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**Government of Odisha**  
**Department of Women & Child Development**

No.WCD-FE-MISC-0003-2023- 4138 /WCD, Date: 02-03-2023

From

Lily Kumari Kullu, OAS, (SAG)  
Additional Secretary to Government

To

All Collectors & D.M.

Sub: Engagement of man power at field level offices.

Sir,

In inviting a reference to the above mentioned subject, I am directed to say that there are a large no. of vacancies in the base level posts in the field under this Department which is adversely affecting the delivery of ICDS and other services. Efforts are being made for filling up these vacancies through regular recruitment.

However, the process would take some time. Hence, till the regular vacancies are filled, it has been decided to fill up 50% of vacant posts at district level of **ICDS Supervisors and Junior Assistant (Statistics)** (list of vacancies are attached) by re-engagement of retired employees for smooth functioning of DSWO & CDPO offices.

It is therefore requested to take immediate steps to fill up 50% of vacancies of the aforesaid posts at district level by re-engagement of retired employees following guidelines of G. A. & P.G. Department Resolution dated 27.08.2014 and Finance department O.M No. 24533 dated 29.09.2022 in this regard. (Copies enclosed). At the time of engagement, the following conditions need to be followed.

- The engagement is proposed to be for a period of two years or till regular posting of such base level post, **which ever is earlier**.
- However, in case of non-filling up of such base level posts, their engagement may be further extended with the prior approval of the Department.
- Under no circumstances should the engagement be continued beyond the approved timeline.
- For the post of supervisors, retired personnel with past experience in W&CD Department, SSEPD Department, Health Department, School and Mass education, SCSTM&BC department, PR&DW Department may be considered. Preference may be given to women.

[P.T.O.]

- For the post of SAs, any retired staff having experience of office work from any department may be considered. However, preference may be given to those who are skilled with computers.
- All retired employees should be posted only under the administrative control of the DSWO/CDPO offices where ever vacant to strengthen their working.
- The entire re-engagement exercise should be completed latest by 31/03/2023.
- Person engaged against Supervisor will be paid an amount of Rs.20000/- pm (level 9 as per ORSP Rules, 2017) and for Junior Assistants (Statistics) an amount of Rs.10000/- (level 4 under ORSP Rules, 2017).
- The salaries may be drawn from the Budget Head "Salaries for Consolidated Pay post" under Sakshyam Anganwadi and Poshan 2.0.

This may be treated as most urgent.

Yours faithfully

*HV 1-3-2023*  
Additional Secretary to Govt.

Memo No 4139 /WCD, Dt. 02-03-2023

Copy forwarded to all DSWOs/CDPOs for information and necessary action.

*HV 1-3-2023*  
Additional Secretary to Govt.

Memo No 4140 /WCD, Dt. 02-03-2023

Copy forwarded to all Branch officers for information and necessary action.

*HV 1-3-2023*  
Additional Secretary to Govt.

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## Number of Vacant ICDS Supervisor posts in the districts

Sl. No.	Name of the District	ICDS Supervisors Vacancy
1	2	3
1	Angul	6
2	Balangir	6
3	Balasore	12
4	Baragarh	7
5	Bhadrak	17
6	Boudh	9
7	Cuttack	7
8	Deogarh	0
9	Dhenkanal	23
10	Gajapati	5
11	Ganjam	23
12	Jagatsinghpur	11
13	Jajpur	34
14	Jharsuguda	6
15	Kalahandi	23
16	Kandhamal	9
17	Kendrapara	17
18	Keonjhar	4
19	Khordha	10
20	Koraput	26
21	Malkangiri	3
22	Mayurbhanj	12
23	Nawarangpur	19
24	Nayagarh	2
25	Nuapada	1
26	Puri	12
27	Rayagada	10
28	Sambalpur	5
29	Subarnapur	1
30	Sundargarh	16
<b>Total</b>		<b>336</b>

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**Number of Vacant Junior Assistant  
(Statistics) posts in the districts**

Sl. No.	Name of the District	Vacancy
1	2	3
1	Angul	4
2	Balangir	5
3	Balasore	8
4	Baragarh	5
5	Bhadrak	4
6	Boudh	1
7	Cuttack	8
8	Deogarh	0
9	Dhenkanal	4
10	Gajapati	5
11	Ganjam	9
12	Jagatsinghpur	6
13	Jajpur	5
14	Jharsuguda	3
15	Kalahandi	7
16	Kandhamal	6
17	Kendrapara	4
18	Keonjhar	10
19	Khordha	11
20	Koraput	9
21	Malkangiri	2
22	Mayurbhanj	16
23	Nawarangpur	3
24	Nayagarh	3
25	Nuapada	3
26	Puri	3
27	Rayagada	5
28	Sambalpur	7
29	Subarnapur	3
30	Sundargarh	9
<b>Total</b>		<b>168</b>

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# The Odisha Gazette



EXTRAORDINARY  
PUBLISHED BY AUTHORITY

No. 1409, CUTTACK, MONDAY, SEPTEMBER 1, 2014 / BHADRA 10, 1936

[23750-GAD-SC-REMP-0002/2014/Gen.]

GENERAL ADMINISTRATION DEPARTMENT

RESOLUTION

The 27th August, 2014

**Subject: Comprehensive Guidelines relating to engagement of retired Government servants..**

The engagement of retired officers is at present being governed by the guidelines issued by the Government in General Administration Department Resolution No. 19637/Gen. dated the 30th June, 1999. According to these stipulations no proposal for re-engagement of any retiring/ retired functionary shall be considered in any circumstances except in certain specified cases as laid down in the said Resolution. The situation, in the meantime has undergone a drastic change. On account of delayed recruitment for various unavoidable reasons most of the Government establishments have inordinate