Engineers, Assistant Managers etc. because these posts belong to "The Orissa Industries Service Rules, 1985" whereas the post of IPOs does not belong to "The Orissa Industries Service Rules, 1985". Therefore, the post of IPOs shall not be considered as the cadre post of the Orissa Industries Service for the purpose of RACPS. 2) Similarly an employee in OT & AS cadre gets next promotion to a post in OFS cadre, but the post in OFS cadre shall not be considered as a cadre post of OT & AS for RACP purpose.
14.	Whether an employee found unsuitable for any reason required for promotion in a cadre post shall get benefit under RACP Scheme?	No. An employee found unsuitable for promotion in cadre post shall not be entitled for benefit under RACP Scheme.
15.	Whether RACP Scheme shall be extended to an employee appointed on *ad hoc* basis?	No.

16.	How the pay of an employee is to be fixed under RACP Scheme where the next promotional post in the cadre carries the same Grade Pay?	The pay of an employee shall be fixed in the manner laid down u/r 13 of ORSP Rules, 2008 without change of Grade Pay subject to adjustment of benefits already availed in shape of T.B.A/ACP under ORSP Rules,1998 and ORSP Rules,2008 respectively in terms of Para-18 (Annexure-I) of F.D Resolution No.3560/F Dt.06.02.2013.
17.	Whether a Group-D employee shall retire on superannuation at the age of 58 years, if he/she enjoys the Pay Band and Grade Pay of a Group-C under RACP Scheme?	No, on account of financial upgradation under RACP Scheme, the post, designation, position and status of an employee do not change in terms of para-6 (Annexure-I) of F.D. Resolution No.3560/F dtd.06.02.2013. Therefore, a Group-D employee shall not retire at the age of 58 years on superannuation even if he/she enjoys the Pay Band and Grade Pay of a Group-C under RACP Scheme.

Special Secretary to Government

Memo No. 1739 **/F., Date:** 20/1/2014

Copy forwarded to the Secretary to Governor,Odisha/ Registrar, Odisha High Court, Cuttack/Secretary to Chief Minister/ Secretary to Odisha Legislative Assembly/ Accountant General (A&E),Odisha, Bhubaneswar/Director General, Gopabandhu Academy of Administration, Bhubaneswar/ Director, Madhusudan Das Regional Academy of Finance and Management, Bhubaneswar for information and necessary action.

20/01/2014

Deputy Secretary to Government

Memo No. 1740 **/F., Date:** 20/1/2014

Copy forwarded to Head of Portal Group, IT Centre, Secretariat for information. It is requested to host the above circular in website of Finance Department.

20/01/2014

Deputy Secretary to Government

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
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OFFICE MEMORANDUM

No. 23377 /F, Date 19-09-2022
FIN-CS2-ALW-0012-2022

Sub: Sanction of Dearness Allowance @ 3% enhancing the existing rate from 31% to 34% with effect from 01.01.2022 in favour of State Government Employees drawing pay in Revised Scale of Pay, 2017.

Government of India, Ministry of Finance, Department of Expenditure in their Office Memorandum No.1/2/2022-E-II(B), dt.31.03.2022 have enhanced Dearness Allowance payable to the Central Government Employees from existing 31% to 34% with effect from 01.01.2022.

2. Now, considering the overall financial resources and fiscal target stipulated under Odisha Fiscal Responsibility and Budget Management Act, 2005, the State Government have been pleased to release the additional dose of D.A. @3% enhancing the same from the existing rate of 31% to 34% on the Basic pay with effect from 01.01.2022 in favour of State Government Employees, covered under the ORSP Rules, 2017.

3. This additional dose of D.A. @3% on the Basic pay with effect from 01.01.2022 and the manner of payment to the State Government employees as above is also applicable to the following category of employees covered under ORSP Rules, 2017.

- All India Service Officers serving in the affairs of the State Government for which GA & PG Department will issue Orders separately.
- Work- Charged Employees drawing in regular scale of pay under the ORSP Rules, 2017.
- Teaching & Non-Teaching staff of fully Aided Non-Government educational institutions those are covered under ORSP Rules, 2017.
- The Non-Teaching staff of Universities who are in receipt of regular scale of pay & covered under ORSP Rules, 2017 for whom the State Government is bearing full salary cost. These also include teachers of Universities who enjoy AICTE/UGC scale under ORSP (College Teachers) Rules, 2019

4. D.A. in accordance with this Memorandum will also be admissible to the State Government employees who were in service on 01.01.2022 but have ceased to be in service at the time of sanction of D.A. as per the revised scale of pay.

5. The Additional dose of D.A. will be paid in cash and can be drawn in the Pay Bill of September, 2022 and onwards. Arrear from the month of January, 2022 to August, 2022 on account of the enhanced D.A. shall not be drawn before the date of disbursement of salary of September, 2022.

6. The bill for drawal of D.A. as per revised scale of pay will be submitted to all Treasuries/Special Treasuries/Sub-Treasuries along with the pay bill for the month of September, 2022 and onwards.

7. The term "Basic Pay" in the revised pay structure means the pay drawn in the prescribed level in the Pay Matrix but does not include any other type of pay like Special Pay.

8. The payment on account of Dearness Allowance involving fractions of 50 paise and above may be rounded to the next higher rupee and the fractions of less than 50 paise may be ignored.

By orders of the Governor,

19/9/22

(Vishal Kumar Dev)
Principal Secretary to Government

Memo No. 23378 /F, Date 19-09-2022

Copy forwarded to Principal Secretary to Governor /Secretary to Chief Minister / P.S. to Minister, Finance / P.S. to Chief Secretary / P.S. to DC-cum-ACS / P.S. to Principal Secretary, Finance Department / Principal Accountant General (A&E) Odisha / Accountant General (Audit), Odisha, Bhubaneswar / Deputy Accountant General, Puri, Odisha / Deputy Accountant General (Projects) Odisha, Koraput / All Departments of Government / All Heads of Department / Secretary, Lokpal, Odisha / All Financial Advisers / All Assistant Financial Advisers / All Collectors / All Sub-Collectors / DT&I (O) / All Treasury Officers of District Treasuries, Special Treasuries and Sub-Treasuries / Chairman of All Regional Rural Banks / Director, Madhusudan Das Regional Academy of Financial Management, Chandrasekharpur, Bhubaneswar / Principal, Shorthand and Typewriting Institute, Bhubaneswar / Chief Engineer, Upper Kolab Project, Kolab Nagar, Dist. Koraput / Registrar of All Universities / Principal, Secretariat Training Institute, Bhubaneswar / Director General, Gopabandhu Academy of Administration, Chandrasekharpur, Bhubaneswar for information and necessary action.

19/9/22
Deputy Secretary to Government

Memo No. 23379 /F, Date 19-09-2022

Copy forwarded to All Officers /All Branches of Finance Department for information.

19/9/22
Deputy Secretary to Government

Memo No. 23380 /F, Date 19-09-2022

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19/9/22
Deputy Secretary to Government

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
******

OFFICE MEMORANDUM

No. FIN-CS2-ALW-0019-2022/ 20841 /F, Date 24/07/2024

Sub: Release of Dearness Allowance @ 9% enhancing existing rate from 230% to 239% with effect from 01.01.2024 in favour of State Government employees drawing pay in pre-revised scales of Pay, 2008

Government of India, Ministry of Finance, Department of Expenditure in their Office Memorandum No.1/3(1)/2008-E.II(B), dt.03.06.2024 have enhanced Dearness Allowance payable to Central Government Employees from existing 230% to 239% with effect from 01.01.2024 in pre-revised scales as per the 6th Central Pay Commission.

2. Now, considering the overall financial resources and fiscal target stipulated under Odisha Fiscal Responsibility and Budget Management Act, 2005, the State Government have been pleased to release the additional dose of D.A. @ 9% enhancing the same from existing rate of 230% to 239% on Basic pay and Grade Pay taken together with effect from 01.01.2024 in respect of State Government Employees, who are drawing pay in pre-revised scales under the ORSP Rules, 2008.

3. This additional dose of D.A.@9% enhancing from existing rate of 230% to 239% on Basic pay and Grade Pay taken together with effect from 01.01.2024 is applicable to State Government Employees, Employees of Aided Educational Institutions drawing pay under ORSP Rules, 2008 and also to following categories of employees drawing pay under ORSP Rules, 2008.

i. Teaching and Non-Teaching staff of Universities who are in receipt of regular scale of pay under ORSP Rules, 2008 for whom the State Government is bearing full salary cost. This also includes teachers of Universities who enjoy AICTE/UGC scale under ORSP (College Teachers) Rules, 2010 and Medical College Teachers under ORSP (Medical College Teachers) Rules, 2010.
ii. Subordinate Judicial officers drawing their pay in accordance with Law Department Resolution No.8318/L, dt.02.08.2010.
iii. Work-Charged Employees drawing in regular scale of pay under ORSP Rules, 2008.
iv. Job Contract Workers of Consolidation and Settlement Organisation who are in receipt of fixed pay in regular scale of pay under ORSP Rules, 2008 and D.A. sanctioned thereon from time to time.
v. State Government Employees who were in service on 1st January' 2024 and drawing pay under ORSP Rules, 2008, but have ceased to be in service at the time of sanction of this enhanced D.A.

4. Bill for drawal of this enhanced D.A. will be submitted to all Treasuries/Special Treasuries/Sub-Treasuries, along with Pay Bill, for drawal from July' 2024 and onwards.

5. Arrears of Dearness Allowance from January' 2024 to June' 2024 on account of enhanced D.A. will be drawn and disbursed after drawal of salary of July' 2024.

(Saswat Mishra)
Principal Secretary to Government

Memo No. 20842 /F, Date 24/07/2024

Copy forwarded to Principal Secretary to Hon'ble Governor / P.S. to Hon'ble Chief Minister for kind information of Hon'ble Governor /Chief Minister respectively.

MS-I
24.7.24
Deputy Secretary to Government

Memo No. 20843 /F, Date 24/07/2024

Copy forwarded to P.S. to Chief Secretary / P.S. to DC-cum-ACS / P.S. to Principal Secretary, Finance Department / Principal Accountant General (A&E) Odisha / Accountant General (Audit), Odisha, Bhubaneswar / Deputy Accountant General, Puri, Odisha / Deputy Accountant General (Projects) Odisha, Koraput / All Departments of Government / All Heads of Department/ Member, Board of Revenue, Odisha, Cuttack / DG Police, Odisha / Secretary, Lokayukta, Odisha / All Financial Advisers / All Assistant Financial Advisers / All RDCs / All Collectors / All Sub-Collectors / DT&I (O) / All Treasury Officers of District Treasuries, Special Treasuries and Sub-Treasuries / Director, Madhusudan Das Regional Academy of Financial Management, Chandrasekharpur, Bhubaneswar / Principal, Shorthand and Typewriting Institute, Bhubaneswar / Chief Engineer, Upper Kolab Project, Kolab Nagar, Dist. Koraput / Registrar of All Universities / Principal, Secretariat Training Institute, Bhubaneswar / Director General, Gopabandhu Academy of Administration, Chandrasekharpur, Bhubaneswar for kind information and necessary action.

MS-I
24.7.24
Deputy Secretary to Government

Memo No. 20844 /F, Date 24/07/2024

Copy forwarded to All Officers /All Branches of Finance Department for information.

MS-I
24.7.
Deputy Secretary to Government

Memo No. 20845 /F, Date 24/07/2024

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MS-I
24.7.24
Deputy Secretary to Government

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
******

OFFICE MEMORANDUM

No. 12890 /F Date 18/05/2026
FIN-CS2-ALW-0031-2025

Sub: Sanction of Dearness Allowance @2% enhancing the existing rate from 58% to 60% with effect from 01.01.2026 in favour of State Government Employees drawing pay in Revised Scale of Pay, 2017

Government of India, Ministry of Finance, Department of Expenditure in their Office Memorandum No.1/1(i)/2026-E.II(B), dated.22.04.2026 have enhanced Dearness Allowance payable to the Central Government Employees from existing 58% to 60% of the Basic pay with effect from 01.01.2026.

2. Now, considering the overall financial resources and fiscal target stipulated under Odisha Fiscal Responsibility and Budget Management Act, 2005, State Government have been pleased to release the additional dose of D.A. @2% enhancing the same from the existing rate of 58% to 60% on the Basic pay with effect from 01.01.2026 in favour of State Government Employees covered under the ORSP Rules, 2017.

3. This additional dose of D.A. @2% on the Basic pay with effect from 01.01.2026 and the manner of payment to the State Government employees as above is also applicable to the following category of employees covered under ORSP Rules, 2017.

- All India Service Officers serving in the affairs of the State Government.
- Work- Charged Employees drawing in regular scale of pay under the ORSP Rules, 2017.
- Teaching & Non-Teaching staff of fully Aided Non-Government educational institutions those are covered under ORSP Rules, 2017.
- The Non-Teaching staff of Universities who are in receipt of regular scale of pay & covered under ORSP Rules, 2017 for whom the State Government is bearing full salary cost. These also include teachers of Universities who enjoy AICTE/UGC scale under ORSP (College Teachers) Rules, 2019.
- The Subordinate Judicial officers drawing their pay in accordance with Law Department Resolution No.11636/L dated 26.10.2022.

4. D.A. in accordance with this Memorandum will also be admissible to the State Government employees who were in service on 01.01.2026 but have ceased to be in service at the time of sanction of D.A. as per the revised scale of pay.

5. The Additional dose of D.A. will be drawn in the Pay Bill of May, 2026 and onwards. Arrear from the month of January, 2026 to April, 2026 on account of the enhanced D.A. shall be drawn only after the disbursement of salary of May, 2026.

6. The bill for drawal of D.A. as per revised scale of pay will be submitted to all Treasuries/Special Treasuries/Sub-Treasuries along with the pay bill for the month of May, 2026 and onwards.

7. The term "Basic Pay" in the revised pay structure means the pay drawn in the prescribed level in the Pay Matrix but does not include any other type of pay like Special Pay.

8. The payment on account of Dearness Allowance involving fractions of 50 paise and above shall be rounded to the next higher rupee and the fractions of less than 50 paise shall be ignored.

By orders of the Governor,

18/05/2026

(Sanjeeb Kumar Mishra)
Principal Secretary to Government

Memo No. 12891 /F. Date 18/05/2026

Copy forwarded to Commissioner-cum-Secretary to Governor / P.S. to Chief Minister / P.S. to Chief Secretary / P.S. to DC-cum-ACS / P.S. to Principal Secretary, Finance Department / Principal Accountant General (A&E), Odisha / Accountant General (Audit), Odisha, Bhubaneswar / Deputy Accountant General, Puri, Odisha / Deputy Accountant General (Projects) Odisha, Koraput / All Departments of Government / All Heads of Department / Member, Board of Revenue, Odisha, Cuttack / DG Police, Odisha / Secretary, Lokayukta, Odisha / All Financial Advisers / All Assistant Financial Advisers / All RDCs / All Collectors / All Sub-Collectors / DT&I (O) / All Treasury Officers of District Treasuries, Special Treasuries and Sub-Treasuries / Director, Madhusudan Das Regional Academy of Financial Management, Chandrasekharpur, Bhubaneswar / Principal, Odisha Shorthand and Typewriting Institute, Bhubaneswar / Chief Engineer, Upper Kolab Project, Kolab Nagar, Dist. Koraput / Registrar of All Universities / Principal, Odisha Secretariat Training Institute, Bhubaneswar / Director General, Gopabandhu Academy of Administration, Chandrasekharpur, Bhubaneswar for information and necessary action.

CBijayal
18/05/2026
Deputy Secretary to Government

Memo No. 12892 /F. Date 18/05/2026

Copy forwarded to All Officers /All Branches of Finance Department for information.

CBijayal
18/05/2026
Deputy Secretary to Government

Memo No. 12893 /F. Date 18/05/2026

Copy forwarded to Portal-in-Charge, FID, Finance Department with a request to upload this Office Memorandum in the Website of Finance Department at www.finance.odisha.gov.in for general information.

CBijayal
18/05/2026
Deputy Secretary to Government

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
******

No. 6743 /F. Date 14/03/2024
FIN-CS2-ALW- 0011-2023

OFFICE MEMORANDUM

Sub: **Revision of Travelling Allowances in respect of State Government employees.**

Consequent upon revision of pay scales of Government Servants with effect from 01.01.2016 under Revised scales of Pay, 2017, Government, after careful consideration have been pleased to revise the Travelling Allowances for official journey on tour in respect of State Government Servants as follows: -

1. **Entitlements for Journey on tour by Air /Train:**

Pay Level in the Pay Matrix	Travel Entitlement	
	Inside the country	**Outside the country**
Level 14 & above	Economy class by Air or AC-I by Train	Economy class by Air
Level 12 & 13	Economy class by Air or AC-II by Train	Economy class by Air
Level 09 to 11	AC-II by Train	-
Level 03 to 08	AC-III by Train	-
Level 01 & 02	Sleeper Class by Train	-

N.B:- I) Approval of Competent Authority shall be taken for all journeys as per O.T.A Rules.

II) For air journey, Government employee shall submit the air ticket along with original Boarding / e-Boarding pass.

III) While booking air tickets, the comparative, reasonable & rational air fare in shortest direct route shall be taken into consideration as per the eligibility class of the concerned Government employee.

IV) In case of non-availability of seats in entitled class, Government servants shall travel in the class below their entitled class.

V) The Government employees drawing their pay in the pay level 11 and below, while on official tour to outside the Country, shall travel in Economy class by Air subject to approval of their Administrative Department.

2. Entitlement for journey on tour by Road inside the State:

Pay Level in the Pay Matrix	Travel Entitlement
Level 14 & above	Actual fare by any type of public transport including AC bus / AC taxi.
Level 09 to 13	Actual fare by any type of public transport including bus/taxi.
Level 08 & below	Actual fare by any type of public transport including bus/auto rickshaw.

N.B: - The use of AC Taxi by Government employee for official tour inside the State shall only be allowed in exigencies with approval of Competent Authority / Controlling Authority / Head of Office where no Official Vehicle is available.

3. Daily Allowance on Tour:

Pay Level in the Pay Matrix	Rate of DA inside State per day	Rate of DA outside State per day
Level 14 and above	Rs.600/-	Rs.1000/-
Level 09 to 13	Rs.450/-	Rs.900/-
Level 08 and below	Rs.300/-	Rs.500/-

4. Reimbursement of Hotel accommodation charges on tour outside the State:

Reimbursement of Hotel accommodation charges by Government Servants when no Government accommodation is available while on tour outside the State as provided under Rule 65(d) (i) and (ii) of OTA Rules is revised at the following rates:

Pay Level in the Pay Matrix	Reimbursement of Hotel accommodation charges outside the State subject to production of Voucher
Level 14 & above	Up to Rs.4500/- per day
Level 12 & 13	Up to Rs.2250/- per day
Level 11 & below	Up to Rs.1250/- per day

N.B: i) In **case of non-availability of accommodation in Odisha Bhawan / Odisha Niwas / Utkal Bhawan while on tour to Delhi, Mumbai, Chennai & Kolkata respectively, the Government servant can avail the above benefit of reimbursement of Hotel accommodation. However, Government Servant has to furnish a copy of non-allotment of accommodation letter in the aforementioned Bhawan / Niwas while submitting the claims.**

ii) Further, it is observed that reimbursement of the cost of hotel accommodation should not be entertained as a matter of course. Before allowing such reimbursement, the controlling officer shall satisfy himself about bona fides of the claim with reference to the GST enable voucher produced by the officer concerned. This Hotel accommodation charge shall be in addition to the rate of Daily Allowance as admissible.

5. Conveyance of hiring charges at any place of halt outside the State:

The maximum limit of Conveyance of hiring charges at any place of halt outside the State while on tour as admissible in favour of Government servants under Rule 79 (iii) of OTA Rules as follows:

Pay Level in the Pay Matrix	Reimbursement of Taxi charge per day
Level 12 & above	Reimbursement of AC taxi charges as per actual expenditure commensurate with official engagements for travel within the city up to maximum ceiling of Rs. 2000/- per day.
Level 11& below	Reimbursement of AC taxi charges as per actual expenditure commensurate with official engagements for travel within the city up to maximum ceiling of Rs.1000/- per day.

N.B: For the claim for hiring charges of official tour outside the State, the Officer will be required to produce the Bill / invoice. If the claim is within Rs.600/- per day, it will be admissible subject to production of self-declaration to that effect by the concerned Officer.

6. Road Mileage Allowance for Journey on tour by own vehicle:

Pay Level in the Pay Matrix	Entitlement (where no specific rates have been prescribed)
Level 10 and above	Rs. 15/- per Km for journeys performed in own car and Rs.7/- per Km for journey performed in own scooter, motor cycle, moped, etc
Level 09 & below	Rs.7/- per Km for journey performed in own scooter, motor cycle, moped, etc

N.B: The use of own motor vehicle by Government employee for official tour inside the State shall only be allowed in exigencies with approval of Competent Authority / Controlling Authority/ Head of Office where no Official Vehicle is available.

7. Transportation of conveyance by road on transfer:

Pay Level in the Pay Matrix	Entitlement (where no specific rates have been prescribed)
Officers of all State pay level	Rs.15/- per Km for one own motor car and Rs.7/- per Km for own one scooter/ motor cycle/ moped, etc.

8. Mileage Allowance for journey by road other than by own vehicle or public motor services: -

The rate of mileage allowance for journeys by road other than by own Vehicle or Public motor services as provided under rule 53 of OTA Rules will be revised to Rs.2.50/- per kilometre in respect of all Government Servants irrespective of their pay levels.

9. **Transportation of Personal Effects on transfer:**

Pay Level in the Pay Matrix	By goods train/steamer/ other craft	Rate per KM for transportation
Level 12 and above	6000Kgs	Rs.50/- per Km
Level 08 to 11	3000Kgs	Rs.25/- per Km
Level 07 &below	1500Kgs.	Rs.12.50/- per Km

10. The Pay Level in respect of Government servants who have not opted to come over to the Odisha Revised Scale of Pay Rules, 2017 shall be made in accordance with first schedule of Finance Department Notification No.27742/F, dt.20.09.2017, but they will be entitled to corresponding revised rates of TA/DA etc. now fixed.

11. This supersedes F.D. O.M. No.16638/F, Date.02.04.2011.

12. Necessary amendment to the relevant provisions of OTA Rules shall be made in due course & all other provisions of OTA Rules are remained intact.

13. This shall be effected from its date of issue.

By order of the Governor

(Vishal Kumar Dev)
Principal Secretary to Government

Memo No. 6744 /F, Date 14/03/2024

Copy forwarded to Principal Secretary to Governor /Secretary to Chief Minister / P.S. to Minister, Finance / P.S. to Chief Secretary / P.S. to DC-cum-ACS / P.S. to Principal Secretary, Finance Department / Principal Accountant General (A&E) Odisha / Accountant General (Audit), Odisha, Bhubaneswar / Deputy Accountant General, Puri, Odisha / Deputy Accountant General (Projects) Odisha, Koraput / All Departments of Government / All Heads of Department / Member, Board of Revenue, Cuttack/ DG Police, Odisha/ Secretary, Lokayukta, Odisha / All Financial Advisers / All Assistant Financial Advisers / All RDCs / All Collectors / All Sub-Collectors / DT&I (O) / All Treasury Officers of District Treasuries, Special Treasuries and Sub-Treasuries / Director, Madhusudan Das Regional Academy of Financial Management, Chandrasekharpur, Bhubaneswar / Principal, Secretariat Training Institute, Bhubaneswar / Director General, Gopabandhu Academy of Administration, Chandrasekharpur, Bhubaneswar for information and necessary action.

14.3.24
Additional Secretary to Government

Memo No. 6745 /F, Date 14/03/2024

Copy forwarded to All Officers /All Branches of Finance Department for information.

14.3.24

Additional Secretary to Government

Memo No. 6746 /F, Date 14/03/2024

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14.3.24

Additional Secretary to Government

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ସଂଖ୍ୟା. ୧୪୨୪୯ /ଅ, ଭୁବନେଶ୍ୱର, ତା ୦୫/୦୨/୨୦୨୨ ଖ୍ରିଖ

FIN-CS2-ALW-0007-2024

କାର୍ଯ୍ୟାଳୟ ସ୍ମାରକ

ବିଷୟ: ସରକାରୀ କର୍ମଚାରୀମାନଙ୍କ ଦ୍ୱାରା ସରକାରୀ ଗସ୍ତ/LTC ସମୟରେ ସିଧାସଳଖ ବିମାନ ସେବା ବ୍ୟବହାର - ସ୍ୱଷ୍ଟୀକରଣ

ଅର୍ଥ ବିଭାଗର କାର୍ଯ୍ୟାଳୟ ସ୍ମାରକ ସଂଖ୍ୟା ୩୩୪୨୦/ଅ ତା ୦୩.୧୨.୨୦୨୪ ରିଖ ଅନୁଯାୟୀ, ରାଜ୍ୟ ସରକାରଙ୍କ ଅଧୀନରେ କାର୍ଯ୍ୟରତ ସର୍ବଭାରତୀୟ ସେବାର (AIS) ଅଧିକାରୀମାନେ (ଦରମା ସ୍ତର-୧୪ (Pay Level-14) ଓ ତଦୁର୍ଦ୍ଧ ସ୍ତରର) ସରକାରୀ ଭ୍ରମଣ/LTC ନିମନ୍ତେ ବିମାନ ଦ୍ୱାରା ବ୍ୟବସାୟ/କ୍ଲବ୍ ଶ୍ରେଣୀ (Business/ Club Class) ପାଇଁ ଯୋଗ୍ୟ ଅଟନ୍ତି ।

କିନ୍ତୁ ଏହା ନଜରକୁ ଆସିଛି ଯେ କିଛି ସରକାରୀ କର୍ମଚାରୀ ଯେଉଁମାନେ ବିମାନ ଦ୍ୱାରା ବ୍ୟବସାୟ ଶ୍ରେଣୀରେ ଯାତ୍ରା କରିବାକୁ ହକଦାର, ସିଧାସଳଖ ବିମାନ ଯାତ୍ରା କରିବା ପରିବର୍ତ୍ତେ ଘୂର୍ଣ୍ଣମୟ ରୁଟ୍ ଦେଇ ଯାତ୍ରା କରୁଛନ୍ତି, ବିଶେଷକରି ଯେଉଁ କ୍ଷେତ୍ରରେ ସିଧାସଳଖ ବିମାନରେ ବ୍ୟବସାୟ ଶ୍ରେଣୀ (Business/ Club Class) ସୁବିଧା ଉପଲବ୍ଧ ନାହିଁ। ଉଦାହରଣ ସ୍ୱରୂପ, ଯେଉଁ କ୍ଷେତ୍ରରେ ଜଣେ ଅଧିକାରୀଙ୍କୁ ଏକ ଗନ୍ତବ୍ୟସ୍ଥଳ 'A' କୁ ଯାତ୍ରା କରିବାକୁ ପଡିବ ଏବଂ ଭୁବନେଶ୍ୱରରୁ 'A' କୁ ସିଧାସଳଖ ବିମାନ ଉପଲବ୍ଧ ଅଛି, କିନ୍ତୁ ବ୍ୟବସାୟ ଶ୍ରେଣୀ (Business/ Club Class) ସୁବିଧା ଉପଲବ୍ଧ ନ ଥିବାରୁ, ଅଧିକାରୀ ଜଣଙ୍କ ଭୁବନେଶ୍ୱରରୁ ଦିଲ୍ଲୀକୁ ବ୍ୟବସାୟ ଶ୍ରେଣୀରେ (Business Class) ଏବଂ ତା'ପରେ ଦିଲ୍ଲୀରୁ ପୁଣି ବ୍ୟବସାୟ ଶ୍ରେଣୀରେ 'A' ସ୍ଥାନକୁ ଯାତ୍ରା କରିବାକୁ ବାଛିଥାନ୍ତି। ଏହା ଫଳରେ ସରକାରୀ ପାଣ୍ଠିର ପରିହାରଯୋଗ୍ୟ ଖର୍ଚ୍ଚ ହୁଏ ଏବଂ ଅନାବଶ୍ୟକ ଯାତ୍ରା ଯୋଗୁଁ ସମ୍ପୃକ୍ତ ଅଧିକାରୀଙ୍କ ମୂଲ୍ୟବାନ ସମୟ ନଷ୍ଟ ହୁଏ।

ଖର୍ଚ୍ଚରେ ମିତବ୍ୟୟତା ଏବଂ ସରକାରୀ ଯାତ୍ରାରେ ଦକ୍ଷତା ସୁନିଶ୍ଚିତ କରିବା ପାଇଁ, ସରକାର ନିମ୍ନଲିଖିତ ସ୍ୱଷ୍ଟୀକରଣ ଜାରି କରୁଛନ୍ତି: **"ଯାତ୍ରା ଉତ୍ପତ୍ତି ସ୍ଥଳ ଓ ଗନ୍ତବ୍ୟ ସ୍ଥଳ ମଧ୍ୟରେ ଯଦି ସିଧାସଳଖ ବିମାନ ସେବା ଉପଲବ୍ଧ ଥାଏ, ତେବେ ବିମାନଯାତ୍ରା ପାଇଁ ହକଦାର ସରକାରୀ ଅଧିକାରୀମାନେ ସରକାରୀ ଗସ୍ତ ପାଇଁ (LTC ଗସ୍ତ ପାଇଁ ମଧ୍ୟ) ସେହି ସିଧାସଳଖ ବିମାନ ସେବା ବ୍ୟବହାର କରିବେ । Business Class ରେ ଯିବା ପାଇଁ ହକଦାର ଅଧିକାରୀମାନେ ସେହି ବିମାନରେ Business Class ର ପ୍ରାବଧାନ ନ ଥିଲେ, Premium Economy କିମ୍ବା Economy Class ରେ ଯାତ୍ରା କରିପାରିବେ" ।**

ରାଜ୍ୟପାଳଙ୍କ ଆଦେଶ କ୍ରମେ

ସଞ୍ଜିବ କୁମାର ମିଶ୍ର ୦୨/୨/୨୦୨୨
(ସଞ୍ଜିବ କୁମାର ମିଶ୍ର)
ପ୍ରମୁଖ ଶାସନ ସଚିବ

ଜ୍ଞାପକ ସଂଖ୍ୟା ୧୪୨୪୦ /ଅ, ତା ୦୫/୦୨/୨୦୨୨ ରିଖ

ଏହାର ଏକକିତା ନକଲ ରାଜ୍ୟପାଳଙ୍କ ଜମିଶନର ତଥା ସଚିବ / ମାନ୍ୟବର ମୁଖ୍ୟମନ୍ତ୍ରୀଙ୍କ ବ୍ୟକ୍ତିଗତ ସଚିବ / ମୁଖ୍ୟ ଶାସନ ସଚିବଙ୍କ ବ୍ୟକ୍ତିଗତ ସଚିବ / ଉନ୍ନୟନ କମିସନର ତଥା ଅତିରିକ୍ତ ମୁଖ୍ୟ ଶାସନ ସଚିବଙ୍କ ବ୍ୟକ୍ତିଗତ ସଚିବ / ପ୍ରମୁଖ ଶାସନ ସଚିବ, ଅର୍ଥ ବିଭାଗ ଙ୍କ ବ୍ୟକ୍ତିଗତ ସଚିବ / ପ୍ରଧାନ ମହାଲେଖାପାଳ (A & E), ଓଡ଼ିଶା / ମହାଲେଖାପାଳ (Audit), ଓଡ଼ିଶା, ଭୁବନେଶ୍ୱର / ଉପ ମହାଲେଖାପାଳ, ପୁରୀ , ଓଡ଼ିଶା / ଉପ ମହାଲେଖାପାଳ (Projects), କୋରାପୁଟ , ଓଡ଼ିଶା / ସମସ୍ତ ବିଭାଗ / ସମସ୍ତ ବିଭାଗୀୟ ମୁଖ୍ୟ ଦପ୍ତର / ସଦସ୍ୟ, ରାଜସ୍ୱ ବୋର୍ଡ , କଟକ / ପୋଲିସ ମହାନିର୍ଦ୍ଦେଶକ, ଓଡ଼ିଶା / ସଚିବ, ଲୋକାୟୁକ୍ତ, ଓଡ଼ିଶା / ସମସ୍ତ ଅର୍ଥ ଉପଦେଷ୍ଟା / ସମସ୍ତ ସହକାରୀ ଅର୍ଥ ଉପଦେଷ୍ଟା / ସମସ୍ତ ଆର ଡି ସି / ସମସ୍ତ ଜିଲ୍ଲାପାଳ / ସମସ୍ତ ଉପ ଜିଲ୍ଲାପାଳ / ରାଜ୍ୟ କୋଷାଗାର ନିର୍ଦ୍ଦେଶକ / ସମସ୍ତ ଜିଲ୍ଲା କୋଷାଗାର, ସ୍ୱତନ୍ତ କୋଷାଗାର ଏବଂ ଉପ କୋଷାଗାର / ନିର୍ଦ୍ଦେଶକ, MDRAFM, ଚନ୍ଦ୍ରଶେଖରପୁର, ଭୁବନେଶ୍ୱର / ଅଧକ୍ଷ, ସତିବାଇୟ ପ୍ରଶିକ୍ଷଣ ଅନୁଷ୍ଠାନ, ଭୁବନେଶ୍ୱର / ମହାନିର୍ଦ୍ଦେଶକ, ଗୋପବନ୍ଧୁ ପ୍ରଶାସନ ଏକାଡ଼େମୀ, ଚନ୍ଦ୍ରଶେଖରପୁର, ଭୁବନେଶ୍ୱରଙ୍କ ଅବଗତି ଓ ବିହିତ କାର୍ଯ୍ୟାନୁଷ୍ଠାନ ନିମନ୍ତେ ପ୍ରେରଣ କରାଗଲା ।

ଉପ ଶାସନ ସଚିବ
୦୫/୦୨/୨୦୨୨

ଜ୍ଞାପକ ସଂଖ୍ୟା ୧୪୨୪୧ /ଅ, ତା ୦୫/୦୨/୨୦୨୨ ରିଖ

ଏହାର ଏକକିତା ନକଲ ସମସ୍ତ ଅଧିକାରୀ / ସମସ୍ତ ଉପ ବିଭାଗ, ଅର୍ଥ ବିଭାଗଙ୍କ ଅବଗତି ନିମନ୍ତେ ପ୍ରେରଣ କରାଗଲା ।

ଉପ ଶାସନ ସଚିବ
୦୫/୦୨/୨୦୨୨

ଜ୍ଞାପକ ସଂଖ୍ୟା ୧୪୨୪୨ /ଅ, ତା ୦୫/୦୨/୨୦୨୨ ରିଖ

ଏହାର ଏକକିତା ନକଲ ସବ୍-ନୋଡାଇ ଅଫିସର, FID, ଅର୍ଥ ବିଭାଗଙ୍କ ଅବଗତି ଓ ବିହିତ କାର୍ଯ୍ୟାନୁଷ୍ଠାନ ନିମନ୍ତେ ପ୍ରେରଣ କରାଗଲା ।

ତାଙ୍କୁ ଏହି ଅନୁରୋଧ ଯେ ସେ ଏହି କାର୍ଯ୍ୟାଳୟ ସ୍ଥାରକକୁ ଅର୍ଥ ବିଭାଗର website ରେ ସମସ୍ତଙ୍କର ଅବଗତି ନିମନ୍ତେ ଅପଲୋଡ କରିବେ ।

ଉପ ଶାସନ ସଚିବ
୦୫/୦୨/୨୦୨୨

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
***

No. 14649 /F, Bhubaneswar, Date 05/06/2026
FIN-CS2-ALW-0007-2024

OFFICE MEMORANDUM

Sub: Use of direct air services by State Government employees for official tours/LTC - Clarification

In pursuant to Finance Department O.M No.33420/F dated.03.12.2024, All India Services (AIS) Officer of Pay Level-14 & above working under State Government are entitled for Business/Club Class by Air for official tour/LTC.

But it has come to the notice that some Government employees, who are entitled to travel by Business Class by air, are undertaking journeys through circuitous routes instead of availing direct air connectivity, particularly in cases where Business Class facility is not available on direct flight. For instance, in cases where an officer is required to travel to a destination 'A' and a direct flight is available from Bhubaneswar to 'A', but without Business Class facility, the officer opts to travel from Bhubaneswar to Delhi in Business Class and thereafter from Delhi to 'A' again in Business Class. This results in avoidable expenditure of Government funds and also leads to wastage of valuable time of the concerned officer due to unnecessary travel.

In order to ensure economy in expenditure and efficiency in official travel, Government have been pleased to issue the following clarification:

"If there is a direct air service available between the place of origin and the destination, Government officers entitled to travel by air shall invariably avail such direct flights for official tours (including LTC). In cases where Business Class facility is not available in such direct flights, officers entitled to travel by Business Class may travel by Premium Economy or Economy Class, as available, instead of opting for circuitous routes".

By order of the Governor

05/06/2026
(Sanjeeb Kumar Mishra)
Principal Secretary to Government

Memo No. 14650 /F, Date 05/06/2026

Copy forwarded to Commissioner-cum-Secretary Secretary to Governor / PS to Chief Minister / P.S. to Minister, Finance / P.S. to Chief Secretary / P.S. to DC-cum-ACS / P.S. to Principal Secretary, Finance Department / Principal Accountant General (A&E) Odisha / Accountant General (Audit), Odisha, Bhubaneswar / Deputy Accountant General, (Projects) Odisha, Koraput / Deputy Accountant General, Puri, Odisha / All Departments of Government / All Heads of Department / Member, Board of Revenue, Cuttack / DG Police, Odisha / Secretary, Lokayukta, Odisha / All Financial Advisers / All Assistant Financial Advisers / All RDCs / All Collectors / All Sub-Collectors / DT&I(O) / All Treasury Officers of District Treasuries, Special Treasuries and Sub-Treasuries / Director General, GAA / Director, MDRAFM / Principal, Secretariat Training Institute for information and necessary action.

04/06/2026
Deputy Secretary to Government

Memo No. 14651 /F, Date 05/06/2026

Copy forwarded to the Portal-in-Charge, FID, Finance Department with request to upload the Office Memorandum in the Website of Finance Department at www.finance.odisha.gov.in for general information.

04/06/2026
Deputy Secretary to Government

Memo No. 14652 /F, Date 05/06/2026

Copy forwarded to All Officers / All Branches of Finance Department for information.

04/06/2026
Deputy Secretary to Government

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
***

RESOLUTION

No. 7165 /F Dated 16th March, 2024
FIN-GS2-PEN-0001-2022

Sub: **Implementation of recommendation of Justice P.V. Reddy Commission in respect of grant of allowances in favour of Judicial Officers.**

In pursuance to the recommendation of Second National Judicial Pay Commission (SNJPC) and direction of Hon'ble Supreme Court dated 04.01.2024 in W.P. (C) No.643 of 2015 filed by All India Judges Association -vrs- Union of India and others as well as the recommendations of the Committee for Service Condition of the District Judiciary (CSCDJ) dated 24.01.2024 in respect of grant of allowances in favour of the Judicial Officers, the State Government, after careful consideration have decided to implement the recommendations made by the Justice P.V. Reddy Commission as outlined in the subsequent paragraphs.

1. **House Building Advance (HBA)**

The provisions of the House Building Advance as per the Office Memorandum No. 17502/F dated 13.07.2022 of the Finance Department, Govt. of Odisha (Revision of admissibility of HBA in respect of State Government Employees) shall be applicable in respect of the Judicial Officers of the State.

2. **Children Education Allowance (CEA)**

Children Education Allowance (CEA) shall be admissible to the Judicial Officers of the State with effect from the Academic Session 2019-2020 in the following terms:

a. Rs. 2,250/- per month per child as CEA and Rs 6,750/- per month per child as hostel subsidy for maximum of two children up to Class-XII;
b. For children with special needs, the reimbursement would be at double the rate i.e. @ Rs.4500/- ;
c. When the DA increases by 50%, the allowances and subsidy shall increase by 25%;
d. In case both the spouses are Judicial Officers, only one of them can avail reimbursement under Children Education Allowance and Hostel Subsidy.
e. The reimbursement will be done just once in a year, after completion of the financial year. For reimbursement of CEA, a certificate from the head of Institution(s), where the ward of the Judicial Officer studies, shall be sufficient for this purpose. For hostel subsidy, a similar certificate from the head of institution(s) shall suffice, with the additional requirement that the certificate should mention the amount of expenditure incurred by the Judicial Officer towards lodging and boarding in the residential complex. The amount of expenditure mentioned, or the ceiling as mentioned above, whichever is lower, shall be paid to the Judicial Officer.

3. **Concurrent Charges Allowance**

Concurrent Charge Allowance (CCA) shall be payable to the Judicial Officers of the State at the rate of 10% of the minimum of the scale of the additional post held, judicial or administrative, beyond a period of ten working days w.e.f 01.01.2016.

4. **Conveyance / Transport Allowance (TP)**

Conveyance/Transport Allowance shall be admissible to the Judicial Officers of the State in the following terms:

i. The Judicial Officers who own a car are entitled to transport allowance at the rate of Rs. 10,000/- per month w.e.f. 01.01.2016 so as to cover the cost of maintenance and driver's salary and this shall be increased to Rs 13,500/- w.e.f. 01.01.2021. The Judicial Officers who have been provided with official vehicles shall not be entitled to this benefit.

ii. In addition to the transport allowance, the Judicial Officers who are not provided with official cars shall be entitled for reimbursement of the cost of 100 litres of petrol/diesel in cities and 75 litres of petrol/diesel in other areas i.e, Block and Gram Panchayat headquarters w.e.f 01.01.2016. However, the officers who are provided with and using the official cars are permitted to use the official vehicle for private purpose to the extent of 300 kms per month as they would not reimburse the above cost of petrol/diesel.

iii. The Principal District Judge, Judge, Family Court, Director Judicial Academy, Chief Judicial Magistrate and Secretary, District Legal Services Authority shall be provided with official vehicles.

iv. The Judicial Officers may exhibit a sticker with inscription 'Judge' printed in moderately sized letters at their option on the lower left side of the windscreen of their own cars. The stickers may be designed and prepared with security hologram/barcode by the Registry of the High Court with necessary approval of CSCDJ and may be issued by the High Court to the Judicial Officers on requisition.

v. Soft loan facilities to the extent of Rs. Ten Lakh at interest as admissible to the State Govt. officials for purchase of car shall be extended to the Judicial Officers.

5. Earned Leave Encashment

Earned Leave Encashment shall be admissible to the Judicial Officers of the State in the following terms:

i. No enhancement in the maximum limit of 300 days leave encashment at the time of retirement of the Judicial Officer.

ii. A Judicial Officer shall be entitled to encash:

(a) 10 days earned leave while availing LTC subject to maximum 60 days – 10 days at a time up to six occasions during the entire service period.

(b) 30 days (surrender of leave) in a block of two years.

(c) Sl. No. (a) and (b) shall be in addition to the right of the Judicial Officers to encash up to 300 days EL at the time of retirement.

iii. The Earned Leave Encashment shall be implemented w.e.f. 01.01.2016 .

6. Electricity and Water Charges

Electricity and Water Charges shall be admissible to the Judicial Officers of the State in the following terms:

1. The Judicial Officers in the cadres of District Judge shall be reimbursed with 50% of Electricity charges subject to maximum of 8000 units per annum and 50% of Water charges subject to maximum of 420 Kls per annum.
2. The Judicial Officers in the cadres of Civil Judge (Sr. Div.) and Civil Judge (Jr. Div.) shall be reimbursed with 50% of Electricity charges subject to maximum of 6000 units per annum and 50% of Water charges subject to maximum of 336 Kls per annum.
3. The reimbursement of electricity charges and water charges shall be made on quarterly basis on production of proof of payment of the billed amount.
4. This Electricity and Water Charges will be available at the enhanced rates w.e.f. 01.01.2020.

7. Higher Qualification Allowance

Higher Qualification Allowance shall be admissible to the Judicial Officers of the State in the following terms:

1. The Judicial Officers shall be granted three advance increments for acquiring higher qualification i.e. Post-Graduation in law and one more advance increment for acquiring Doctorate in Law.
2. The advance increments once granted for post-graduation degree or Doctorate in Law shall not be again granted if, in future, the officer acquires post graduate or Doctorate degree in any other subject.
3. The advance increments shall be available to the Officer who had acquired the Post-Graduation degree or Doctorate either before recruitment or at any time subsequent thereto while in service.
4. The advance increments shall be granted from the date of initial recruitment, if the Officer has already acquired the post-graduation degree or Doctorate and from the date of acquiring the Post-Graduation or Doctorate degree, if acquired after joining the service.
5. The advance increments shall be made available to the Judicial Officers, who have acquired the higher qualification through regular studies (full or part time) or through Distant Learning Programmes.
6. The advance increment shall be available when the officer is promoted from Civil Judge (Jr. Div.) to Civil Judge (Sr. Div.) and from Civil Judge (Sr. Div.) to District Judge cadre.
7. The advance increments shall be available in the District Judge Cadre from District Judge (Entry Level) to District Judge (Selection Grade) and from District Judge (Selection Grade) to District Judge (Super Time Scale)
8. The advance increments for all practical purposes shall be part of salary and Dearness Allowance shall be available on the same.
9. The benefit of the said allowance is made available w.e.f. 01.01.2016.

8. Home Orderly/ Domestic Help Allowance

Home Orderly/ Domestic Help Allowance shall be admissible to the Pensioners and Family Pensioners of the Judicial Officers of the State in the following terms:

Pensioner: Rs.9,000/- p.m w.e.f. 01.01.2016

Rs. 11,700/- w.e.f. 01.01.2021

Family pensioners: Rs.7, 500/-p.m. w.e.f. 01.01.2016

Rs. 9,750/- p.m. w.e.f. 01.01.2021

As regards, the payment of the Home Orderly Allowance to the serving Judicial Officers working in the District Courts of the State is concerned, the same shall not be available to them in view of the fact that they have been allowed with the engagement of House Orderly in their residence in accordance with the provisions of the 'Odisha District and Subordinate Courts' Group-D Employees (Method of Recruitment and Conditions of Service) Rules, 2021.

However, Home Orderly/ Domestic Help Allowance shall be admissible to the Judicial Officers who are working in deputation posts in the Government and Tribunals having not been provided with Home Orderly at the following rates;

District Judges: At the rate of Rs 10000/- per month w.e.f. 01.01.2020

Civil Judge (Sr. Div.) & (Jr. Div.): At the rate of Rs 7,500/- per month w.e.f. 01.01.2020.

The allowances shall be drawn on the self-certification of the serving Judicial Officers/Pensioners/Family Pensioners.

9. House Rent Allowance and Residential Quarters

(a) Residential Quarters:

The Building Committee of the High Court has already initiated action for construction of residential quarters for the Judicial Officers under the State Sector Scheme and Central Sector Scheme. So, sufficient budgetary provisions shall be made for construction of the residential quarters for all the Judicial Officers of the State and it shall be ensured that all such projects shall be completed in time bound manner as directed by the Hon'ble Supreme Court. The Building Committee of the Court may revise the plans for construction of the new residential quarter projects for the Judicial Officers of the respective cadres keeping in view their entitlements with regards to the prescribed minimum plinth area of the quarters i.e 2500 sq. ft. for District Judge cadre and 2000 sq. ft. for Civil Judge (Sr. Div.) and Civil Judge (Jr. Div.) cadre as directed by the Hon'ble Supreme Court. However, the Building Committee of the High Court have the discretion to sanction the design with higher plinth area.

(b) House Rent Allowance

(i) Judicial Officers who are allotted official quarters for residence shall not be entitled to HRA;

(ii) Judicial Officers residing in their own houses, including the house of a parent or spouse, shall be entitled for the recommended HRA with effect from 01.01.2016 after obtaining permission from the High Court to reside in their own house and Judicial Officers already residing in hired accommodation shall be entitled to the recommended HRA with effect from 01.01.2020, subject to the actual rent paid within the said ceiling;

(iii) The Office of the Principal District Judge/the sanctioning authority shall pay rent directly to the landlord, in which case, the officer is not eligible to draw HRA; and

(iv) The SNJPC rates of HRA should be applicable to all Judicial Officers as per the Notification dated 07.07.2017 which was issued after the 7th Central Pay Commission (CPC) by the Central Government:

Rates of HRA/pm as % of basic pay

X Class Cities- 24%

Y Class Cities- 16%

Z Class Cities/Areas- 8%

However, the minimum rates prescribed are 5400/-, 3600/- and 1800/- respectively. And the rate will be changed in accordance with the change in Dearness Allowance in the following terms:

Classification of Cities	Rates of HRA/pm as % of basic pay	When DA crosses
x	27%	25%
	30%	50%
y	18%	25%
	20%	50%
z	9%	25%
	10%	50%

Further, looking at the cost of the hired house with the entitled plinth area of the residence of Judicial Officers as mentioned in the foregoing point and the fact of non-availability of house befitting to the entitlement of the Judicial Officers, the X, Y and Z category cities/areas for our State are classified as follows;

i. Y Category Cities: - Bhubaneswar in the District of Khurda, Rourkela in the District of Sundargarh and the District Headquarter Stations of all the Districts.

ii. Z Category Cities:- All other towns/cities, Block, Municipality, NAC,

and Gram Panchayat headquarters

c. **Furniture and Air Conditioner Allowance.**

Furniture and Air Conditioner Allowance shall be admissible to the Judicial Officers of the State w.e.f. 04.01.2024 in the following terms:

1. Furniture grant of Rs.1.25 lakhs in every five years shall be provided to the Judicial Officers subject to production of proof of purchase by the Judicial Officer. Household electrical appliances can also be purchased by availing of the said grant. The Officers having not less than two years of service shall also be eligible for this allowance. The option to purchase the furniture being used by the officer at the depreciated rate shall be available at the time of fresh grant or retirement.

So far as providing Air-Conditioners at the residence of Judicial Officers is concerned, the provisions for installation of Air-Conditioners in the residential office-cum-quarters of Judicial Officers of all cadres which are under maintenance of judiciary has been made and the process of extending such facilities has already been initiated.

Therefore, the provision of one Air-Conditioner in the residence of Judicial Officers who have been allotted with government quarters which are under the maintenance of Judiciary is not desirable. However, the Judicial Officers who have been allotted with government quarters beyond the jurisdiction of maintenance by Judiciary shall be provided with one Air-Conditioner in their residence once in every five years w. e. f. 04.01.2024.

2. **Residential quarters – maintenance**

Separate ear-marked budgetary provisions have already been made by the Works Department, R.D Department and H & UD Department of the State Government since last two financial years for repair, renovation, improvement and maintenance of Judicial Buildings (Both Court Buildings and Residential Buildings). Separate proposals have also been submitted to the concerned departments of the Government for making sufficient budgetary provisions in the annual budget of the coming financial year. All these departments are promptly attending the required repair, renovation, improvement and maintenance works of the residential quarters of the Judicial Officers soon after receipt of requisition from the District Judge on priority basis. This matter is also being regularly monitored by the Building Committees of the District Court and the District Judges at their level and by the Building Committee of the High Court at High Court Level. Therefore, placing any additional funds at the disposal of the District Judge for such purpose is not desirable.

However, as and when the Registry of the High Court send proposals for sanction of funds for repair, renovation, improvement and maintenance of Judicial Buildings (Both Court Buildings and Residential Buildings) the same shall be attended by the State Govt. in Finance Deptt. with promptitude for proper administration of justice.

3. **Guest House/Transit Accommodation**

The process of construction of Transit House at district headquarters and Taluk Stations exclusively for occupation of Judicial Officers during the period of Transfer and otherwise has already been adopted by the Building Committee of the High Court on discussion with the State Government on priority basis. In some stations the construction work has already been completed and in some stations the projects are in ongoing position. The construction of the Transit House in remaining stations of the State may be taken up in phased manner by the Building Committee.

Accordingly, the State Government in Home and Finance Department shall make sufficient budgetary provisions as per requisition already submitted by the High Court in the coming financial years and endeavour shall be made for completion of constructions of Transit House in all the stations of the State within a period of 2 years for timey implementation of the direction of Hon'ble Supreme Court. The Building Committee of the Court may take necessary steps in the matter of construction of Transit House, its day to day comprehensive maintenance including housekeeping, minimal catering arrangement, fixation of room rent etc.

10. Leave Travel Concession (LTC)/Home Travel Concession (HTC)

Leave Travel Concession (LTC)/Home Travel Concession (HTC) shall be admissible to all Judicial Officers in the following terms:

1. Encashment of 10 days earned leave while availing LTC (not HTC) (subject to the maximum of 60 days) shall be given. The same shall be in addition to encashment of 300 days at the time of retirement and 30 days in a block of two years.

2 (a). As regards frequency of LTC, the Judicial Officers shall be permitted to avail one LTC and one HTC in a block of 3 years.

(b) As far as fresh recruits are concerned, the HTC shall be allowed 2 times in the first block of 3 years. However, the block of 3 years shall commence on completion of the period prescribed for probation (not necessarily declared).

3(a). The Judicial Officers irrespective of their rank shall be allowed to travel by air and the reimbursement shall be made subject to the condition that the tickets have been purchased either directly from the Airlines or from the agents authorized or the IRCTC or the registered agencies of the Central/State Government subject to further addition or deletion of the authorized agent by the Central/State Government.

(b) The other details such as class of travel, advance etc. shall be governed by the respective Rules/Orders of the State Government.

4. The Judicial Officers shall be allowed to carry forward LTC anywhere in India beyond retirement for a period of one year.

5. There is no justification for extending the LTC/HTC facility to the retired Judicial Officers.

6. The Judicial Officers shall not be required to avail of earned leave only, for LTC/HTC purpose and they shall be permitted to avail of casual leave as a prefix and suffix to the extent of two days.

11. Medical Allowance/Medical Facilities

Medical Allowance/Medical Facilities shall be admissible to all Judicial Officers in the following terms:

1. Fixed medical allowance shall be payable @Rs.3,000/- p.m. to the serving Judicial Officers with effect from 01.01.2016.

2. Fixed medical allowance shall be payable @Rs.4,000/- to the pensioners and family pensioners with effect from 01.01.2016.

So far as medical facilities and reimbursement of medical bills of the serving Judicial Officers, pensioners and family pensioners are concerned, it is felt apposite to mention that as per the provisions of the Odisha Judicial Officers Medical Attendance Order, 2013, the medical facilities and reimbursement of medical bills including reimbursement of expenditure incurred towards inpatient treatment or for serious ailments are being provided to the serving Judicial Officers and pensioners and their dependant family members. However, the State Government shall make necessary amendments in the Odisha Judicial Officers Medical Attendance Order, 2013 in the line of the following recommendations of the SNJPC as accepted by the Hon'ble Supreme Court of India;

1. The spouse or other dependents of Judicial Officers drawing family pension shall also be eligible for medical facilities/reimbursement at par with the pensioners of the judiciary.

2(a). The necessity of reference from the Medical Officer of a Government hospital shall be dispensed with. Straight away, the Judicial Officers including pensioners/family pensioners shall be entitled to have consultations/treatment in the Government notified/empanelled private hospitals/Pathological Labs and seek reimbursement by submitting the bills as per the usual procedure (which is now being followed).

2(b) The Principal District Judges or Registry of High Court [in respect of Principal District Judge] shall be empowered to address credit letters to the concerned hospitals where the Judicial Officer or Judicial Pensioner/Family Pensioner has been or to be admitted as inpatient.

2(c) The expenditure incurred towards inpatient treatment or for serious ailments requiring more or less continuous treatment shall be processed and sanctioned by the Principal District Judges or other authorized Officer of that rank or as the case may be by the Registry of the High Courts.

2(d) In the case of emergency, the Judicial Officer, serving & retired as well as the family pensioner can take treatment in any nearest private hospital – not necessarily, Government notified hospitals and seek reimbursement as per the usual procedure. If necessary, Credit letter shall be issued for this purpose.

3. On submission of the estimate given by the recognized/empanelled hospital, 80% shall be sanctioned as advance, subject to preliminary scrutiny by the Principal District Judge or a District Judge of equivalent rank authorized by the Registry of the High Court. The balance shall be reimbursed on certification by the designated Civil Surgeon or Official of the Directorate of Medical & Health Services as the case may be. If the Government approved rates are not available for any particular item, the certifying officer shall have due regard to the rates generally charged in the hospitals concerned. Though there needs to be scrutiny before sanctioning the payment in view of the tendency to exaggerate the estimates, the extent of disallowance shall be minimal and the reasons for disallowance shall be disclosed

by the certifying authority. The bills sent by the District Judge for scrutiny of the designated Civil Surgeon/Officer of Directorate shall be cleared within a maximum period of one month from the date of receipt.

4(a) The retired Judicial Officers and the family pensioners who have settled down in another State shall have the facility to claim medical reimbursement/advance from the State from which she/he is drawing pension/family pension.

(b) The cost of treatment including room charges/tests undergone in any Government/Government notified/recognized hospitals/pathological labs in an emergency or otherwise shall be reimbursed to the serving officers on tour (official or private purpose) to another State or settled in another State after retirement even though it is not recognized hospital/lab in the State in which the officer is serving or had served.

5. The Registry of the High Court shall examine whether the notified/empanelled hospitals sufficiently cater to the needs of the Judicial Officers including the pensioners/family pensioners and send proposals to the Government for notifying additional hospitals/pathological Labs to the extent it is considered necessary.

6. To avoid delays in processing and sanctioning the bills for want of funds, the Registry of High court shall take prompt action in addressing the Government for releasing additional funds and the Finance Department of the State shall take immediate action by way of making available the additional funds to the High Court on this account."

The Registry of the High Court may examine the list of empanelled hospital as appended to the Order, 2013 in consultation with the Commissioner-cum-Secretary, Health & Family Welfare Department, Government of Odisha and may come up with suggestion within two months for empanelment of any new hospitals established inside and outside of the State.

12. Newspaper and Magazine Allowances

Newspaper and Magazine Allowances shall be admissible to all Judicial Officers in the following terms:

1. Reimbursement for newspaper and magazines shall be Rs.1000/- for District Judges (two newspapers and two magazines) and Rs.700/- for Civil Judges (two newspapers and one magazine).

2. The reimbursement shall be on half yearly basis from January to June and July to December, on the basis of self-certification.

3. The allowance at the above mentioned rates are made available w.e.f. 01.01.2020.

13. Robe Allowance

Robe allowance shall be admissible to all Judicial Officers @ Rs 12,000/- towards once in three years with effect from 01.01.2016.

14. Special Pay for Administrative Work

Special Pay allowances for Administrative Work shall be admissible to the Judicial Officers w.e.f. 01.01.2019 in the following terms:

a) District and Sessions Judges and such cadre officers working in the Registry of the High Court and officers working on deputation in Law Department and other Departments/institutions/offices of the Government: Rs.7000/- per month

b) Other District Judges including Additional District Judges entrusted with administrative work who have to generally spend time beyond Court working hours: Rs.3500/- per month.

c) District Judges presiding over Special Courts and Tribunals having independent administrative responsibilities: Rs.3500/- per month.

d) CJMs and Principal Civil Judges (Sr. Div.), Principal Civil Judges(Jr. Div.) and other Judicial Officers having administrative responsibilities being in charge of independent Courts with filing powers and such cadre officers working in the Registry of the High Court and officers working on deputation in Law Department and other Departments/institutions/offices of the Government: Rs.2000/- per month.

15. Sumptuary Allowance

Sumptuary Allowance shall be admissible to **the Judicial Officers** w.e.f. 01.01.2016 at the following rates:

District Judges	Rs. 7,800/- per month
Civil Judges (Sr. Div.)	Rs. 5,800/- per month
Civil Judges (Jr. Div.)	Rs. 3,800/- per month
Principal District Judges / Dist. Judges in Selection Grade and Super Time Scale /Director, Judicial Academy / Member Secy. State Legal Services Authority	Rs. 8,800/- per month
CJMs	Rs.6,800/- per month
Retired Judicial Officers	No Sumptuary Allowance Payable

16. Telephone Facility

Telephone Facilities shall be provided to the Judicial Officers w.e.f. 04.01.2024 in the following manner:

(i). Residential Telephone (Landline);

(a) The landline telephone and broadband facility (by the same or different service providers) shall be provided at the residence of the Judicial Officers with the permitted user as follows:

District Judges: Rs.1500/- per month

Civil Judges: Rs.1000/- per month

(inclusive of rent, calls (local and STD both) and internet use).

(b) At places where broadband facility is not available, the permissible user shall be :

District Judges : Rs.1000/- per month

Civil Judges : Rs.750/- per month

inclusive of rent and calls (local and STD both).

(ii) Mobile Phone;

(a) The provision of mobile phone (handset) with internet shall be as follows;

District Judge: Rs.30,000/-

Civil Judges (Jr. & Sr. Divisions): Rs.20,000/-

And the permissible user shall be:

District Judges: Rs.2000/- per month

Civil Judges: Rs.1500/- per month

inclusive of internet data package.

(b) At the request of the Judicial Officers, the mobile phone handset shall be replaced once in three years.

(c) The Judicial Officers shall be given option to retain the old mobile phone handset at a price to be determined as per the guidelines prescribed by the Registry of High Court.

(iii) Office Telephone;

Regarding telephone connection to the office, the present arrangement shall continue.

Further, monthly mobile user allowance inclusive of internet data package shall be paid to the District Judge cadre officers @2000/- and Civil Judge(Sr. Div.) & (Jr. Div.) cadres officers @1500/- w.e.f 04.01.2024. The Judicial Officer who desires to retain the old mobile phone after three years of its purchase are permitted to retain the same on payment of 25% of the price with which it was purchased. If the Judicial Officer does not desire to retain the old mobile phone after three years, then it can be auctioned by giving 7 days public notice in a transparent manner.

17. Transfer Grant

Transfer Grant shall be admissible to Judicial Officer of the State w.e.f. 01.01.2016 in the following terms:

1. On transfer, the composite transfer grant shall be paid equivalent to one month's basic pay.

2. If the transfer is to a place at a distance of 20 kilometres or less or within the same city (if it involves actual change of residence),the transfer grant shall be paid 1/3rd of the basic pay.

3. For the transportation of personal effects, the O.M. dated13.07.2017 (annexed as Appendix I to SNJPC report) issued by the Department of Expenditure; Government of India pursuant to the recommendations of VII CPC shall be applicable.

4. In case of transportation by road, the admissible amount shall be Rs.50/- per km. (for to and fro journey mileage) inclusive of labour charges for loading and unloading or the actual whichever is lower. The said amount shall be raised by 25% when the DA increases by 50%.

5. The recommendations will come into effect from 01.01.2016.

6. The Officers who have undergone transfer(s) after 01.01.2016 and their claims for transfer grant paid as per pre-revised pay scales shall be paid the differential amount on the basis of revised pay w.e.f. 01.01.2016.

7. The Judicial Officer who has been transferred by the High Court on representation or on administrative ground shall not be entitled for transfer grant.

This Resolution supersedes the earlier Resolution(s) issued in this regard.

Order: *Ordered that the Resolution be published in Extra-ordinary issue of the Odisha Gazette.*

By order of the Governor

(Vishal Kumar Dev)
Principal Secretary to Government

Memo No. 7166 **Date:** 16.03.2024

Copy forwarded to High Court of Orissa, Cuttack/ All Departments of Government/ All Heads of Department/ All Collectors/ All RDCs/ All District & Session Judges/ Principal Secretary to Governor/ Private Secretary to Chief Minister/ Secretary to Odisha Legislative Assembly/ Secretary to Member, Board of Revenue, Odisha, Cuttack/ All Treasury Officers of the District Treasury including Special Treasuries and Sub-Treasuries/ The principal AG (A&E), Odisha, Bhubaneswar/ Manager, Reserve Bank of India/ Public Accounts Department, Bhubaneswar for information and necessary action.

16/3/24

Special Secretary to Government

Memo No. 7167 **Date:** 16.03.2024

Copy forwarded to All Officers/ All Branches of Finance Department for information and necessary action.

16/3/24

Special Secretary to Government

Memo No. 7168 **Date:** 16.03.2024

Copy forwarded to the Director, Printing, Stationery & publication, Odisha, Cuttack with a request to publish the Resolution in the next edition of official Odisha extra ordinary Gazette and supply 20 copies of the same to this Department.

16/3/24

Special Secretary to Government

Memo No. 7169 **Date:** 16.03.2024

Copy forwarded to the Head of Portal Group, IT Centre, Secretariat, Odisha for information and necessary action.

He/ She is requested to launch this Resolution in the website (https://finance.odisha.gov.in) of Finance Department for general information.

16/3/24

Special Secretary to Government

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT

***

RESOLUTION

No. 21451 /F Dated 30.07.2024
FIN-GS2-PEN-0001-2022

Sub: **Implementation of recommendations of Second National Judicial Pay Commission (SNJPC), as approved by Hon'ble Supreme Court, in respect of grant of allowances in favour of District Judicial Officers/ retired Judicial Officers/ family pensioners**

In pursuance of the recommendation of Second National Judicial Pay Commission (SNJPC), as approved by the Hon'ble Supreme Court, the State Government hereby extends allowances in favour of District Judicial Officers/ retired Judicial Officers/ family pensioners as given below:

1. **House Building Advance (HBA):**

Provisions of the House Building Advance as per Office Memorandum No. 17502/F dated 13.07.2022 and No. 32344 dated 24.11.2023 of Finance Department, Government of Odisha (Revision of admissibility of HBA in respect of State Government employees) and subsequent addenda, corrigenda, amendments, if any, shall be applicable to the district judicial officers.

2. **Children Education Allowance (CEA):**

Children Education Allowance (CEA) shall be admissible to the Judicial Officers of the State with effect from the Academic Session 2019-2020 in the following terms:

a. Rs. 2,250/- per month per child as CEA and Rs 6,750/- per month per child as hostel subsidy for maximum of two children up to Class-XII;

b. For children with special needs, the reimbursement would be at double the rate i.e. @ Rs.4500/- ;

c. When the DA increases by 50%, the allowances and subsidy shall increase by 25%;

d. In case both the spouses are Judicial Officers, only one of them can avail reimbursement under Children Education Allowance and Hostel Subsidy.

e. The reimbursement will be done just once in a year, after completion of the financial year. For reimbursement of CEA, a certificate from the head of Institution(s), where the ward of the Judicial Officer studies, shall be sufficient for this purpose. For hostel subsidy, a similar certificate from the head of institution(s) shall suffice, with the additional requirement that the certificate should mention the amount of expenditure incurred by the Judicial Officer towards lodging and boarding in the residential complex. The amount of expenditure mentioned, or the ceiling as mentioned above, whichever is lower, shall be paid to the Judicial Officer.

3. **Concurrent Charges Allowance:**

Concurrent Charge Allowance (CCA) shall be payable to the Judicial Officers of the State at the rate of 10% of the minimum of the scale of the additional post held, judicial or administrative, beyond a period of ten working days w.e.f 01.01.2016.

30/7/24

4. **Conveyance / Transport Allowance (TP)**

Conveyance/Transport Allowance shall be admissible to the Judicial Officers of the State in the following terms:

a. Judicial Officers who own a car and who have not been provided with official vehicles (either individual vehicle or pool vehicle) are entitled to transport allowance at the rate of Rs. 10,000/- per month w.e.f. 01.01.2016 so as to cover the cost of maintenance and driver's salary and this shall be increased to Rs 13,500/- w.e.f. 01.01.2021. In addition to the transport allowance, they shall be entitled for reimbursement of the cost of 100 litres of petrol/diesel in cities and 75 litres of petrol/diesel in other areas i.e, Block and Gram Panchayat headquarters w.e.f 01.01.2016.

b. Judicial Officers who neither own a car nor are provided with official vehicles (either individual vehicle or pool vehicle) shall be allowed to draw transport allowance at the rate of Rs. 10,000/- per month w.e.f. 01.01.2016 and this shall be increased to Rs 13,500/- w.e.f. 01.01.2021. They shall not be entitled for reimbursement of the cost of fuel.

c. Judicial Officers who have been provided with official vehicles (either individual vehicle or pool vehicle) shall not be entitled to Transport Allowance. However, the official cars shall be permitted to be used by them for private purpose to the extent of 300 Kms per month subject to payment of charges @Rs.4 per km. as per amendment dated 24.02.2003 in Rules Regulating Control and Use of Government Vehicles notified in Finance Department Notification No.41750/F dated 29.07.1979 and its subsequent addenda, corrigenda and amendments, if any, from time to time. The calculation of the private use of official vehicle shall be on half yearly basis. However, Judicial Officers availing pool car service can forego pool car/vehicle facility and avail transport allowance as per para 4(a) or 4(b), as the case may be.

d. Principal District Judge, Judge Family Court, Director Judicial Academy, Chief Judicial Magistrate and Secretary, District Legal Services Authority shall be provided with official vehicles.

e. Judicial Officers may exhibit a sticker with inscription 'Judge' printed in moderately sized letters at their option on the lower left side of the windscreen of their own cars. The stickers may be designed and prepared with security hologram/barcode by the Registry of the High Court with necessary approval of CSCDJ and may be issued by the High Court to the Judicial Officers on requisition.

f. Soft loan facility to the extent of Rs.10 lakhs at 8% rate of simple interest for purchase of car shall be provided to the district judicial officers.

g. Electric Vehicle Policy currently applicable to state government employees regarding Electric Motor Vehicle Advance shall also be extended to district judicial officers as per the provisions of FDOM No. 8524/F dated 05.04.2022 and No. 19601/F dated 11.07.2023 and subsequent addenda, corrigenda, amendments, if any.

5. **Earned Leave Encashment**

Earned Leave Encashment shall be admissible to the Judicial Officers of the State in the following terms:

a. No enhancement in the maximum limit of 300 days leave encashment at the time of retirement of the Judicial Officer.

b. A Judicial Officer shall be entitled to encash:

i. 10 days earned leave while availing LTC subject to maximum 60 days – 10 days at a time up to six occasions during the entire service period.

ii. 30 days (surrender of leave) in a block of two years.

iii. Sl. No. (i) and (ii) shall be in addition to the right of the Judicial Officers to encash up to 300 days EL at the time of retirement.

c. The Earned Leave Encashment shall be implemented w.e.f. 01.01.2016.

6. **Electricity and Water Charges**

Electricity and Water Charges shall be admissible to the Judicial Officers of the State in the following terms:

a. Judicial Officers in the cadres of District Judge shall be reimbursed with 50% of Electricity charges subject to maximum of 8000 units per annum and 50% of Water charges subject to maximum of 420 Kls per annum.

b. Judicial Officers in the cadres of Civil Judge (Sr. Div.) and Civil Judge (Jr. Div.) shall be reimbursed with 50% of Electricity charges subject to maximum of 6000 units per annum and 50% of Water charges subject to maximum of 336 Kls per annum.

c. Reimbursement of electricity charges and water charges shall be made on quarterly basis on production of proof of payment of the billed amount.

d. These Electricity and Water Charges will be available at the enhanced rates w.e.f. 01.01.2020.

7. **Higher Qualification Allowance**

Higher Qualification Allowance shall be admissible to Judicial Officers of the State in the following terms:

a. Judicial Officers shall be granted three advance increments for acquiring higher qualification i.e. Post-Graduation in law and one more advance increment for acquiring Doctorate in Law.

b. Advance increments once granted for post-graduation degree or Doctorate in Law shall not be again granted if, in future, the officer acquires post graduate or Doctorate degree in any other subject.

c. Advance increments shall be available to the Officer who had acquired the Post-Graduation degree or Doctorate either before recruitment or at any time subsequent thereto while in service.

d. Advance increments shall be granted from the date of initial recruitment, if the Officer has already acquired the post-graduation degree or Doctorate and from the date of acquiring the Post-Graduation or Doctorate degree, if acquired after joining the service.

e. Advance increments shall be made available to the Judicial Officers, who have acquired the higher qualification through regular studies (full or part time) or through Distant Learning Programmes.

f. Benefit of advance increments shall be extended to Judicial officers at the ACP stage (ACP I & II). The advance increment shall be available when the officer is promoted from the Civil Judge (Jr. Div.) to Civil Judge (Sr. Div.) and from Civil Judge (Sr. Div.) to District Judge Cadre.

g. Advance increments shall be available in the District Judge Cadre from District Judge (Entry Level) to District Judge (Selection Grade) and from District Judge (Selection Grade) to District Judge (Super Time Scale).

h. Advance increments for all practical purposes shall be part of salary and Dearness Allowance shall be available on the same.

i. Benefit of the said allowance is made available w.e.f. 01.01.2016.

8. **Hill Area/ Tough Location Allowance**:

Considering geographical location, remoteness, road and rail connectivity, threat perception from extremist groups; following locations in the State of Odisha are classified as Hill Area/Tough Locations:

a. All Stations of undivided KBK Districts (Judgeships) and in the Gajapati, Kandhamal and Boudh Districts (Judgeships)

b. Reamal Station in the Judgeship of Deogarh.

c. Hemgiri Station in the Judgeship of Sundargarh.

d. Thakurmunda station in the Judgeship of Mayurbhanj.

Accordingly, Hill Area/Tough Location Allowance @Rs.5000/- per month shall be paid to the Judicial Officers posted in the above hill area / tough locations w.e.f 01.01.2016. In case of doubt whether a particular area can be considered to be hilly or tough location area, decision of the CSCDJ shall be followed.

9. **Home Orderly/ Domestic Help Allowance:**

a. Home Orderly/ Domestic Help Allowance shall be admissible to the Pensioners and Family Pensioners of the Judicial Officers of the State in the following terms:

Pensioner: Rs.9,000/- p.m w.e.f. 01.01.2016

Rs.11,700/- w.e.f. 01.01.2021

Family pensioners: Rs.7,500/ p.m. w.e.f 01.01.2016

Rs. 9,750/- p.m. w.e.f. 01.01.2021

b. The Home-cum-Office Orderly allowance shall be available to the serving district Judicial officers at the following rates:

District Judges: Rs 10000/- per month w.e.f. 01.01.2020
Civil Judges: Rs 7500/- per month w.e.f. 01.01.2020

However, district Judicial officers provided with Group D employees as Attender/Peon/office subordinate for residential duties may exercise their option either to continue with the present system and forego the allowance or to claim the allowance instead of availing the services of the official Attender/Peon.

c. The allowance shall be drawn on the self-certification of the serving Judicial Officers/Pensioners/Family Pensioners.

d. The manner of self-certification shall be decided by the High Court by issuing an office order. Finance Department shall issue necessary instructions to the Director, Treasuries & Inspections, Odisha and the Authorities of the pension drawing Banks in the matter after receipt of the copy of the office order from the High Court.



e. The payment of home orderly allowance shall not result in discontinuance of the practice of deputing the Office Peons/ Attenders or other Group D employee during nights at the residences of (i) Magistrates who are called upon to attend the Judicial work at times during night times. (ii) the Office Peon/Attender or such other Group D employee deputed for night duty at the residence of Judicial officer living in the areas generally considered to be disturbed or security risk areas or outsourced security guards to be deployed in such areas and (iii) such personnel can also be deputed to the residence of Principal District Judge or equivalent rank officer having administrative responsibilities.

10. **House Rent Allowance and Residential Quarters**

(a) Residential Quarters:

The Building Committee of the High Court has already initiated action for construction of residential quarters for the Judicial Officers under the State Sector Scheme and Central Sector Scheme. So, sufficient budgetary provisions shall be made for construction of the residential quarters for all the Judicial Officers of the State and it shall be ensured that all such projects shall be completed in time bound manner as directed by the Hon'ble Supreme Court. The Building Committee of the Court may revise the plans for construction of the new residential quarter projects for the Judicial Officers of the respective cadres keeping in view their entitlements with regards to the prescribed minimum plinth area of the quarters i.e 2500 sq. ft. for District Judge cadre and 2000 sq. ft. for Civil Judge (Sr. Div.) and Civil Judge (Jr. Div.) cadre as directed by the Hon'ble Supreme Court. However, the Building Committee of the High Court have the discretion to sanction the design with higher plinth area.

(b) House Rent Allowance

(i) Judicial Officers who are allotted official quarters for residence shall not be entitled to HRA;

(ii) Judicial Officers residing in their own houses, including the house of a parent or spouse, shall be entitled for the recommended HRA with effect from 01.01.2016 after obtaining permission from the High Court to reside in their own house and Judicial Officers already residing in hired accommodation shall be entitled to the recommended HRA with effect from 01.01.2020, subject to the actual rent paid within the said ceiling;

(iii)The Office of the Principal District Judge/the sanctioning authority shall pay rent directly to the landlord, in which case, the officer is not eligible to draw HRA; and

(iv)The SNJPC rates of HRA should be applicable to all Judicial Officers as per the Notification dated 07.07.2017 which was issued after the 7th Central Pay Commission (CPC) by the Central Government:

Rates of HRA/pm as % of basic pay

X Class Cities- 24%

Y Class Cities- 16%

Z Class Cities/Areas- 8%

(v) However, the minimum rates prescribed are 5400/-, 3600/- and 1800/- respectively. And the rate will be changed in accordance with the change in Dearness Allowance in the following terms:

Classification of Cities	Rates of HRA/pm as % of basic pay	When DA crosses
X	27%	25%
	30%	50%
Y	18%	25%
	20%	50%
Z	9%	25%
	10%	50%

(vi) Further, looking at the cost of the hired house with the entitled plinth area of the residence of Judicial Officers as mentioned in the foregoing point and the fact of non-availability of house befitting to the entitlement of the Judicial Officers, the X, Y and Z category cities/areas for our State are classified as follows;

Y Category Cities: - Bhubaneswar in the District of Khurda, Rourkela in the District of Sundargarh and the District Headquarter Stations of all the Districts.

Z Category Cities:- All other towns/cities, Block, Municipality, NAC and Gram Panchayat headquarters

c. **Furniture and Air Conditioner Allowance.**

Furniture and Air Conditioner Allowance shall be admissible to the Judicial Officers of the State w.e.f. 04.01.2024 in the following terms:

i. Furniture grant of Rs.1.25 lakhs in every five years shall be provided to the Judicial Officers subject to production of proof of purchase by the Judicial Officer. Household electrical appliances can also be purchased by availing of the said grant. The Officers having not less than two years of service shall also be eligible for this allowance. The option to purchase the furniture being used by the officer at the depreciated rate shall be available at the time of fresh grant or retirement.

ii. So far as providing Air-Conditioners at the residence of Judicial Officers is concerned, the provisions for installation of Air-Conditioners in the residential office-cum-quarters of Judicial Officers of all cadres which are under maintenance of judiciary has been made and the process of extending such facilities has already been initiated.

iii. Therefore, the provision of one Air-Conditioner in the residence of Judicial Officers who have been allotted with government quarters which are under the maintenance of Judiciary is not desirable. However, the Judicial Officers who have been allotted with government quarters beyond the jurisdiction of maintenance by Judiciary shall be provided with one Air-Conditioner in their residence once in every five years w. e. f. 04.01.2024.

d. **Residential quarters – maintenance**

To ensure proper maintenance and minor repairs of residential quarters and for attending to minimum rectification works required to be attended to immediately by an electrician, plumber etc., from time to time either at the official or rented accommodation, funds to the extent of Rs. 10 lakhs per annum shall be made available to each Principal District Judge, on the basis of the proposals sent by the Registry of the High Court. The same can also be utilized for repairs to old furniture if required. The District Judge can engage private agency for the said purpose and if necessary, seek the assistance of state PWD for such engagement.

e. **Guest House/Transit Accommodation**

The process of construction of Transit House at district headquarters and Taluk Stations exclusively for occupation of Judicial Officers during the period of Transfer and otherwise has already been adopted by the Building Committee of the High Court on discussion with the State Government on priority basis. In some stations the construction work has already been completed and in some stations the projects are in ongoing position. The construction of the Transit House in remaining stations of the State may be taken up in phased manner by the Building Committee.

Accordingly, the State Government in Home and Finance Department shall make sufficient budgetary provisions as per requisition already submitted by the High Court in the coming financial years and endeavour shall be made for completion of constructions of Transit House in all the stations of the State within a period of 2 years for timey implementation of the direction of Hon'ble Supreme Court. The Building Committee of the Court may take necessary steps in the matter of construction of Transit House, its day to day comprehensive maintenance including housekeeping, minimal catering arrangement, fixation of room rent etc.

11. **Leave Travel Concession (LTC)/Home Travel Concession (HTC)**

Leave Travel Concession (LTC)/Home Travel Concession (HTC) shall be admissible to all Judicial Officers in the following terms:

a. Encashment of 10 days earned leave while availing LTC (not HTC) (subject to the maximum of 60 days) shall be given. The same shall be in addition to encashment of 300 days at the time of retirement and 30 days in a block of two years.

b. As regards frequency of LTC, the Judicial Officers shall be permitted to avail one LTC and one HTC in a block of 3 years.

c. As far as fresh recruits are concerned, the HTC shall be allowed 2 times in the first block of 3 years. However, the block of 3 years shall commence on completion of the period prescribed for probation (not necessarily declared).

d. Judicial Officers irrespective of their rank shall be allowed to travel by air and the reimbursement shall be made subject to the condition that the tickets have been purchased either directly from the Airlines or from the agents authorized or the IRCTC or the registered agencies of the Central/State Government subject to further addition or deletion of the authorized agent by the Central/State Government.

e. The other details such as class of travel, advance etc. shall be governed by the respective Rules/Orders of the State Government.

f. Judicial Officers shall be allowed to carry forward LTC anywhere in India beyond retirement for a period of one year. There is no justification for extending the LTC/HTC facility to the retired Judicial Officers.

g. Judicial Officers shall not be required to avail of earned leave only, for LTC/HTC purpose and they shall be permitted to avail of casual leave as a prefix and suffix to the extent of two days.

12. **Medical Allowance/Medical Facilities**

Medical Allowance/Medical Facilities shall be admissible to all Judicial Officers in the following terms:

- Fixed medical allowance shall be payable @Rs.3,000/- p.m. to the serving Judicial Officers with effect from 01.01.2016.



- Fixed medical allowance shall be payable @Rs.4,000/- to the pensioners and family pensioners with effect from 01.01.2016.

So far as medical facilities and reimbursement of medical bills of the serving Judicial Officers, pensioners and family pensioners are concerned, the provisions mentioned in the draft Odisha Judicial Officers Medical Attendance (Amendment) Order, 2024 as approved and recommended by CSCDJ in its letter No. XXIX-13/2015(PF-4)/11744 dated 24.07.2024, shall be implemented.

13. **Newspaper and Magazine Allowances**

Newspaper and Magazine Allowances shall be admissible to all Judicial Officers in the following terms:

a. Reimbursement for newspaper and magazines shall be Rs.1000/- for District Judges (two newspapers and two magazines) and Rs.700/- for Civil Judges (two newspapers and one magazine).

b. Reimbursement shall be on half yearly basis from January to June and July to December, on the basis of self-certification.

c. Allowance at the above mentioned rates are made available w.e.f. 01.01.2020.

14. **Robe Allowance:**

Robe allowance shall be admissible to all Judicial Officers @ Rs 12,000/- once in three years with effect from 01.01.2016.

15. **Special Pay for Administrative Work:**

Special Pay allowances for Administrative Work shall be admissible to the Judicial Officers w.e.f. 01.01.2019 in the following terms:

a. District and Sessions Judges and such cadre officers working in the Registry of the High Court and officers working on deputation in Law Department and other Departments/institutions/offices of the Government: Rs.7000/- per month

b. Other District Judges including Additional District Judges entrusted with administrative work who have to generally spend time beyond Court working hours: Rs.3500/- per month.

c. District Judges presiding over Special Courts and Tribunals having independent administrative responsibilities: Rs.3500/- per month.

d. CJMs and Principal Civil Judges (Sr. Div.), Principal Civil Judges(Jr. Div.) and other Judicial Officers having administrative responsibilities being in charge of independent Courts with filing powers and such cadre officers working in the Registry of the High Court and officers working on deputation in Law Department and other Departments/institutions/offices of the Government: Rs.2000/- per month.

16. **Sumptuary Allowance:**

Sumptuary Allowance shall be admissible to the Judicial Officers w.e.f. 01.01.2016 at the following rates:

District Judges	Rs. 7,800/- per month
Civil Judges (Sr. Div.)	Rs. 5,800/- per month
Civil Judges (Jr. Div.)	Rs. 3,800/- per month
Principal District Judges / Dist. Judges in Selection Grade and Super Time Scale /Director, Judicial Academy / Member Secy. State Legal Services Authority	Rs. 8,800/- per month
CJMs	Rs.6,800/- per month
Retired Judicial Officers	No Sumptuary Allowance Payable

17. **Telephone Facility:**

Telephone Facilities shall be provided to the Judicial Officers w.e.f. 04.01.2024 in the following manner:

(a) **Residential Telephone (Landline);**

(i) Landline telephone and broadband facility (by the same or different service providers) shall be provided at the residence of the Judicial Officers with the permitted user as follows:

District Judges: Rs.1500/- per month

Civil Judges: Rs.1000/- per month

(inclusive of rent, calls (local and STD both) and internet use).

(ii) At places where broadband facility is not available, the permissible user shall be:

District Judges : Rs.1000/- per month

Civil Judges : Rs.750/- per month

inclusive of rent and calls (local and STD both).

(b) **Mobile Phone;**

(i) Provision of mobile phone (handset) with internet shall be as follows;

District Judge: Rs.30,000/-

Civil Judges (Jr. & Sr. Divisions): Rs.20,000/-

And the permissible user shall be:

District Judges: Rs.2000/- per month

Civil Judges: Rs.1500/- per month

inclusive of internet data package.

(ii) At the request of the Judicial Officers, the mobile phone handset shall be replaced once in three years.



(iii) Judicial Officers shall be given option to retain the old mobile phone handset at a price to be determined as per the guidelines prescribed by the Registry of High Court.

(c) **Office Telephone**;

Regarding telephone connection to the office, the present arrangement shall continue.

18. **Transfer Grant:**

Transfer Grant shall be admissible to Judicial Officer of the State w.e.f. 01.01.2016 in the following terms:

a. On transfer, the composite transfer grant shall be paid equivalent to one month's basic pay.

b. If the transfer is to a place at a distance of 20 kilometres or less or within the same city (if it involves actual change of residence),the transfer grant shall be paid 1/3rd of the basic pay.

c. For transportation of personal effects, the O.M. dated13.07.2017 (annexed as Appendix I to SNJPC report) issued by the Department of Expenditure; Government of India pursuant to the recommendations of VII CPC shall be applicable.

d. In case of transportation by road, admissible amount shall be Rs.50/- per km. (for to and fro journey mileage) inclusive of labour charges for loading and unloading or the actual whichever is lower. The said amount shall be raised by 25% when the DA increases by 50%.

e. The recommendations will come into effect from 01.01.2016.

f. The Officers who have undergone transfer(s) after 01.01.2016 and their claims for transfer grant paid as per pre-revised pay scales shall be paid the differential amount on the basis of revised pay w.e.f. 01.01.2016.

g. Judicial Officer who has been transferred by the High Court on representation or on administrative ground shall not be entitled for transfer grant.

This Resolution supersedes the earlier Resolution(s) issued in this regard vide Finance Department Resolution No.7165 dated 16.03.2024.

Order: *Ordered that the Resolution be published in Extra-ordinary issue of the Odisha Gazette.*

By order of the Governor,

30.07.2024

(Saswat Mishra)
Principal Secretary to Government

Memo No. 21452 /F date: 30/07/2024

Copy forwarded to High Court of Orissa, Cuttack/ All Departments of Government/All Heads of Departments/All Collectors/All RDCs/All District & Session Judges / Principal Secretary to Governor/Private Secretary to the Chief Minister/Secretary to Odisha Legislative Assembly /Secretary to Member, Board of Revenue, Odisha, Cuttack/All Treasury Officers of the District Treasury including Special Treasuries and Sub-treasuries/the Principal A.G.(A& E), Odisha, Bhubaneswar/Manager, Reserve Bank of India, Public Accounts Department, Bhubaneswar for information and necessary action.

30/07/2024

Joint Secretary to Government

Memo No. 21453 /F date: 30/07/2024

Copy forwarded to the State Heads/Regional Managers of All Public Sector Banks operating in Odisha for information and necessary action.

30/07/2024

Joint Secretary to Government

Memo No. 21454 /F date: 30/07/2024

Copy forwarded to all Officers/All Branches of Finance Department for information and necessary action.

30/07/2024

Joint Secretary to Government

Memo No. 21455 /F date: 30/07/2024

Copy forwarded to the Director, Printing Stationary & publication, Odisha, Cuttack with a request to publish the Resolution in the next edition of official Odisha extra ordinary Gazette and supply 20 copies of the same to this Department.

30/07/2024

Joint Secretary to Government

Memo No. 21456 /F date: 30/07/2024

Copy forwarded to the Head of portal Group, I.T. Centre, Secretariat, Odisha for information and necessary action. He/she is requested to host this Resolution in the website (https://finance.odisha.gov.in) of Finance Department for general information.

30/07/2024

Joint Secretary to Government

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
******

RESOLUTION

No. FIN-GS2-MISC-0040-2023/16702 /F Date: 07/06/2023

Sub: Revision of compassionate grant allowed to the State Government employees in the event of death or injury while on duty.

In the event of death of a Government servant having meritorious record of service, sanction and payment of Compassionate Grant to eligible family of the deceased Government Servant is being considered under the provisions of the Orissa Civil Services (Compassionate Grant) Rules, 1964 read with Finance Department Resolution No.27826/F, dated 21.06.2010 at the following rates:

Category of cases	Rate of compassionate grant
i. Death case:- If a Government Servant dies while on duty.	Rs.4.00 lakh
ii. Injured Government Servant:- (a) Injury leading to permanent incapacitation	Rs.2.00 lakh
(b) Injury leading to partial incapacitation	Rs.1.00 lakh
iii. Special family pension shall be admissible under the O.C.S.(Compassionate Grant)Rules, 1964 to the eligible family members of the deceased government servant at the rate of last pay drawn by the concerned employee till the survival date of superannuation had he remained alive provided that the deceased employee had joined in government service under pensionable establishment prior to 01.01.2005.	

2. Enhancement of the existing rate of compassionate grant was discussed in the meeting held on dated 26.05.2023 under the Chairmanship of the Chief Secretary where ACS, FE&CC Department, ACS, Home Department, Principal Secretary, Industries Department, Principal Secretary, Finance Department, PCCF & HoFF and PCCF, WL & CWLW were present.

Government after careful consideration of their recommendation, have been pleased to revise the existing rate of compassionate grant to the State Government employees under the O.C.S (Compassionate Grant) Rules, 1964 as follows;

Category of cases	Revised rate of compassionate grant
i. Death case:- If a Government Servant dies while on duty.	Rs.10.00 lakh
ii. Injured Government Servant:- (a) Injury leading to permanent incapacitation	Rs.5.00 lakh
(b) Injury leading to partial incapacitation	Rs.2.00 lakh
iii. Special family pension shall be admissible under the O.C.S.(Compassionate Grant)Rules, 1964 to the eligible family members of the deceased government servant at the rate of last pay drawn by the concerned employee till the survival date of superannuation had he remained alive provided that the deceased employee had joined in government service under pensionable establishment prior to 01.01.2005.	

3. All other terms and conditions for sanction of Compassionate Grant in favour of the State Government employee shall continue to be the same as specified in the O.C.S.(Compassionate Grant)Rules, 1964 read with Finance Department Resolution No.27826/F, dated 21.06.2010.

4. The revised rates of Compassionate Grant shall be effective from **22.05.2023.**

5. Relevant provisions of the O.C.S. (Compassionate Grant) Rules, 1964 and the O.C.S. (Pension) Rules, 1992 are deemed to have been modified to the above extent as specified in the foregoing paragraphs and formal amendment in terms of this order will be issued in due course.

6. This has been approved by Hon'ble Chief Minister in GA & PG Department OSWAS file No. GAD-SC-GCS-0128-2023.

Order:- Ordered that the Resolution be published in the Orissa Gazette.

By order of the Governor

(Vishal Kumar Dev)

Principal Secretary to Government

Memo No. 16703 **/F.,** **Date:** 07/06/2023

Copy forwarded to All Departments of Government/All Heads of Departments / All Collectors / All District and Sessions Judges / Deputy Accountant General, Odisha, Puri / Secretary to Governor / Principal Secretary to Chief Minister/ Secretary to Odisha Legislative Assembly / Principal, Secretariat Training Institute, Bhubaneswar / Director General, Gopabandhu Academy of Administration, Bhubaneswar / Director, Madhusudan Das Regional Academy of Financial Management, Bhubaneswar / Manager, Reserve Bank of India, Public Accounts Department, Bhubaneswar for information.

Deputy Secretary to Government 07/06/2023

Memo No. 16704 **/F.,** **Date:** 07/06/2023

Copy forwarded to Office of the Accountant General (A&E), Odisha, Bhubaneswar/ Office of the Controller of Accounts, Odisha for information and immediate necessary action.

Deputy Secretary to Government 07/06/2023

Memo No. 16705 **/F.,** **Date:** 07/06/2023

Copy forwarded to All Treasury Officers of District Treasuries and Special Treasuries / Sub-Treasuries for information and immediate necessary action.

Deputy Secretary to Government 07/06/2023

Memo No. 16706 **/F.,** **Date:** 07/06/2023

Copy forwarded to the Director, Printing, Stationery and Publication, Odisha, Cuttack with a request to publish the order in the Odisha Gazette and supply 50 copies to the Finance Department.

Deputy Secretary to Government 07/06/2023

Memo No. 16707 **/F.,** **Date:** 07/06/2023

Copy forwarded to all Officers and all Branches of Finance Department / Director, Local Fund Audit, Finance Department for information.

Deputy Secretary to Government 07/06/2023

Memo No. 16708 **/F.,** **Date:** 07/06/2023

Copy forwarded to Sub-Nodal Officer (E-Gazette), FID, Finance Department for information and necessary action.

He is requested to hoist this Resolution in the Official Website (https:finance.odisha.gov.in) of Finance Department for General Information.

Deputy Secretary to Government 07/06/2023

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
******

No. 6132 **/F., Date:** 09-03-2026
FIN-CS1-MISC-0006-2026

To

All Departments of Government/

All Heads of Departments/

All Collectors.

Sub: **Inviting views/suggestions on pay structure, allowances, pension and service conditions in respect of the 8th Central Pay Commission – reg.**

Madam/Sir,

I am directed to invite a reference to the D.O. Letter No. 10/12/2026-Estt/8CPC dated 13.02.2026 received from the Member Secretary, Eighth Central Pay Commission, Government of India, on the subject cited above.

2. Government of India have constituted the Eighth Central Pay Commission (8th CPC) to examine the existing structure of pay, allowances, pensions and other service conditions of Central Government employees and to make recommendations thereon. In this regard, the Commission has circulated a detailed Questionnaire seeking inputs/views from stakeholders including Governments, institutions and individuals.

3. The Questionnaire covers various issues relating to pay structure, allowances, pension, performance incentives and other service conditions. The same is available on the portal of the Commission (https://8cpc.gov.in) / MyGov platform for submission of responses.

4. Government of India have requested the State Governments to disseminate the said Questionnaire widely so as to enable all concerned stakeholders to submit their views.

P.T.O.

5. In view of the above, all Administrative Departments/ Heads of Departments/ Collectors are requested to:

- Circulate the Questionnaire among subordinate offices, autonomous bodies and field formations under their administrative control;
- Encourage officers/ employees/ stakeholders to submit their views directly on the designated portal; and
- Furnish consolidated views, if any, of their Department to Finance Department for onward submission.

6. This may be accorded due priority.

Encl: Copy of D.O. Letter dated 13.02.2026 along with Questionnaire.

Yours faithfully,

Principal Secretary to Government

Memo No. 6133 **/F.,** **Date:** 09-03-2026

Copy forwarded to All Officers / All Branches of Finance Department for information.

09.03.26

Additional Secretary to Government

Memo No. 6134 **/F.,** **Date:** 09-03-2026

Copy forwarded to Portal-in-Charge, FID, Finance Department with a request to upload this letter in the Website of Finance Department at **www.finance.odisha.gov.in** for general information.

09.02.26

Additional Secretary to Government

पंकज जैन
सदस्य सचिव
Pankaj Jain
Member Secretary

OFFICE OF CHIEF SECRETARY
OSWAS DIARY NUMBER
010956
DATE
19 02 2026

सत्यमेव जयते

Chief Secretary
Odisha

भारत सरकार
आठवाँ केंद्रीय वेतन आयोग
Government of India
Eighth Central Pay Commission

PRINCIPAL SECRETARY
19 FEB 2026
FINANCE DEPARTMENT

Dy. 697 PS
20-02-2026

PC-cell/CS-I
Please expedite.
19/02/26

D.O No.10/12/2026-Estt/8CPC **13th February, 2026**

DC-cum-ACS
Development Secretary, FD

Dear Anu,

The Eighth Central Pay Commission have been constituted by the Government and is functioning now. The Commission would be undertaking an assessment of the emolument structure, including pay, allowances, etc of Central Government employees and other employees as per the mandate in its Terms of Reference and to make recommendations thereon.

D-S CS-I
20.02.26

2. The Commission have released a Questionnaire inviting public responses/views on the issues relevant to determining pay scales, pensions, monetary benefits and other service matters. The Questionnaire is available at MyGov.in portal/our website at 8cpc.gov.in Individuals, researchers, are free to respond and share their views. A copy of the Questionnaire is also **attached.**

3. Pay/emolument structure/service conditions of Central Government impact not just its own employees, but also those of many State Governments and other autonomous bodies/institutions/organizations. In addition, second order effects are usually seen on market wage structure as well.

SP
21/2/2026

4. The intention of this missive is to seek inputs/views on this Questionnaire from a larger cross section of society. You may perhaps like to bring the contents of this communication to officers of State Government and others so that they can share their views, if they so desire.

With regards,

Your sincerely,

J.S
23/02/26

Encl: as above.

(Pankaj Jain)

Smt. Anu Garg
Chief Secretary,
Government of Odisha.

सातवाँ तल, चन्द्रलोक बिल्डिंग, जनपथ, नई दिल्ली / 7th Floor, Chanderlok Building, Janpath, New Delhi

D.O. Letter from Member-Secretary, 8th CPC

Kuldeep Meena < kuldeep.meena@gov.in >
Tue, 17 Feb 2026 2:13:02 PM +0530

To "Shri Manoj Ahuja"<csori@nic.in>
Cc "Bechu Bhagat"<membersecy-8cpc@gov.in>,"Manish Kr"<manish.kr1975@nic.in>

Respected Madam,

Greetings of the day!!!

Please find attached a copy of D.O letter dated 13.02.2026 from Member-Secretary, 8th CPC for kind consideration please.

Thanks & Regards

Kuldeep Singh Meena
Assistant Director
Eighth Central Pay Commission
☎:- +91-8233633073
website: 8cpc.gov.in

2 Attachment(s)

8CPC Questionnaire.pdf
79.4 KB

D.O letter to Government of O...
414.5 KB

8th CPC QUESTIONAIRE

For Employees/Pensioners/Individuals and Associations/Unions of serving employees/retirees	For Ministry/Department/UTs/Attached and Subordinate offices/Organizations under Ministry/Department
https://www.mygov.in/mygov-survey/8th-central-pay-commission-questionnaire/	https://www.mygov.in/mygov-survey/8th-central-pay-commission-questionnaire-ministries-departments-and-uts/

Q. No.	Question
Q1	Implementation of the recommendations of a Pay Commission has macro economics impacts. Some of these are positive in terms of boost to consumption and savings whilst others are negative in terms of the higher fiscal deficit, inflationary potential & crowding out of other expenditure such as for overall development & public welfare. Decisions in this regard involve choices. Based on current state of the economy & the country's aspirations, what should be the guiding philosophy which must underpin the overall approach of the 8 CPC?
Q2	Pay determination in organisations including Government involves "horizontal relativity" i.e. for analogous posts across domains/cadres being placed in the same level/scale & "vertical relativity" i.e. on promotion, transition to a higher scale/band of pay. Relativity within different posts of Government has been broadly established over time. However, relativity/positioning between pay and perquisites in Government and the private sector is less established. How should the 8th CPC assess/evaluate relativity between pay & perquisites in Government and the public/private sector?

Q3	Should 8th CPC consider uniform horizontal relativity across all government departments, or should it consider sector-specific benchmarking where government functions are compared with their respective industry peers? For instance, should compensation for government engineers be benchmarked against private sector engineering firms, financial officers against the BFSI sector, and healthcare professionals against private healthcare? What would be the advantages and implementation considerations of such an approach?
Q4	Security of tenure, a training regimen, housing, leave encashment, predictable increments, medical coverage, time bound progression, inflation indexed salary, retiral benefits are certain features associated with most jobs in Government. How should these be factored in while crafting a compensation matrix and relative positioning viz-a-vis the private sector?
Q5	Government employment is part of the organized sector. A far larger proportion of the job force is in the informal sector and the gig economy. What influence do you think entry level pay scales implemented by Government have on compensation practices in the informal or gig sector?
Q6	Salaries in Government have a distinct element of compensation for length of service (increment, usually annual), an element of neutralization for changes in cost of living/inflation (dearness allowance) & an element for higher responsibilities based on seniority/merit (pay scale on promotion). In that context, what do you think the "fitment factor" adopted by Pay Commissions should represent? What should such a fitment factor principally aim for?
Q7	Salary of a Secretary in the Central Government typically represents the apex or the pinnacle i.e. the highest end of the scale. What should be the principle for determining this? Should there be a variable pay component for such position?
Q8	How can pay scales for all Group A Services be fixed so as to attract candidates of the requisite caliber? Should pay scales be more attractive at entry point or later, after a few years in service? What principles should guide such differentiation to ensure competitive positioning for talent-critical roles while maintaining fiscal prudence?
Q9	How should rates and frequency of increments in respect of different scales of pay be determined? Should these be uniform or vary across scales/ time periods during service?

Q10	Over course of time, many allowances have been introduced or rationalized based on specific nature of work, expenses such as on travel, compensation for hardship/risk/peculiarities associated with place of posting etc. Most of these are partially inflation indexed. An alternative approach has been the Cafeteria Approach followed by Central Public Sector Enterprises (CPSEs), wherein except for a handful of allowances, executives choose from a set of perquisites & allowances, subject to an overall ceiling of basic pay. Which approach do you think is more appropriate for Central Government employees?
Q11	The Seventh Pay Commission had assessed that in January, 2014, there were about 47 lakh serving Central Government personnel. This included CAPF, Railways & Defence forces. The number of pensioners was just short of 52 lakh. In 2025-26, the number of Central Government personnel stands at about 50 lakh, which the number of pensioners is almost 70 lakh. The increase in the number of pensions has created additional demands on Government's Budget. What approaches could help to satisfy reasonable expectations of pensioners whilst keeping the fiscal impact within manageable limits?
Q12	The Seventh Pay Commission was constituted in 2014 and implemented from 1.1.2016. The period since then has been marked by a lower trajectory of inflation, as compared to earlier decades. This is also reflected in the All India Consumer Price Index (Industrial Workers) which is used for DA calculation. Should the 8th CPC explore a hybrid indexation approach that factors in both inflation protection and formal sector wage growth trends? What proportion might be reasonable for each component, and what implementation considerations would arise? What are your expectations on inflation/CPI increase over the next 10 years?
Q13	Railways, CAPF and Defence forces typically account for about 70% of Central Government personnel. What particular considerations, monetary or non monetary should be factored in while determining their pay & allowances?
Q14	Scientists work in certain specialized streams/departments such as Department of Space, Department of Atomic Energy etc. What should be appropriate benchmarks to be kept in mind for fixing their emoluments?
Q15	Military Service Pay is currently admissible to personnel of Armed Forces. This was in recognition of the special nature of their duties. In that context and given the changing nature of their jobs, how should the pay of soldiers, sailors and airforce personnel be determined? How should it relate to the starting salary in Government or the pay of a constable in CAPF/ Police?

Q16	The nation has many more military pensioners than serving military personnel. In 2025-26, outgo on Defence Pensions is likely to be higher than the outgo on Defence salary and allowances. As overall defence pension bill increases, in line with projections, impact will be visible on equipment and arms purchase, their maintenance and on modernization of defence forces. What changes would you recommend to contain increases in defence manpower costs and its pension bill?
Q17	Productivity Linked Bonus (PLB) is paid to some employees of Government such as Railways, Postal staff whilst Non-Productivity Linked Bonus is given to specified Central Government employees including some in Armed Forces. How can the Bonus structure be reimagined for rewarding excellence in productivity & performance? Should PLB/ Ad-hoc Bonus continue to be given on uniform basis (e.g. 60 days of salary for all) or be differentiated, based on individual performance?
Q18	Contractual appointments in the form of lateral entry have been tried during the last few years. Do you think this should be expanded and other practices such as part-time work, flexi time etc. be introduced in Government at middle/ higher levels to tap a bigger talent pool? What could be the pros and cons of doing so?

*****

No
physical copies/paper copies/emails
of the responses are being
considered/required by the Commission.

GOVERNMENT OF INDIA
MINISTRY OF FINANCE
DEPARTMENT OF EXPENDITURE

LOK SABHA
UNSTARRED QUESTION No. 3571

TO BE ANSWERED ON MONDAY, AUGUST 10, 2026
SHRAVANA 19, 1948 (SAKA)

"APPROVAL FOR CONSTITUTION OF THE EIGHTH CENTRAL PAY COMMISSION"

3571: DR. MANNA LAL RAWAT

Will the Minister of ***Finance*** be pleased to state:

(a) whether the Government has accorded approval for constitution of the Eighth Central Pay Commission;

(b) if so, the date of constitution of the Commission and the details of the Chairperson and Members thereof;

(c) the time-frame prescribed for submission of the report by the Commission;

(d) the date from which the recommendations of the Commission are proposed to be made effective;

(e) the estimated number of Central Government employees and pensioners likely to be benefited therefrom, State-wise;

(f) the details of the subjects included in the Terms of Reference of the Commission relating to pay revision, dearness allowance, other allowances, pension, family pension and service conditions;

(g) whether the Government is also considering additional welfare provisions in the interest of employees and pensioners, if so, the details thereof; and

(h) whether the Government proposes to issue any advisory/guidelines to the States for adopting a similar arrangement after implementation of the recommendations of the Commission, if so, the details thereof??

ANSWER

MINISTER OF STATE IN THE MINISTRY OF FINANCE
(SHRI PANKAJ CHAUDHARY)

(a) & (b): The 8th Central Pay Commission has been constituted by the Government vide Resolution dated 03.11.2025 with the following composition:

1. Chairperson : Smt. Justice Ranjana Prakash Desai
2. Member (Part-Time) : Prof. Pulak Ghosh
3. Member-Secretary : Shri Pankaj Jain

(c): The Commission will make its recommendations within 18 months of the date of its constitution.

(d), (g) & (h): The 8th Central Pay Commission has not submitted its recommendations to the Government yet.

(e): The estimated number of Central Government civilian employees is 35.77 lakh approximately (as on 01.03.2026) and the number of pensioners/family pensioners is 33.76 lakh approximately (as on 31.12.2025) excluding Defence pensioners.

(f): The Terms of Reference of 8th Central Pay Commission as notified vide Resolution, dated 03.11.2025, is enclosed in Annexure-I.

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Annexure referred to in point (f) of reply to Lok Sabha Unstarred Question No. 3571 For 10.08.2026

MINISTRY OF FINANCE

(Department of Expenditure)

RESOLUTION

New Delhi, the 3rd November, 2025

F. No. 01-01/2025-E.III(A).—The Government of India have decided to appoint the Eighth Central Pay Commission comprising of the following:-

1.	Chairperson	- Smt. Justice Ranjana Prakash Desai
2.	Member *(Part-Time)*	- Prof. Pulak Ghosh
3.	Member-Secretary	- Shri Pankaj Jain

2. The terms of reference of the Commission will be as follows:-

a) To examine and recommend changes that are desirable and feasible in the emoluments including pay, allowances, and other facilities/ benefits, in cash or kind, having regard to rationalization, contemporary functional requirements and the specialized needs of various Departments, agencies and services in respect of following categories of employees:

(i) Central Government employees — industrial and non-industrial;
(ii) Personnel belonging to the All India Services;
(iii) Personnel belonging to the Defence Forces;
(iv) Personnel of the Union Territories;
(v) Officers and employees of the Indian Audit and Accounts Department;
(vi) Members of the regulatory bodies (excluding the RBI) set up under the Acts of Parliament;
(vii) Officers and employees of the Supreme Court;
(viii) Officers and employees of the High Courts whose expenditure is borne by the Union Territories; and
(ix) Judicial officers of the subordinate courts in the Union Territories.

[Note: In respect of judicial officers, the Commission shall adhere to the principle enunciated by the Supreme Court in its Judgement dated 24th August, 1993 in All India Judges' Association and Others V/s Union of India and Others, viz. that there shall be no link between service conditions of judges and administrative executive and that the service conditions of judges have to meet the special needs of the judiciary].

(b) To work out an emolument structure conducive to attracting talent to Government service, promoting efficiency, accountability and responsibility in the work culture.

(c) To examine the existing schemes of bonus with a view to improving performance and productivity and make recommendations on the general principles, financial parameters, productivity and performance-linked parameters for an appropriate incentive Scheme to reward excellence in productivity and performance.

(d) To review the existing allowances and conditions of their admissibility and recommend their rationalization keeping in view the multiplicity of allowances.

(e)

(i) To review the Death-cum-Retirement Gratuity of employees borne on the National Pension System (including Unified Pension Scheme) and make recommendations thereon.
(ii) To review the Death-cum-Retirement Gratuity and pensions of employees not borne on the National Pension System (including Unified Pension Scheme) and make recommendations thereon keeping in view Para f(iii) below.

(f) To make recommendations on the above, keeping in view:

(i) The economic conditions in the country and the need for fiscal prudence;
(ii) The need to ensure that adequate resources are available for developmental expenditure and welfare measures;

(iii) The unfunded cost of non-contributory pension schemes;

(iv) The likely impact of the recommendations on the finances of the State Governments which usually adopt the recommendations with some modifications; and

(v) The prevailing emolument structure, benefits and working conditions available to employees of Central Public Sector Undertakings and private sector.

3. The Commission will devise its own procedure and may appoint such Advisors, Institutional Consultants and Experts, as it may consider necessary for any particular purpose. It may call for such information and take such evidence, as it may consider necessary. Ministries and Departments of Government of India shall furnish such information and documents and other assistance as may be required by the Commission. The Government of India trusts that State Governments, Service Associations and others concerned will extend to the Commission their fullest cooperation and assistance.

4. The Commission will have its headquarters in Delhi.

5. The Commission will make its recommendations within 18 months of the date of its constitution. It may consider, if necessary, sending interim reports on any of the matters as and when the recommendations are finalized.

V. VUALNAM, Secy.

ORDER

ORDERED that the Resolution be published in the Gazette of India.

ORDERED also that a copy of the Resolution be communicated to the Ministries/Departments of the Government of India, State Governments/ Administrations of Union Territories and all others concerned.

V. VUALNAM, Secy.

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and Published by the Controller of Publications, Delhi-110054. SARVESH KUMAR SRIVASTAVA

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
****

No. **23689 /F** Date **23.06.2012**

OFFICE MEMORANDUM

Sub: **Entitlement of Contractual appointees to Casual Leave.**

Persons engaged on contractual basis and guided by Finance Department Office Memorandum No.40545/F, dt.29.8.2009 are extended with the following benefits.

(i) Contractual employees shall be eligible (subject to exigencies of public service) for special leave of 10 days at the maximum during the period of engagement for one year. The leave will not be carried over to the next year and will lapse on completion of each year of service.

(ii) Unauthorised absence for a continuous period of 15 days or more will automatically terminate his/ her engagement.

(iii) Female contractual employees, who are married and have less than two surviving children, would be eligible to get the benefit of "absence from duty" on maternity ground in terms of Finance Department Circular No.12383/F, dt.31.3.12.

2. It is, however, clarified that persons engaged through outsourcing shall be guided by the terms and conditions contained in the agreement between the employer and the service provider.

Sd/-
(J.K. Mohapatra)
Principal Secretary to Government

FINANCE DEPARTMENT
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No. 12383(225)_____/F, Dt. 31.03.2012
FIN-CS-II-LV-0003/2012

To

All Departments of Government/
All Heads of Department

Sub: Absence from duty on maternity ground by Female Contractual Employees engaged in different Departments of Government.

All Female employees engaged in Government Establishment on Contract basis with consolidated remuneration and having less than two surviving children are be eligible to get full consolidated remuneration for a period not exceeding 90 (ninety) days of her absence form duty on maternity ground in terms of Finance Department Circular No. 39847/F, Dt. 1.10.2007 on certain conditions outlined therein.

Government have enhanced the ceiling of 90(ninety) days of maternity leave provided under sub-rule(b) of Rule-194 of Orissa Service Code to 180 days in Finance Department O.M. No. 51856/F., Dt. 7.12.2011 in respect of State Government employees.

After careful consideration Government have been pleased to decide that in respect of all female employees engaged in Government establishment on contract basis with consolidated remuneration the existing ceiling of 90 days of absence from duty on maternity ground is enhanced to 180 days subject to condition that the tenure of maternity leave will be within the contractual period in maximum.

All other conditions outlined in F.D. Circular No. 39847/F., dt. 1.10.2007 will remain unchanged.

This shall be effective from 1st April, 2012.

Sd/- J. K. Mohapatra
Principal Secretary to government

ଓଡ଼ିଶା ସରକାର
ଅର୍ଥ ବିଭାଗ

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ସଂଖ୍ୟା ୨୭୫୩୨୪ /ଅ
FIN-CS2-LV-0015-2024

ତା ୨୬.୦୫.୨୦୨୪ ରିଖ

କାର୍ଯ୍ୟାଳୟ ସ୍ମାରକ

ବିଷୟ :-ଉଧାର ମାତୃତ୍ୱ (surrogacy) କ୍ଷେତ୍ରରେ ରାଜ୍ୟ ସରକାରୀ କର୍ମଚାରୀ ଙ୍କୁ ମାତୃତ୍ୱ (Maternity Leave) ଏବଂ ପିତୃତ୍ୱ ଛୁଟି (Paternity Leave) ପ୍ରଦାନ

ରାଜ୍ୟ ସରକାର ଅର୍ଥ ବିଭାଗ କାର୍ଯ୍ୟାଳୟ ସ୍ମାରକ ସଂଖ୍ୟା ୫୧୮୫୬ ତା ୦୭.୧୨.୨୦୧୧ ଏବଂ ସଂଖ୍ୟା ୫୧୮୬୧ ତା ୦୭.୧୨.୨୦୧୧ ଅନୁଯାୟୀ ଯଥାକ୍ରମେ ମହିଳା ସରକାରୀ କର୍ମଚାରୀଙ୍କୁ ୧୮୦ ଦିନର ମାତୃତ୍ୱ ଛୁଟି (Maternity Leave) ଏବଂ ପୁରୁଷ ସରକାରୀ କର୍ମଚାରୀଙ୍କୁ ୧୫ ଦିନର ପିତୃତ୍ୱ ଛୁଟି (Paternity Leave) ଲାଭ କରିବାର ସୁବିଧା ପ୍ରଦାନ କରିଛନ୍ତି ।

୨. ଉଧାର ମାତୃତ୍ୱ (surrogacy) ଦ୍ୱାରା ମାତୃତ୍ୱ ଏବଂ ପିତୃତ୍ୱ ପ୍ରାପ୍ତ ରାଜ୍ୟ ସରକାରୀ କର୍ମଚାରୀ ଙ୍କୁ ମାତୃତ୍ୱ ଏବଂ ପିତୃତ୍ୱ ଛୁଟି ପ୍ରଦାନ ପ୍ରସ୍ତାବ ଜିଛି ସମୟ ଧରି ରାଜ୍ୟ ସରକାରଙ୍କ ବିଚାରାଧୀନ ଥିଲା ।

୩. କେନ୍ଦ୍ର ସରକାର, ଇତି ମଧ୍ୟରେ, କାର୍ମିକ ଏବଂ ପ୍ରଶିକ୍ଷଣ ବିଭାଗ ଅଧିସୂଚନା ସଂଖ୍ୟା G.S.R.331(E) ତା ୧୮.୦୬.୨୦୨୪ ରିଖ ଅନୁଯାୟୀ, ଉଧାର ମାତୃତ୍ୱ (surrogacy) ଦ୍ୱାରା ମାତୃତ୍ୱ ଏବଂ ପିତୃତ୍ୱ ପ୍ରାପ୍ତି କରୁଥିବା କେନ୍ଦ୍ର ସରକାରୀ କର୍ମଚାରୀଙ୍କୁ ମାତୃତ୍ୱ ଏବଂ ପିତୃତ୍ୱ ଛୁଟି ଲାଭ କରିବାର ସୁବିଧା ପ୍ରଦାନ କରିଛନ୍ତି ।

୪. ଏହାକୁ ଦୃଷ୍ଟିରେ ରଖି, ବର୍ତ୍ତମାନ ରାଜ୍ୟ ସରକାର, ଉଧାର ମାତୃତ୍ୱ (surrogacy) ଦ୍ୱାରା ମାତୃତ୍ୱ ଏବଂ ପିତୃତ୍ୱ ପ୍ରାପ୍ତି କରୁଥିବା ରାଜ୍ୟ ସରକାରୀ କର୍ମଚାରୀଙ୍କୁ ମାତୃତ୍ୱ ଏବଂ ପିତୃତ୍ୱ ଛୁଟି ଲାଭ କରିବାର ସୁବିଧା ନିମ୍ନ ମତେ ପ୍ରଦାନ କରୁଛନ୍ତି :-

କ) ଜଣେ ରାଜ୍ୟ ସରକାରୀ ମହିଳା କର୍ମଚାରୀ, ଯିଏ ଦୁଇରୁ କମ୍ ଜୀବିତ ସନ୍ତାନ ଥାଇ 'ସରୋଗେଟ ମାତା' (Surrogate Mother) ହୁଅନ୍ତି, ସେ ୧୮୦ ଦିନର ମାତୃତ୍ୱ ଛୁଟି ଲାଭ କରିବାକୁ ଯୋଗ୍ୟ ବିବେଚିତ ହେବେ । ['ସରୋଗେଟ ମାତା' (Surrogate Mother) ଅର୍ଥାତ୍ ଜଣେ ମହିଳା ଯିଏ ଉଧାର ମାତୃତ୍ୱ (surrogacy) ମାଧ୍ୟମରେ ନିଜ ଗର୍ଭରେ ଭ୍ରୁଣର ପ୍ରତିରୋପଣରୁ ଏକ ସନ୍ତାନ (ଯିଏ ବଂଶଗତ ଭାବରେ ଅଭିଳାଷୀ ଦମ୍ପତି କିମ୍ବା ଅଭିଳାଷୀ ମାତାଙ୍କ ସହ ସମ୍ପର୍କିତ) ପ୍ରସବ କରିବାକୁ ରାଜି ହୁଅନ୍ତି ଏବଂ ସରୋଗେସି (ନିୟମାବଳୀ) ଅଧିନିୟମ, 2021 ର ଧାରା 4 ର ଖଣ୍ଡ (iii) ର ଉପ-ଖଣ୍ଡ (b) ରେ ଦିଆଯାଇଥିବା ସର୍ତ୍ତଗୁଡିକ ପୂରଣ କରନ୍ତି ।]

ଖ) ଜଣେ ରାଜ୍ୟ ସରକାରୀ ମହିଳା କର୍ମଚାରୀ, ଯିଏ ଦୁଇରୁ କମ୍ ଜୀବିତ ସନ୍ତାନ ଥାଇ 'ଅଧିଷ୍ଠାତା ମାତା' (Commissioning Mother) ହୁଅନ୍ତି, ସେ ୧୮୦ ଦିନର ମାତୃତ୍ୱ ଛୁଟି ଲାଭ କରିବାକୁ ଯୋଗ୍ୟ ବିବେଚିତ ହେବେ । ['ଅଧିଷ୍ଠାତା ମାତା' (Commissioning Mother) ଅର୍ଥାତ୍ ଜଣେ ଜୈବିକ ମାତା ଯିଏ ଅନ୍ୟ ଜଣେ ମହିଳାଙ୍କ ଗର୍ଭରେ ଭ୍ରୁଣ ପ୍ରତିରୋପଣ କରିବା ପାଇଁ ନିଜ ଡିମ୍ବାଣୁ ବ୍ୟବହାର କରନ୍ତି ।]

କ୍ରମଶଃ ...

ଗ) ଜଣେ ରାଜ୍ୟ ସରକାରୀ ପୁରୁଷ କର୍ମଚାରୀ, ଯିଏ ଦୁଇରୁ କମ୍ ଜୀବିତ ସନ୍ତାନ ଥାଇ 'ଅଧିଷ୍ଠାତା ପିତା' (Commissioning Father) ହୁଅନ୍ତି, ସେ ସନ୍ତାନ ଜନ୍ମ ତାରିଖରୁ ୬ ମାସ ମଧ୍ୟରେ ୧୫ ଦିନର ପିତୃତ୍ୱ ଛୁଟି ଲାଭ କରିବାକୁ ଯୋଗ୍ୟ ବିବେଚିତ ହେବେ । ['ଅଧିଷ୍ଠାତା ପିତା' (Commissioning Father) ଅର୍ଥାତ୍ ଉଧାର ମାତୃତ୍ୱ (surrogacy) ମାଧ୍ୟମରେ ଜନ୍ମିତ ସନ୍ତାନର ଜୈବିକ ପିତା ।]

ଦ୍ରଷ୍ଟବ୍ୟ –କ : ଉପରୋକ୍ତ ମତେ ଯଦି ଉଭୟ ସରୋଗେଟ୍ ମାତା (Surrogate Mother) ଏବଂ ଅଧିଷ୍ଠାତା ମାତା (Commissioning Mother) ରାଜ୍ୟ ସରକାରୀ କର୍ମଚାରୀ ଅଟନ୍ତି, ତେବେ ଉଭୟ ୧୮୦ ଦିନର ମାତୃତ୍ୱ ଛୁଟି ଲାଭ କରିବାକୁ ଯୋଗ୍ୟ ବିବେଚିତ ହେବେ ।

ଦ୍ରଷ୍ଟବ୍ୟ –ଖ : ମାତୃତ୍ୱ ତଥା ପିତୃତ୍ୱ ଛୁଟି ସୁବିଧା ଲାଭ କରିବା ପାଇଁ ସରୋଗେଟ୍ ମାତା (Surrogate Mother) ଏବଂ ଅଧିଷ୍ଠାତା ମାତାପିତାଙ୍କ (Commissioning Parents) ମଧ୍ୟରେ ଉଧାର ମାତୃତ୍ୱ (surrogacy) ଉପରେ ହୋଇଥିବା ରାଜିନାମା ସହିତ ପଞ୍ଜୀକୃତ ଡାକ୍ତର / ଡାକ୍ତରଖାନାରୁ ପ୍ରାପ୍ତ ଚିକିତ୍ସା ସମ୍ବନ୍ଧିତ ଦସ୍ତାବିଜ ପେଶ୍ କରାଯିବ |

ଏହି କାର୍ଯ୍ୟାଳୟ ସ୍ମାରକପତ୍ରଟି ନିର୍ଗମନ ତାରିଖ ଠାରୁ କାର୍ଯ୍ୟକାରୀ ହେବ |

ରାଜ୍ୟପାଳଙ୍କ ଆଦେଶ କ୍ରମେ

25.09.2024

(ଶାଶ୍ୱତ ମିଶ୍ର)

ପ୍ରମୁଖ ଶାସନ ସଚିବ

ଜ୍ଞାପକ ସଂଖ୍ୟା ୨୭୩୩୫ /ଅ ତା ୨୬.୦୯.୨୦୨୪ ରିଖ

ଏହାର ଏକକିତା ନକଲ ରାଜ୍ୟପାଳଙ୍କ ପ୍ରମୁଖ ଶାସନ ସଚିବ / ମାନ୍ୟବର ମୁଖ୍ୟମନ୍ତ୍ରୀଙ୍କ ବ୍ୟକ୍ତିଗତ ସଚିବ / ମୁଖ୍ୟ ଶାସନ ସଚିବଙ୍କ ବ୍ୟକ୍ତିଗତ ସଚିବ / ଉନ୍ନୟନ କମିସନର ତଥା ଅତିରିକ୍ତ ମୁଖ୍ୟ ଶାସନ ସଚିବଙ୍କ ବ୍ୟକ୍ତିଗତ ସଚିବ / ପ୍ରମୁଖ ଶାସନ ସଚିବ, ଅର୍ଥ ବିଭାଗ ଙ୍କ ବ୍ୟକ୍ତିଗତ ସଚିବ / ପ୍ରଧାନ ମହାଲେଖାପାଳ (A & E), ଓଡ଼ିଶା / ମହାଲେଖାପାଳ (Audit), ଓଡ଼ିଶା, ଭୁବନେଶ୍ୱର / ଉପ ମହାଲେଖାପାଳ, ପୁରୀ , ଓଡ଼ିଶା / ଉପ ମହାଲେଖାପାଳ (Projects), କୋରାପୁଟ , ଓଡ଼ିଶା / ସମସ୍ତ ବିଭାଗ / ସମସ୍ତ ବିଭାଗୀୟ ମୁଖ୍ୟ ଦପ୍ତର / ସଦସ୍ୟ, ରାଜସ୍ୱ ବୋର୍ଡ , କଟକ / ପୋଲିସ ମହାନିର୍ଦ୍ଦେଶକ, ଓଡ଼ିଶା / ସଚିବ, ଲୋକାୟୁକ୍ତ, ଓଡ଼ିଶା / ସମସ୍ତ ଅର୍ଥ ଉପଦେଷ୍ଟା / ସମସ୍ତ ସହକାରୀ ଅର୍ଥ ଉପଦେଷ୍ଟା / ସମସ୍ତ ଆର ଡି ସି / ସମସ୍ତ ଜିଲ୍ଲାପାଳ / ସମସ୍ତ ଉପ ଜିଲ୍ଲାପାଳ / ରାଜ୍ୟ କୋଷାଗାର ନିର୍ଦ୍ଦେଶକ / ସମସ୍ତ ଜିଲ୍ଲା କୋଷାଗାର, ସ୍ୱତନ୍ତ୍ର କୋଷାଗାର ଏବଂ ଉପ କୋଷାଗାର / ନିର୍ଦ୍ଦେଶକ, MDRAFM, ଚନ୍ଦ୍ରଶେଖରପୁର, ଭୁବନେଶ୍ୱର / ଅଧକ୍ଷ, ସଚିବାଳୟ ପ୍ରଶିକ୍ଷଣ ଅନୁଷ୍ଠାନ, ଭୁବନେଶ୍ୱର / ମହାନିର୍ଦ୍ଦେଶକ, ଗୋପବନ୍ଧୁ ପ୍ରଶାସନ ଏକାଡ଼େମୀ, ଚନ୍ଦ୍ରଶେଖରପୁର, ଭୁବନେଶ୍ୱରଙ୍କ ଅବଗତି ଓ ବିହିତ କାର୍ଯ୍ୟାନୁଷ୍ଠାନ ନିମନ୍ତେ ପ୍ରେରଣ କରାଗଲା ।

25.9.2024

ଅତିରିକ୍ତ ଶାସନ ସଚିବ

ଜ୍ଞାପକ ସଂଖ୍ୟା ୨୭୩୩୨ /ଅ ତା ୨୬.୦୯.୨୦୨୪ ରିଖ

ଏହାର ଏକକିତା ନକଲ ସମସ୍ତ ଅଧିକାରୀ / ସମସ୍ତ ଉପ ବିଭାଗ, ଅର୍ଥ ବିଭାଗଙ୍କ ଅବଗତି ନିମନ୍ତେ ପ୍ରେରଣ କରାଗଲା ।

25.9.2024

ଅତିରିକ୍ତ ଶାସନ ସଚିବ

ଜ୍ଞାପକ ସଂଖ୍ୟା ୨୭୩୩୨ /ଅ ତା ୨୬.୦୯.୨୦୨୪ ରିଖ

ଏହାର ଏକକିତା ନକଲ ସବ୍-ନୋଡାଲ ଅଫିସର, FID, ଅର୍ଥ ବିଭାଗଙ୍କ ଅବଗତି ଓ ବିହିତ କାର୍ଯ୍ୟାନୁଷ୍ଠାନ ନିମନ୍ତେ ପ୍ରେରଣ କରାଗଲା ।

ତାଙ୍କୁ ଏହି ଅନୁରୋଧ ଯେ ସେ ଏହି କାର୍ଯ୍ୟାଳୟ ସ୍ଥାରକକୁ ଅର୍ଥ ବିଭାଗର website ରେ ସମସ୍ତଙ୍କର ଅବଗତି ନିମନ୍ତେ ଅପଲୋଡ କରିବେ ।

25.9.2024

ଅତିରିକ୍ତ ଶାସନ ସଚିବ

Government of Odisha
Finance Department
***

No. 27334 /F, Date 26.09.2024
FIN-CS2-LV-0015-2024

OFFICE MEMORANDUM

Sub:- Admissibility of maternity and paternity leave to State Government employees in case of surrogacy

Maternity leave of 180 days to female Government employees and paternity leave of 15 days to male Government employees have been extended by the State Government vide Finance Department Office Memorandum No.51856/F dt.07.12.2011 and No.51861/F dt.07.12.2011 respectively.

2. Proposal for grant of maternity and paternity leave to State Government employees in case of attainment of parenthood by surrogacy has been under active consideration of State Government for some time past.

3. Government of India, in the meantime, vide Department of Personnel and Training Notification No.G.S.R.331(E) Dated 18th June 2024, have extended maternity leave and paternity leave benefit to Central Government employees attaining parenthood by surrogacy.

4. In view of this, the State Government is now pleased to extend maternity leave and paternity leave benefit to State Government employees, attaining parenthood by surrogacy, as given below:-

i) A State Government female employee, having less than two surviving children, who becomes a 'Surrogate Mother' shall be eligible for maternity leave of 180 days. [*'Surrogate Mother' means a woman who agrees to bear a child (who is genetically related to the intending couple or intending woman) through surrogacy from the implantation of embryo in her womb and fulfils the conditions as provided in sub-clause (b) of clause (iii) of Section 4 of the Surrogacy (Regulation) Act, 2021.*]

ii) A State Government female employee, having less than two surviving children, who becomes a 'Commissioning Mother' shall be eligible for maternity leave of 180 days. [*'Commissioning mother' means a biological mother who uses her egg to create an embryo implanted in any other women.*]

iii) A State Government male employee, having less than two surviving children, who becomes a 'Commissioning Father' shall be eligible for paternity leave of 15 days within the period of 6 months from the date of delivery of the child. [*'Commissioning Father' means biological father of the child born through surrogacy.*]

Note-a: If both Surrogate Mother and Commissioning Mother, as mentioned above, are State Government employees, both will be eligible for 180 days of maternity leave each.

Note-b: Agreement on surrogacy made between Surrogate mother and Commissioning parents along with supporting medical documents from Registered Doctors/Hospitals shall be produced for claiming maternity / paternity leave.

This shall come into effect from the date of issue of this Office Memorandum.

By order of Governor

(Saswat Mishra) 25.09.2024
Principal Secretary to Government

Memo No. 27335 /F, Date 26.09.2024

Copy forwarded to Principal Secretary to Governor /Secretary to Chief Minister / P.S. to Minister, Finance / P.S. to Chief Secretary / P.S. to DC-cum-ACS / P.S. to Principal Secretary, Finance Department / Principal Accountant General (A&E) Odisha / Accountant General (Audit), Odisha, Bhubaneswar / Deputy Accountant General, Puri, Odisha / Deputy Accountant General (Projects) Odisha, Koraput / All Departments of Government / All Heads of Department / Member, Board of Revenue, Cuttack/ DG Police, Odisha/ Secretary, Lokayukta, Odisha / All Financial Advisers / All Assistant Financial Advisers / All RDCs / All Collectors / All Sub-Collectors / DT&I (O) / All Treasury Officers of District Treasuries, Special Treasuries and Sub-Treasuries / Director, Madhusudan Das Regional Academy of Financial Management, Chandrasekharpur, Bhubaneswar / Principal, Secretariat Training Institute, Bhubaneswar / Director General, Gopabandhu Academy of Administration, Chandrasekharpur, Bhubaneswar for information and necessary action.

25.9.2024
Additional Secretary to Government

Memo No. 27336 /F, Date 26.09.2024

Copy forwarded to All Officers /All Branches of Finance Department for information.

25.9.2024
Additional Secretary to Government

Memo No. 27337 /F, Date 26.09.2024

Copy forwarded to Portal-in-Charge, FID, Finance Department with a request to upload this Office Memorandum in the Website of Finance Department at www.finance.odisha.gov.in for general information.

25.9.2024
Additional Secretary to Government

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
****

No. 12587 /F., Dated 19.05.2022
FIN-NPS-SCHEME-0001-2019

OFFICE MEMORANDUM

Sub: Procedure to exercise option for availing the benefits of family pension upon in-service death in respect of State Government employees covered under National Pension System (NPS).

The State Government have extended the benefits of family pension to all the eligible State Government employees covered under NPS, upon their in-service death vide Finance Department Notification No. 28746/F, dt. 11.10.2021. The provision for family pension shall be guided by Odisha Civil Services (Pension) Rules, 1992. The option to avail the benefit of family pension can be exercised by the following categories of employees/ their eligible family members:

a. The newly joined State Government employees covered under NPS;
b. The existing eligible State Government employees covered under NPS;
c. The eligible family members of deceased (who have died in-service) Government employees covered under NPS.

2. The modalities to exercise the option, maintenance of record and processing for sanction of family pension in respect of Government employees/ eligible family members of deceased (who have died in-service) Government employees covered under NPS shall be as follows:

A. **Exercise of Option:**

I. **Procedure for submission of option by newly joined / existing eligible State Government employees:**

a. Every eligible State Government employee, covered under NPS shall at the time of joining Government service, exercise an option in **Form-I** (**Annexure-A**) in triplicate for availing the benefit under the National Pension System or under the Odisha Civil Services (Pension) Rules, 1992, as the case may be, in the event of his/her in-service death.

b. Existing State Government employees, covered under the National Pension System shall also exercise such option in Form-I, within one year from the date of issue of this Office Memorandum.

c. The employee opting for availing the benefit of family pension under Odisha Civil Services (Pension) Rules, 1992 shall submit the option in the Form-I to the concerned

Head of Office along with declaration about details of his/her family in **Form-D** as prescribed under Odisha Civil Services (Pension) Rules, 1992 (**Annexure-B**).

d. If the employee has no family at the time of submission of option, he/she shall furnish the family details in the Form-D as soon as he/she acquires a family.

e. The employee shall communicate to the concerned Head of Office any subsequent change in the size of his/her family, including the fact of marriage of his/her child.

f. The option exercised earlier may be revised at any number of times by the employee before his/her retirement by making a fresh option intimating the revised option to the Head of Office.

Provided that in case of death of any employee during his/her service, the last option exercised by the deceased employee shall be treated as final and the family shall have no right to revise the option.

II. **Procedure for submission of option by eligible family member of the State Government employee who has died in-service, prior to 11.10.2021**

a. The eligible family members of the State Government employees who have died in-service prior to 11.10.2021 can also submit option for availing the benefit of family pension under Odisha Civil Services (Pension) Rules,1992.

b. The benefit of family pension will be admissible w.e.f. 11.10.2021, even if, the death in-service has occurred prior to the said date.

c. In such cases, the eligible member of the family can exercise their option in **Form-II (Annexure-C)** to the Head of Office where the employee last served.

III. **Submission of option by eligible family member of the State Government employee who has died in-service, on or after 11.10.2021**

a. Where an employee who has not exercised an option and dies in-service within 3 (three) years from the date of issue of Finance Department Notification No. 28746/F, dt. 11.10.2021, his/her eligible member of family can submit option for availing the benefit of family pension, under Odisha Civil Services (Pension) Rules,1992.

b. In such cases, the eligible member of the family can exercise their option in **Form-II** to the Head of Office where the employee last served.

IV. In all other cases, where no option has been exercised, the claim of his/her family in the event of in-service death of an employee shall be regulated in accordance with Pension Fund Regulatory and Development Authority (Exits and Withdrawals under NPS) Regulations, 2015, as adopted vide Finance Department letter No. 13477/F, dt. 03.05.2016.

B. **Maintenance of Record:**

i. On receipt of the option in the Form-I /Form-II from the employee/their family member, as the case may be, the Head of Office shall issue an acknowledgement as a proof of receipt.

ii. The Head of Office shall verify all the facts submitted therein. On acceptance, the Head of Office shall issue a copy of the option exercised by the employee/their family member, with his/her official seal and signature for record maintenance at the level of employee/their family member.

iii. In case of new employees, after generation of HRMS ID and PRAN, the Head of Office will enter the HRMS ID and PRAN of the employee in Part-B of Form-I and provide a copy of the option form to the employee concerned.

iv. The accepted Option Form and the details of family in Form-D shall be recorded and pasted in the Service Book of the concerned employee by the Head of Office.

v. The same shall also be incorporated in the e-Service Book of the employee maintained in HRMS, wherever applicable.

vi. A copy of the option shall be forwarded to the Central Record-keeping Agency (CRA-NSDL) by the Drawing & Disbursing Officer of the Head of Office through the Treasury Officer for their record.

vii. On subsequent receipt of the revised option form or their family details, the Head of Office shall acknowledge, verify and accept it. Necessary incorporation shall also be made by the Head of Office in the Service Book of the concerned employee along with intimation to the CRA-NSDL.

viii. Facility will be developed for electronic submission of Form-I and Form-D in HRMS/IFMS. However, until the development of such facility, employee concerned shall submit the physical forms to the Head of Office.

ix. In case the option form is misplaced or lost from official record, the copy of the option form duly acknowledged by Head of Office and available with the employee shall be used for any future purpose.

C. **Processing of Family Pension:**

I. **Cases where the option has been exercised prior to death of the State Government employees :**

a. In case of death of any State Government employee during his/her service, the last option exercised by the deceased employee shall be treated as final.

b. If the last option exercised is for availing the benefits of family pension under Odisha Civil Services (Pension) Rule, 1992, further action will be taken by the Head of Office for sanction of family pension benefits.

c. If the last option exercised is for availing benefits under NPS, then the pension shall be granted in accordance with the Pension Fund Regulatory and Development Authority (Exits and Withdrawals under NPS) Regulations, 2015.

d. If the benefits of family pension are payable to the family under the Odisha Civil Services (Pension) Rules, 1992 in accordance with the option exercised by the deceased employee, the Government contribution and returns thereon in the accumulated pension corpus of the employee shall be transferred to Government account. The remaining amount in the accumulated pension corpus shall be paid in lump-sum to the person(s) in whose favour a nomination has been made by the deceased employee under the Pension Fund Regulatory and Development Authority (Exits and Withdrawals under NPS) Regulations, 2015. If, there is no such nomination or if the nomination made does not subsist, the amount remaining in the accumulated pension corpus shall be paid to the legal heir(s).

e. In cases where the option exercised by the deceased employee becomes infructuous on account of non-availability of an eligible member of the family for grant of family pension under the Odisha Civil Services (Pension) Rules, 1992, such option would be deemed to have become invalid and the benefits admissible shall be granted to the legal heir(s) of the employee in accordance with Pension Fund Regulatory and Development Authority (Exits and Withdrawals under NPS) Regulations, 2015.

II. Cases where option has not been exercised and the employee died in-service prior to 11.10.2021 without finalisation of his/her Exit Claims:

a. The employees who have died in-service prior to 11.10.2021, his/her family may be granted family pension in accordance with the provisions of the Odisha Civil Services (Pension) Rules, 1992 w.e.f. **11.10.2021**.

b. In such cases, the Government contribution and returns thereon in the accumulated pension corpus of the employee shall be transferred to Government account. The remaining accumulated pension corpus shall be paid in lump-sum to the person(s) in whose favour a nomination has been made under the Pension Fund Regulatory and Development Authority (Exits and Withdrawals under NPS) Regulations, 2015.

c. If, there is no such nomination or if the nomination made does not subsist, the amount remaining accumulated pension corpus shall be paid to the legal heir(s).

III. Cases where option has not been exercised and finalisation of his/her Exit/ Withdrawal Claims as per PFRDA (Exits and Withdrawals under NPS) Regulations, 2015 has been completed:

a. The State Government employees covered under NPS, who died in-service and their Exit/Withdrawal has been finalised as per PFRDA (Exits and Withdrawals under NPS) Regulations, 2015 may also be eligible to avail family pension w.e.f **11.10.2021** in accordance with the provisions of the Odisha Civil Services (Pension) Rules, 1992 upon exercise of option by the eligible member of the family for grant of family pension.

b. In such cases, the eligible family member for grant of family pension shall deposit back the proportionate Government contribution and returns thereon in the accumulated pension corpus of the employee, at the time of exit from the NPS, into Government account in terms of provision of PFRDA (Exits and Withdrawals under NPS) Regulations, 2015.

c. At the time of submission of application for family Pension in accordance with Odisha Civil Services (Pension) Rules, 1992, the eligible member of the family shall apply in **Form III (Annexure-D)** along with the **Form II** to the NPS Cell, DTI (O) for calculation of proportionate Government share to be deposited in Government account through the Head of Office where the employee last served.

d. The NPS Cell shall assess the amount to be deposited by the eligible member of the family by taking in to the consideration of numbers of units available in the Pension Account (PRAN) of the deceased employee at the time of Exit/Withdrawal and Net Asset Value (NAV) on that date.

IV. Cases where Exit/ Withdrawal Claims has been completed at the level of Interim Fund Managers (A.G-Odisha/ Controller of Accounts) vide F.D. Notification No-19176/F, Dt.09.07.2015:

a. The employees who have died in-service and their withdrawals of accumulated pension wealth have been authorised by the Interim Fund Managers i.e., Accountant General (A&E), Odisha & the Controller of Accounts, Odisha, may also be eligible to avail family pension in accordance with the provisions of the Odisha Civil Services (Pension) Rules, 1992 w.e.f. **11.10.2021** upon exercise of option by the eligible member of the family for grant of family pension.

b. In such cases, the eligible member of the family for grant of family pension shall deposit the proportionate Government contributions along with the accrued interest thereon till the time of exit from the NPS into the Government account.

c. At the time of submission of application for family pension, the eligible member of the family for grant of family pension shall apply to the Head of Office where the employee last served, in the **Form- III** along with the **Form- II.** The concerned Head of Office shall forward the application to the NPS Cell, DTI(O) for calculation of proportionate Government share.

d. The NPS Cell shall assess the amount to be deposited on the basis of the amount authorised by A.G (A&E), Odisha/ Controller of Accounts, Odisha at the time of exit.

D. Procedure for online application and sanction of Family Pension:

I. Sanction of family pension where the final exit / withdrawal has not been finalized and option for availing family pension under Odisha Civil Services (Pension) Rules, 1992 has been exercised, with the consent of all legal heirs of the deceased employee, the following procedure shall be adopted:

a. The eligible member of the family shall submit the online Pension Application to the Head of Office of the deceased employee last served using the pensioners Portal (https://www.odishatreasury.gov.in/PensionPortal) of IFMS for sanction of family pension.

b. In case, the applicant is not able to submit online application, she/he shall submit the application in prescribed form directly to Head of Office who shall initiate the process for submission of "Pension Application Form" in Pension Portal on behalf of the applicant.

c. The procedure for submission and processing at various levels for sanction of family pension shall be guided by Finance Department O.M. No.32888/F, dt. 13.11.2017

d. Besides the requisite documents mandatory for sanction of family pension, the last option exercised by the deceased employee in **Form- I** / option exercised by the eligible family members in **Form- II,** Family Details in **Form-D**, Affidavit containing the consent of all the legal heirs of the deceased employee and request for closure of the pension account in **Form-IV (Annexure-E)** along with Bank details of the claimant(s).

e. After submission of pension application online, the applicant shall take the printout of the "Pension Application Form" from the Portal and submit the hard copy of application under her/his signature with relevant documents duly attested by the Head of Office.

f. On receipt of the application, the Head of Office will ascertain the missing credit, if any, in the pension account of the deceased Government employee and request the concerned District/Special Treasury Officer for settlement. In this regard, the Head of Office / Drawing Disbursing Officer will download the transaction statement of the deceased Government employee from the CRA (www.cra-nsdl.com) System and reconcile with acquaintance roll.

g. After ensuring that there is no missing credit of NPS contribution deducted from the employee, the Head of Office shall process the online Application in IFMS and forward to concerned Pension Sanctioning Authority with his/her Digital Signature/ E- Sign.

h. On receipt of the application, the Pension Sanctioning Authority will verify the eligibility and request the NPS Cell, Directorate of Treasuries & Inspection, Odisha enclosing **Form-IV** for withdrawal of accumulated pension wealth and closure of the pension account of the deceased Government employee under NPS.

i. On receipt of the request from the Pension Sanctioning Authority, the NPS Cell will initiate the process for withdrawal of accumulated pension wealth from the pension account (PRAN) of the deceased employee in CRA-NSDL system.

j. On successful withdrawal, NPS Cell shall deposit the Government contribution along with returns thereon into the Government account and transfer the remaining accumulated pension corpus to the Bank account of the claimant (s) under intimation to all concerned.

k. On receipt of the information regarding deposit of Government contribution along with the challan details, the Pension Sanctioning Authority shall process the Pension Application received from Head of Office and sanction the family pension in IFMS. Subsequently the PSA shall forward it to the Pension Issuing Authority (AG (A&E) or CoA) using his/her Digital Signature/ E- Sign.

l. The Pension Issuing Authority (AG (A&E) or CoA) shall follow the existing procedure for authorisation and issue of the Pension Payment Order (PPO) for disbursement of family pension at the level of Treasury.

II. **Sanction of Family Pension where the final exit / withdrawal has been finalized.**

The case where exit / withdrawal has already been finalized and the eligible family member of the deceased employee has opted for grant of family pension in accordance with Odisha Civil Services Pension Rule, 1992, the following procedure shall be adopted:

a. The eligible member of the family shall submit the online Pension Application to the Head of Office where the deceased employee last served, using the pensioners portal (https://www.odishatreasury.gov.in/PensionPortal) of IFMS for sanction of family pension.

b. In case, the applicant is not able to submit online application, she/he shall submit the application in prescribed form directly to Head of Office who shall initiate the process for submission of "Pension Application Form" in Pension Portal on behalf of the applicant and process online to forward to the concerned Pension Sanctioning Authority with his/her Digital Signature/ E- Sign.

c. The procedure for submission and processing at various levels for sanction of family pension shall be guided by Finance Department O.M. No.32888/F, dt. 13.11.2017.

d. The applicant shall attach the copy of Death Certificate of the deceased employee, legal heir certificate, option exercised by the eligible family members in **Form- II** for availing family pension, affidavit containing consent of all the legal heirs of the deceased employee, request for calculation of Government share to be deposited by her/him in **Form- III** along with other requisite documents required for sanction of family pension.

e. After submission of pension application, the applicant shall take the printout of the "Pension Application Form" from the Portal and submit the hard copy of application under her/his signature with relevant documents duly attested by the Head of Office.

f. The Head of Office shall process the pension application in IFMS and forward to the concerned Pension Sanctioning Authority with his/her Digital Signature/ E- Sign.

g. On receipt of the application, the Pension Sanctioning Authority will verify the eligibility and request the NPS Cell, Directorate of Treasuries & Inspection, Odisha enclosing **Form-III** for calculation of the proportionate Government contribution to be deposited by the applicant.

h. The NPS Cell, DTI (O) shall calculate and determine the proportionate Government share to be deposited by the eligible family member of the deceased employee and shall intimate to the Pension Sanctioning Authority and person concerned.

i. After receiving the intimation from the NPS Cell, regarding the amount to be deposited, the Pension Sanctioning Authority shall inform the applicant for deposit of the proportionate Government share under intimation to the concerned Head of Office.

j. On receipt of the information regarding deposit of Government contribution along with the challan details, the Pension Sanctioning Authority shall process the Pension Application received from Head of Office and sanction the family pension in IFMS. Subsequently the PSA shall forward it to the Pension Issuing Authority (AG (A&E) or CoA) using his/her Digital Signature/ E- Sign.

k. The Pension Issuing Authority (AG (A&E) or CoA) shall follow the existing procedure for authorisation and issue of the Pension Payment Order (PPO) for disbursement of family pension at the level of Treasury.

E. **Training and Support:**

i. For familiarisation about the procedure, NPS Cell, O/o the DTI (O) will arrange necessary training programmes for all Treasury Officers who will in turn provide training and handholding support to the Heads of Offices / DDOs under their jurisdiction.

ii. In case of any difficulty faced by the Heads of Offices/ DDOs / Employees, necessary support will be provided by the Help Desk of the NPS Cell, DTI (O) during the office hours.

3. This shall be effective from the date of issue.

By orders of the Governor

Ashok. 19/5/2022

(Ashok Meena)
Principal Secretary to Government

Memo No. 12588 /F Date 19.05.2022

Copy forwarded to the Secretary to Hon'ble Governor/ Private Secretary to Hon'ble Chief Minister/ Private Secretary to Hon'ble Minister, Finance & Excise for kind information of Hon'ble Governor/ Hon'ble Chief Minister/ Hon'ble Minister, Finance & Excise.

19.5.2022
Under Secretary to Government

Memo No. 12589 /F Date 19.05.2022

Copy forwarded to the OSD to Chief Secretary / PS to Principal Secretary, Finance Department / PS to Director, Small Savings for kind information of Chief Secretary/ Principal Secretary / Director, Small Savings, Finance.

19.5.2022
Under Secretary to Government

Memo No. 12590 /F Date 19.05.2022

Copy forwarded to All Administrative Departments / All Heads of Departments/ All Revenue Divisional Commissioners / All Collectors/ All District and Session Judges/ Secretary, OLA, Bhubaneswar / Secretary, OPSC, Cuttack / Secretary, OSSC / Secretary, OSSSC / Secretary, Rajya Sainik Board, Odisha/ Director General, Gopabandhu Academy of Administration(GAA), Chandrasekharpur, Bhubaneswar/ Director, Madhusudan Das Regional Academy of Financial Management (MDRAFM), Chandrasekharpur, Bhubaneswar/ All Sub-collectors/ Principal, Secretariat Training Institute, Bhubaneswar for information and necessary action.

19.5.2022
Under Secretary to Government

Memo No. 12591 /F Date 19.05.2022

Copy forwarded to the Principal Accountant General (A&E), Odisha, Bhubaneswar/ Accountant General (Audit-1), Odisha, Bhubaneswar / Accountant General (Audit-2), Odisha, Bhubaneswar/ Deputy Accountant General, Puri for kind information and necessary action.

19.5.2022
Under Secretary to Government

Memo No. 12592 /F Date 19.05.2022

Copy forwarded to the Commissioner of CT & GST, Odisha, Cuttack / Director of Treasuries and Inspection, Odisha, Bhubaneswar/ Controller of Accounts, Odisha, Bhubaneswar/ Director, Local Fund Audit, Odisha, Bhubaneswar/ Secretary, Odisha Sales Tax Tribunal, Odisha, Cuttack/ Director, Small Savings/ All Treasury Officers of District Treasuries and Special Treasuries/ Sub-Treasuries for information and necessary action.

19.5.2022
Under Secretary to Government

Memo No. 12593 /F Date 19.05.2022

Copy forwarded to all Officers/ all Branches of Finance Department for information and necessary action.

19.5.2022
Under Secretary to Government

Memo No. 12594 /F Date 19.05.2022

Copy forwarded to Sri Tapan Kumar Pattanaik, Sub-Nodal Officer (E-Gazette), FID, Finance Department through his email- tkpattanaik@gmail.com for hosting this Office Memorandum in the portal of Finance Department for general information.

19.5.2022
Under Secretary to Government

ANNEXURE-A

Form – I

OPTION TO AVAIL BENEFITS IN CASE OF IN-SERVICE DEATH OF EMPLOYEE

PART-A
(To be filled in by employee)

1. I,....., hereby exercise option that in the event of my death during service, benefits under the OCS (Pension) Rules, 1992 may be paid to my family.

OR

2. I,....., hereby exercise option that in the event of my death during service, benefits may be paid to my family based on the accumulated pension corpus in the Individual Pension Account under the National Pension System in accordance with the Pension Fund Regulatory and Development Authority (Exits and Withdrawals under National Pension System) Regulations, 2015.

This option supersedes any other option made by me earlier.

*If Option-1 is exercised, then details on family in Form-D shall be attached along with Form-I.

Signature of Employee

Name----------

Designation----------

Office in which employed----------

Place and date: ---------- Mobile No. ----------

PART-B

(To be filled in by the Head of Office)

Received the option dated.....made by Shri/Smt./Kumari, Designation.....Office.....Entry of receipt of option has been made in page.....Volume ..... of Service Book. His /her HRMS ID is _____and PRAN is_____.

Signature,

Name and Designation of Head of Office

Date of receipt.....

The receiving Officer will fill the above information and return a duly signed copy of the complete Form to the employee who should keep it in safe custody so that it may come into the possession of the beneficiaries in the event of his death.

ANNEXURE-B

O.C.S (PENSION) Form-D
[See Rule 56 (15)]
(Information on Details of Family)

1. Name of the Government Servant:-

2. Designation:-

3. Date of Birth as per Service Book:-

4. Date of Appointment:-

5. Details of the members of my family* as on _____ (dd/mm/yyyy)

Sl No.	Name of the members of family*	Date of Birth (dd/mm /yyyy)	Relationship with the Government Servant	Remarks if any
1.				
2.				
3.				
4.				
5.				

I hereby undertake to keep the above particulars up-to-date by notifying to the Head of office any addition or alterations in the family.

Signature of the Government Servant

Place:-

Date:-

* Family for this purpose means family as defined in clause (b) of sub-rule (17) of Rule-56 of the Odisha Civil Services (Pension) Rules, 1992.

** Wife and Husband shall include respectively judicially separated wife and husband.

****

ANNEXURE-C

Form – II

OPTION TO AVAIL BENEFITS OF FAMILY PENSION UNDER ODISHA CIVIL SERVICES (PENSION) RULES, 1992 BY THE ELIGIBLE FAMILY MEMBER OF THE EMPLOYEE WHO HAS DIED IN-SERVICE PRIOR TO 11.10.2021 OR WITHIN THREE YEARS FROM DT.11.10.2021

PART-A
(To be filled in by applicant/claimant)

i.	Name of the Applicant	:	
ii.	Relationship with the deceased employee	:	
iii.	PPAN/PRAN of the deceased employee	:	
iv.	Designation of the deceased employee	:	
v.	Name of the Office where the deceased employee served last	:	
vi.	Office Address	:	
vii.	Date of Death of the employee while in-service	:	
viii.	Contact Details of the applicant/claimant (Mobile No. & E-Mail Id)	:	
ix.	If applicant/claimant is Minor, then Name of the Legal Guardian	:	

I, Shri/Smt./Kumari ..... hereby exercise my option to avail the benefits under the OCS (Pension) Rules, 1992 in accordance to Govt. in F.D. O.M. No ....12587...../F, DT....19.05.2022.....

Further, I am enclosing herewith the legal heir certificate of the deceased employee with affidavit on consent of other legal heir(s) for sanction of family pension in my favour.

I also undertake to deposit the proportionate Government share calculated by the NPS Cell, Directorate of Treasuries & Inspection, Odisha to the Government Account. (*Applicable if Exit/Withdrawal process has been completed as per PFRDA Regulation-2015*)

Documents Attached:

1. Death Certificate of the Deceased Employee
2. Legal Heir Certificate
3. Cancelled Cheque/Photocopy of the Bank Passbook
4. Identity & Address Proof of the Applicant
5. Affidavit on Consent of all Legal Heirs/ Nominees for sanction of family pension under O.C.S. (Pension) Rule-1992 in favour of the Applicant

Place _____ Full Signature of Applicant

Date: _____ Name----------

PART-B
(To be filled in by the Head of Office)

Received the option dated.....made by Shri/Smt./Kumari.....Wife/ Husband /Father/ Mother/Son/Daughter of Late ..... (bearing PPAN/PRAN .....) who was working as .....(Designation) in O/o the .....and died on Dt. ..... while in-service.

Signature,
Name and Designation of Head of Office
Date of receipt.....

The receiving Officer will fill the above information and return a duly signed copy of the complete Form to the Applicant/Claimant.

ANNEXURE-D

Form – III

APPLICATION FOR CALCULATION OF PROPORTIONATE GOVERNMENT CONTRIBUTION AMOUNT AND RETURN THEREON TO BE DEPOSITED IN GOVERNMENT ACCOUNT TO AVAIL BENEFITS OF FAMILY PENSION IN ACCORDANCE WITH O.C.S. (PENSION) RULES, 1992

PART-A

(To be filled in by the applicant/claimant)

(To be submitted in duplicate)

Photograph of the Applicant

To

The NPS CELL
Directorate of Treasuries & Inspection, Odisha
Treasury and Accounts Bhawan, Kharavel Nagar
Bhubaneswar-751001

Sub: Request for calculation of amount to be deposited by the eligible member of the family of the employee died in-service and whose Exit/Withdrawal has been finalised.

I.	**APPLICANT DETAILS :**			
	i.	Name of the Applicant	:	
	ii.	Relationship with the deceased employee	:	
	iii.	Address(Permanent)	:	
	iv.	Present Address	:	
	v.	Contact Details (Mobile No. & Mail Id)	:	
	vi.	If Claimant is Minor, then Name of the Legal Guardian		
II.	**DETAILS OF THE DECEASED EMPLOYEE:**			
	i.	Name	:	
	ii.	PPAN / PRAN	:	
	iii.	Name of the Office where the Deceased Government Servant served last	:	
	iv.	Office address	:	
	v.	Permanent Address of Deceased Government Servant	:	
	vi.	Date of Death of the Government Servant	:	

III.	STATUS OF THE EXIT / WITHDRAWAL FROM NATIONAL PENSION SYSTEM (NPS) :			
	i.	Whether Final Exit/ Withdrawal from NPS has been finalised	:	*Yes/No*
	ii.	If finalised as per Pension Fund Regulatory and Development Authority (Exits and Withdrawals under NPS) Regulations, 2015,	:	
		(a) Lump sum Amount Received	:	
		(b) Total Amount Annuitized	:	
		(c) Name of the Annuitant		
		(c) Name of Annuity Service Provider	:	
	iii.	If finalised by the Interim Fund Managers vide Government in Finance Department Notification No-19176/Dt.09.07.2015		
		(a) Name of the Interim Fund Manager: Accountant General (A&E), Odisha / Controller of Accounts (Odisha)		
		(b) Permanent Pension Account Number (PPAN) issued by the Interim Fund Manager		
		(c) Amount Authorised by the Interim Fund Manager upon withdrawals from PPAN Account		
		(d) Name of the person against whom the amount was Authorised		

I am enclosing herewith Death Certificate, legal heir certificate, Form- II, affidavit containing consent of all the legal heirs, along with other requisite documents required for sanction of family pension in accordance to O.C.S. (Pension) Rules-1992 in my favour.

Documents Attached:

1. Death Certificate of the Deceased Employee
2. Legal Heir Certificate
3. Cancelled Cheque/Photocopy of the Bank Passbook
4. Identity & Address Proof of the Applicant
5. Affidavit on Consent of all Legal Heirs/ Nominees for sanction of family pension under O.C.S. (Pension) Rule-1992 in favour of the Applicant

Place _____ Full Signature of Applicant

Date: _____ Name----------

PART-B

(To be filled in by the Head of Office)

Received the application from Shri/Smt./Kumari, ..., Wife/ Husband /Father/Mother/Son/Daughter of Late .....bearing PRAN/PPAN .....working as .....(Designation) in O/o the ....., having DDO Code .....and DDO Registration Number ..... and died on Dt. ..... while in Service , to avail the benefits under the OCS (Pension) Rules, 1992 in accordance to Govt. in F.D. O.M. No .....12587...../F, DT.....19.05.2022

The information furnished by the claimant in his/her option are verified and found to be correct. As a genuine case, extending the benefits of family pension under the OCS (Pension) Rules, 1992 in accordance to Govt. in F.D. O.M. No .....12587...../F, Dt....19.05.2022 may be considered in favour of the applicant Shri/Smt./Kumari, ...

Signature,

Name and Designation of Head of Office

Date of receipt.....

PART-C

(To be forwarded by the Pension Sanctioning Authority to NPS Cell, DTI (O))

Verified the application along with the attached documents of Shri/Smt./Kumar, ... (Claimant), Wife/Husband/Father/Mother/Son/Daughter of Late ..... bearing PRAN/PPAN ..... who was working as .....(Designation) in the O/o the_____ having DDO Code _____ and DDO Registration Number ..... and died on Dt. ..... while in Service , to avail the benefits under the OCS (Pension) Rules, 1992 in accordance to Govt. in F.D. O.M. No .....12587...../F, DT....19.05.2022

The information furnished by the claimant in his/her option are verified and found to be correct.

It is, therefore, requested to calculate and intimate the amount of proportionate Government share to be deposited by the applicant into the Government account prior to sanction of family pension in accordance to the OCS (Pension) Rules, 1992.

Signature of the Pension Sanctioning Authority

Seal & Date

ANNEXURE-E

Form – IV

APPLICATION FOR WITHDRAWAL OF ACCRUED PENSION WEALTH UNDER NATIONAL PENSION SYSTEM (NPS) BY THE ELIGIBLE MEMBER OF THE FAMILY OF DECEASED GOVERNMENT EMPLOYEES WHOSE EXIT/WITHDRAWALS NOT FINALISED UNDER NPS

PART-A

(To be filled in by the applicant)

To

The NPS CELL
Directorate of Treasuries & Inspection, Odisha
Treasury and Accounts Bhawan, Kharavel Nagar
Bhubaneswar-751001

Sub: Request for closure of the NPS Account (PRAN) of the employee died in-service and deposit of the proportionate Government contribution along with return thereon in appropriate Government Account with refund of Employee's share to the Bank Account of the Nominee(s)/ Legal heir(s)

I.	**DETAILS OF THE DECEASED EMPLOYEE :**		
i.	Name of the Deceased Government Servant	:	
ii.	Father's Name (and also Husband's Name in case of Female Government Servant)	:	
iii.	Date of Birth (by Christian Era)	:	
iv.	Date of Death (by Christian Era)	:	
v.	Name of the Office where the subscriber last served	:	
vi.	Permanent Address	:	
vii.	Option was exercised for Family Pension as per O.C.S. (Pension) Rule-1992 or not	:	*Yes/No*
viii.	Date on which the Last Option was exercised	:	
II.	**APPLICANT DETAILS :**		
i.	Name of the Applicant	:	
ii.	Relationship with the deceased Govt. Employee	:	
iii.	Address (Permanent)	:	
iv.	Present Address	:	
v.	Contact details (Mobile No. & E-mail ID)	:	
vi.	If claimant is minor, then name of the legal guardian	:	
III.	**BANK DETAILS OF THE APPLICANT & OTHER NOMINEES IF ANY :**		
i.	Bank Account No.	:	
ii.	Bank Name	:	
iii.	Bank Branch	:	
iv.	Bank IFSC Code	:	

DECLARATION:

I, Sri/ Smt/ Kumari_____ hereby declare that information stated above is true and correct to the best of my knowledge & belief and that if any excess payment is made in my favour and detected at any point of time, shall be recovered from me.

I, Sri/ Smt/ Kumari_____ hereby authorize the NPS Cell, DTI (O) for closure of the NPS Account (PRAN)_____ of my Wife /Husband /Father /Mother/ Son/ Daughter Late _____ and for deposit of Government share into Government account.

Documents Attached:

1. Death Certificate of the Deceased Employee
2. Legal Heir Certificate
3. Cancelled Cheque/Photocopy of the Bank Passbook
4. Identity & Address Proof of the Applicant
5. Affidavit on Consent of all Legal Heirs/ Nominees for sanction of family pension under O.C.S. (Pension) Rule-1992 in favour of the Applicant

Signature of the Applicant with Date

PART-B
(To be filled in by the Head of Office)

I	**SERVICE DETAILS OF THE DECEASED EMPLOYEE:**			
	i.	DDO Code/DDO Registration No. of the Office where the employee served last	:	
	ii.	Date of Birth of the employee (as recorded in the Service Book)	:	
	iii.	Date of entry in to Govt. Service recorded in the PRAN application.	:	
	iv.	Date of Death (Copy of the Death Certificate to be attached)	:	
	vi.	Permanent Retirement Account Number (PRAN) issued by CRA-NSDL.	:	
	vii.	Status of PRAN Account		
	a)	Total Employee Contribution amount Credited	:	
	b)	Total Government Matching Contribution Amount Credited	:	
	c)	Total Accrued Pension Wealth as on date of submission of Application	:	
	viii.	Period of Contribution (From Date to Date)	:	

II. EMPLOYEE CONTRIBUTION DETAILS IN PRAN ACCOUNT

i. Details of Contribution made towards NPS :

Sl. No	Period of Contribution deducted (salary month)	Amount of contribution	Bill No.	Date	TV No. with Date	Remarks
1	2	3	4	5	6	7

Contribution details attached. (Transaction Statement)

CERTIFICATE

Received the application from Shri/Smt./Kumari, ..., Wife/ Husband / Father/Mother/Son/Daughter of Late .....bearing PRAN/PPAN .....working as .....(Designation) in O/o the ....., having DDO Code .....and DDO Registration Number ..... and died on Dt. ..... while in Service , to avail the benefits under the OCS (Pension) Rules, 1992 in accordance to Govt. in F.D. O.M. No .....12587...../F, DT...19.05.2022

The last option exercised by him was on Dt. _____, where he/she had opted to avail Family Pension as per O.C.S. (Pension) Rules, 1992 upon his/her in-service death / the Government employee has not submitted his/her option previously during service period and the option to avail benefits under O.C.S. (Pension) Rule-1992 has been submitted in Form-II by the member of his/her family eligible for the grant of family pension.

I hereby certify that the information furnished above is found to be correct.

Signature of the Head of Office with Seal & Date

PART-C
(To be filled by the Pension Sanctioning Authority)

Verified the application along with the attached documents of Shri/Smt./Kumar, ... (Claimant), W/H/F/M/S/D of Late ..... bearing PRAN/PPAN ..... who was working as .....(Designation) in the O/o the ....., DDO Registration Number ..... and died on Dt. ..... while in Service , to avail the benefits under the OCS (Pension) Rules, 1992 in accordance to Govt. in F.D. O.M. No .....12587...../F, DT...19.05.2022

It is considered a fit case for refund of employee's proportionate share and deposit of proportionate Government share to appropriate Government account prior to sanction of family pension in accordance to OCS (Pension) Rules, 1992.

After deposit of the proportionate Government share into the appropriate Government Account, the Challan details may be intimated to this Office for further action.

Signature of the Pension Sanctioning Authority

Seal & Date

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT
*****

No. 21877 **/F.,** **Date** 03.08.2023
FIN-NPS-SCHEME-0001-2019

OFFICE MEMORANDUM

Sub: Submission of option for availing the benefits of family pension upon in-service death in respect of State Government employees covered under National Pension System (NPS).

State Government has extended the benefits of family pension to all the eligible State Government employees covered under NPS, upon their in-service death vide Finance Department Notification No. 28746/F, dated 11.10.2021.The detailed procedure to exercise the option for availing the benefits of family pension upon in-service death in respect of State Government employees covered under NPS has been laid down vide Finance Department Office Memorandum No.12587/F, dated 19.05.2022.

2. As per the aforementioned Office Memorandum, the following timeline has been prescribed for submission of option form by the eligible Government employee:

- Existing State Government employees covered under NPS shall exercise such option **within one year** from the date of issue of FD OM No.12587,dated 10.05.2022 i.e., by **10.05.2023.**
- In case where an employee who has not exercised the option and dies in-service **within 3 years** from the date of issue of FD Notification No.28746/F, dated **11.10.2021** i.e., before **11.10.2024**.

3. It has come to the notice of the Government that, some employees in service could not submit their option within the stipulated timeline i.e., by 10.05.2023.

4. After careful consideration, State Government has been pleased to extend the timeline for one more year i.e., up to 10.05.2024 for the serving government employees to exercise their option for availing the benefits of family pension under NPS.

By orders of the Governor

Principal Secretary to Government

Memo No. 21878 **/F., Date** 03.08.2023

Copy forwarded to Private Secretary to Hon'ble Minister, Finance / OSD to Chief Secretary / PS to Principal Secretary, Finance Department for kind information of Hon'ble Minister, Finance / Chief Secretary/ Principal Secretary, Finance Department.

Sprahan
3.8.23

Deputy Secretary to Government

Memo No. 21879 **/F., Date** 03.08.2023

Copy forwarded to All Administrative Departments / All Heads of Departments/ All Revenue Divisional Commissioners / All Collectors/ All District and Session Judges/ Secretary, OLA, Bhubaneswar / Secretary, OPSC, Cuttack / Secretary, OSSC / Secretary, OSSSC / Secretary, Rajya Sainik Board, Odisha/ Director General, Gopabandhu Academy of Administration(GAA), Chandrasekharpur, Bhubaneswar/ Director, Madhusudan Das Regional Academy of Financial Management (MDRAFM), Chandrasekharpur, Bhubaneswar/ All Sub-collectors/ Principal, Secretariat Training Institute, Bhubaneswar for information and necessary action.

Sprahan
3.8.23

Deputy Secretary to Government

Memo No. 21880 **/F., Date** 03.08.2023

Copy forwarded to the Principal Accountant General (A&E), Odisha, Bhubaneswar/ Accountant General (Audit-I), Odisha, Bhubaneswar / Deputy Accountant General, Puri for kind information and necessary action.

Sprahan
3.8.23

Deputy Secretary to Government

Memo No. 21881 **/F., Date** 03.08.2023

Copy forwarded to the Commissioner of CT & GST, Odisha, Cuttack / Director of Treasuries and Inspection, Odisha, Bhubaneswar/ Controller of Accounts, Odisha, Bhubaneswar/ Director, Local Fund Audit, Odisha, Bhubaneswar/ Secretary, Odisha Sales Tax Tribunal, Odisha, Cuttack/ All Treasury Officers of District Treasuries and Special Treasuries/ Sub-Treasuries for information and necessary action.

Sprahan
3.8.23

Deputy Secretary to Government

Memo No. 21882 **/F., Date** 03.08.2023

Copy forwarded to all Officers/ all Branches of Finance Department for information and necessary action.

Sprahan
3.8.23.

Deputy Secretary to Government

Memo No. 21883 **/F., Date** 03.08.2023

Copy forwarded to Sri Tapan Kumar Pattanaik, Sub-Nodal Officer (E-Gazette), FID, Finance Department through his email- tkpattanaik@gmail.com for hosting this Office Memorandum in the portal of Finance Department for general information.

Sprasham
3.8.23.

Deputy Secretary to Government

Urgent

GOVERNMENT OF ODISHA

FINANCE DEPARTMENT

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No. FIN-NPS-SCHEME-0001-2019/ 1394 /F., Date: 15.01.2026

From

Sri Ashok Kumar Dixit,

Deputy Secretary to Government.

To

The Director of Treasuries & Inspection,

Odisha, Bhubaneswar.

Sub: Exercise of option for availing the benefits of family pension upon in- service death in respect of State Government employees covered under National Pension System (NPS)-regarding.

Madam,

In inviting reference to the subject cited above, I am directed to say that, existing State Government employees, covered under NPS, were given revised timeline up to 19.05.2024, to exercise their option in Form-I, for availing the family pension benefit upon in-service death vide this Department OM No. 12587/F, dated 19.05.2022 regarding OCS (Pension)Rules 1992)/NPS , OM No. 21877/F, dated 03.08.2023 read with Corrigendum No. 23885/F, dated 23.08.2023.

Recently, State Government in Finance Department has allowed the State Government employees covered under National Pension System, who were already in service on dated 19.05.2022, to exercise their option by **31.01.2026** vide **FD OM No. 34736/F., dated 15.12.2025.** However, it is observed that, some Head of Office(s)/ DDO(s) and employees are still unaware of the latest development, resulting in further requests for extension of timeline before this Department.

It is, therefore, requested to create awareness in the field establishments through the Treasuries and to instruct all the Treasuries to ensure that, while receiving the salary bills for the month of January, a certificate is obtained from the concerned DDOs to the effect that all the existing eligible employees covered under NPS have exercised their option in the prescribed form(s) as per FDOM No. 12587/F dated 19.05.2022, read with FDOM No. 34736/F dated 15.12.2025, within the extended deadline, i.e. by **31.01.2026 positively**.

Yours faithfully,

15/1/26

Deputy Secretary to Government

Memo No. 1395 /F; Date: 15.01.2026

Copy forwarded to all the Departments of Government (except Finance Department) for wide circulation of the aforementioned OMs issued by this Department and instruct the Heads of Department/ Head of Offices/ DDOs under their administrative control, to do the needful by the deadline positively.

15/1/26

Deputy Secretary to Government

Memo No. 1396 /F; Date: 15.01.2026

Copy forwarded to all the Establishment Branches of this Department for information and necessary action. They are further requested to impart necessary instructions to this effect to the field offices under their control to do the needful without fail.

15/1/26

Deputy Secretary to Government

DIRECTORATE OF TREASURIES AND INSPECTION,

ODISHA, BHUBANESWAR.

E.F.A

PT8-DT&I (O)-NPS-MISC-0006-2019

Memo No. 1176 **/Dt.** 21.01.26

Copy forwarded to all Treasury Officer, District Treasury, Special Treasury and Sub Treasuries for information & necessary action. They are requested to circulate the above letter issued by Govt. In F.D to their DDOs immediately for taking action at their end.

21/01/26

Joint Director,

DT&I(O)

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT

NOTIFICATION

No. PT1-FIN-CS3-RULE-0003-2022/ 13279 /F; Date: the 2nd May, 2023

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Odisha is pleased to make the following rules, further to amend the General Provident Fund (Odisha) Rules, 1938, namely:-

1. (1) These rules may be called the General Provident Fund (Odisha) Amendment Rules, 2023.

(2) They shall come into force on the date of their publication in the Odisha Gazette.

2. In the General Provident Fund (Odisha) Rules, 1938, (hereinafter referred to as the said rules), in clause (c) of sub-rule (1) of rule 2,-

(a) for sub-clause (i) excluding the proviso there to, the following sub-clause shall be substituted namely:-

"(i) in the case of a male subscriber, the wife or wives, parents, children, minor brothers, unmarried sisters, deceased son's widow and children and where no parents of the subscriber is alive, a paternal grandparent :".

(b) for sub-clause (ii) excluding the proviso there to, the following sub-clause shall be substituted namely:-

"(ii) in the case of a female subscriber, the husband, parents, children, minor brothers, unmarried sisters, deceased son's widow and children and where no parents of the subscriber is alive, a paternal grandparent:".

3. In the said rules, in rule 14,-

(I) in sub-rule (2), after the proviso, the following proviso shall be inserted, namely:-

"Provided further that if some residual amount is held up due to certain reasons, compliance shall be made by the Drawing and Disbursing Officer or Head of Office within three months from the date of retirement and interest shall be allowed up to maximum six months from the date of retirement."

(II) for sub-rule (4), the following sub-rule shall be substituted, namely:-

"(4) in addition to any amount to be paid under rules 29, 30 or 31, and the interest thereon up to the end of the month preceding that in which the payment made or up to the end of the sixth month after the month in which such amount, became payable whichever of these periods be less shall be payable to the person to whom such amount is to be paid:

Provided that where the Accounts Officer has intimated to that person (or his agent) a date on which he is prepared to make payment in cash, or has posted a cheque in payment to that person, interest shall be payable only up to the end of the month preceding the date so intimated or the date of posting the cheque, as the case may be :

Provided further that where a subscriber is on deputation to a body corporate, which is owned or controlled by the Government or an autonomous organization

PT-O

registered under the Societies Registration Act. 1860 (21 of 1860) is subsequently absorbed in such body corporate or organization with effect from retrospective date, for the purpose of calculating the interest due on the Fund accumulations of the subscriber the date of issue of the orders regarding absorption shall be deemed to be the credit of the subscriber becomes payable subject, however, to the condition that the amount recovered as subscription during the period commencing from the date of absorption and ending with the date of issue of orders of absorption shall be deemed to be subscription to the Fund only for the purpose of awarding interest under the sub-rule.

Note:- As no interest is admissible on the accumulations in the Fund beyond a period of six months from the date the same became payable, the Accounts Officer, the Drawing and Disbursing Officer and the Treasury Officer shall ensure final payment within that period.

4. In the said rules, in rule 29, after the proviso, the following explanation and note shall be added, namely:-

"Explanation :- A subscriber, other than one who is appointed on contract or one who has retired from service and is subsequently re-employed, with or without a break in service, shall not be deemed to quit the service, when he is transferred without any break in service to a new post under the Central or any other State Government or in other Department of the State Government (in which another set of Provident Fund Rules is governed) and without retaining any connection with his former post. In such cases, his subscriptions together with interest thereon shall be transferred –

(a) to his account in the other Fund in accordance with the rules of that Fund, if the new post is in another Department of the State Government, or

(b) to a new account under the State Government concerned, if the new post is under a State Government and the State Government consents, by general or special order to such transfer of his subscriptions and interest.

Note:- Transfer shall include cases of resignation from service in order to take up appointment in another Department under Central Government or the State Government without any break and with proper permission of the Central Government or other State Government. In cases where there has break in service, it shall be limited to the joining time allowed on transfer to a different Department or station as the case may be".

5. In the said rules, for rule 30, the following rule shall be substituted, namely:-

"(30) When a subscriber -

(a) has proceeded on leave preparatory to retirement, or, if he is employed in a vacation Department, on leave preparatory to retirement combined with vacation ; or

(b) While on leave, has been permitted to retire or been declared by a competent authority to be unfit for further service, the amount standing to his credit in the Fund shall, upon initiation of withdrawal process by the Head of Office on behalf of the subscriber, become payable to the subscriber.

Provided that the subscriber, if he returns to duty, shall, except where the Government decides otherwise, repay to the Fund for credit to his account, the amount paid to him from the Fund in pursuance of this rule with interest thereon at the rate provided in rule 14 in cash or partly in cash, by instalments or otherwise, by recovery

from his emoluments or otherwise, as may be directed by one of the Authorities competent to grant an advance under rule 15.

Note (1) : When vacation precedes the leave preparatory to retirement, the amount standing at the credit of a subscriber shall, upon application made to Accounts Officer, become payable at any time between the commencement of such vacation and the date of actual retirement.

Note (2) : That final withdrawal by a subscriber is also permissible while in services for the purpose of house building, marriage and higher education of his children as detailed in Appendix F ".

6. In the said rule, in rule 32, –

(i) for sub-rule (1), the following sub-rule shall be substituted, namely:-

" (1) When the amount standing to the credit of a subscriber in the Fund becomes payable, it shall be the duty of the Accounts Officer to make payment as provided in sub-rule (3) of rule 32" ;

(ii) in sub-rule (3),-

a. Clause (i) shall be omitted; and

b. for clause (ii), the following clause shall be substituted, namely :-

"(ii) The Head of office or the Department shall initiate and forward the details of the subscriber retiring or quitting the service to the Accountant General (A&E) or Controller of Accounts at least 3 months before the date of superannuation or after quitting service or one month in other cases, as the case may be, indicating the recoveries effected against the advances which are still current and the number of instalments yet to be recovered and also indicate the withdrawals, if any, taken by the subscriber after the period covered by the last statement of the subscriber's account :

Provided that application shall be sent within three months from the date of death or voluntary retirement or compulsory retirement or dismissal from service".

By order of the Governor

Principal Secretary to Government

Memo No. 13280 /F., Date: 02.05.2023

Copy forwarded to All Departments of Government/All Heads of Departments / All Collectors / All District and Sessions Judges / Deputy Accountant General, Odisha, Puri / Secretary to Governor / Principal Secretary to Chief Minister/ Secretary to Odisha Legislative Assembly / Principal, Secretariat Training Institute, Bhubaneswar / Director General, Gopabandhu Academy of Administration, Bhubaneswar / Director, Madhusudan Das Regional Academy of Financial Management, Bhubaneswar / Manager, Reserve Bank of India, Public Accounts Department, Bhubaneswar for information.

02/5/23

Joint Secretary to Government

Memo No. 13281 /F., Date: 02.05.2023

Copy forwarded to the Principal Accountant General (A&E), Odisha, Bhubaneswar for information and immediate necessary action.

PKNishra 02/5/23

Joint Secretary to Government

Memo No. 13282 /F., Date: 02.05.2023

Copy forwarded to All Treasury Officers of District Treasuries and Special Treasuries / Sub-Treasuries for information and immediate necessary action.

PKNishra 02/5/23

Joint Secretary to Government

Memo No. 13283 /F., Date: 02-05-2023

Copy forwarded to the Regional Manager, Central Bank of India, 94, Janpath, Unit-III, Bhubaneswar Zonal Office, Andhra Bank, Zonal Office, M-14, Baramunda, Bhubaneswar / Zonal Manager, Bank of India, Bhubaneswar Zone, STAR HOUSE, 1/ID, Jayadev Vihar, Nayapalli, Bhubaneswar Regional Manager, Union Bank of India, regional Office, 3/1A, Civic Centre, IRC Village, Nayapalli, Bhubaneswar/ Regional Manager, Allahabad Bank, Zonal Office, 3/IB/ Civic Centre, IRC Village, Nayapalli, Bhubaneswar/ Indian Overseas Bank, Regional Office, B/2, West Saheednagar, BBSR - 751007, Bhubaneswar /Circle Office, Indian Bank, B/2 Saheeddnagar (East), Bhubaneswar/ Regional Manager, regional Office, United Bank of India, 88-A, Kalpana Area, Bhubaneswar/ Zonal Manager, UCO Bank, UCO Bank Building, C-2 Ashok Nagar, Bhubaneswar / Circle Office, Punjab National Bank, 4th Floor, Deendayal Bhawan, Ashok Nagar, Janapath, Bhubaneswar/ Circle Office, Canara Bank, Circle Office, 1st Floor, Red Cross Bhavan, Sachivalaya Marg, Unix-IX, Bhubaneswar / Local Head Office, State Bank of India, III/1, Pt. Jawaharlal Nehru Marg, Bhubaneswar / Regional Manager, Bank of Baroda, Plot No- 171, Bhouma Nagar, Unit-IV, Bhubaneswar for information and immediate necessary action.

PKNishra 02/5/23

Joint Secretary to Government

Memo No. 13284 /F., Date: 02.05.2023

Copy forwarded to Accountant General (A&E) of State Governments /Union Territories in India (as listed below). Andhra Pradesh, Hyderabad / Bihar, Patna / Madhya Pradesh, Gawalior (2copies) / Maharashtra, Mumbai (2 copies) / Maharashtra, Nagpur-440001 / Uttar Pradesh, Allahabad (2 copies) / West Bengal, Kolkata (2 copies) / Gujarat, Ahamedabad / Tamilnadu, Chennai / Karnataka, Bangalore / Rajasthan, Jeypur / Assam, Guwahati / Kerala, Thiruananthapuram / Punjab, Chandigarh / Haryana, Chandigarh / Himachal Pradesh, Simla / Jammu & Kashmir, Srinagar/ Arunachal

Pradesh, Itanagar / Manipur, Imphal / Tripura, Agartala / Meghalaya, Shillong / Nagaland, Kohima / Jharkhand, Ranchi / Chattishgarh, Raipur / Uttaranchal, Dehradun / Pay and Accounts Officers, Tis Hazari, Delhi / Controller of Accounts, Delhi for information and immediate necessary action. He is requested to circulate this Resolution among the pension paying public sector banks functioning within the jurisdiction of the concerned State for prompt payment to the Odisha State Pensioners.

PK Mishra 02/5/23

Joint Secretary to Government

Memo No. 13285 /F., Date: 02.05.2023

Copy forwarded to the Deputy Secretary to Government of India, Ministry of Personnel, P.G. and Pension, Department of Pension and Pensioners Welfare, New Delhi / Deputy Chief Accountant, Reserve Bank of India, Department of Government and Bank Accounts, Central Office, 4th Floor, Byculla Office Building, Opposite Mumbai Central Station Byculla, Mumbai 400008 for information and necessary action.

PK Mishra 02/5/23

Joint Secretary to Government

Memo No. 13286 /F., Date: 02.05.2023

Copy forwarded to the Secretaries to Finance Department in all State Government / Union Territories in India with a request to circulate this Office Memorandum among the Pension Disbursing Authorities functioning within the jurisdiction of the concerned State for prompt payment to the Odisha State Pensioners.

PK Mishra 02/5/23

Joint Secretary to Government

Memo No. 13287 /F., Date: 02.05.2023

Copy forwarded to the Director, Printing, Stationery and Publication, Odisha, Cuttack with a request to publish the order in the Odisha Gazette and supply 50 copies to the Finance Department.

PK Mishra 02/5/23

Joint Secretary to Government

Memo No. 13288 /F., Date: 02.05.2023

Copy forwarded to all Officers and all Branches of Finance Department / Deputy Examiner, Local Fund Audit, Finance Department / Efficiency Audit Organisation, Finance Department for information.

PK Mishra 02/5/23

Joint Secretary to Government

Memo No. 13289 /F., Date: 02.05.2023

Copy forwarded to the Head of Portal Group, I.T. Centre, Secretariat, Odisha for information and necessary action.

He/ She is requested to launch this Notification regarding amendment of the OCS (Pension) Rules, 1992 in the Website (www.Odisha.gov.nic.in/finance/index.htm) of Finance Department for General Information.

PK Mishra 02/5/23

Joint Secretary to Government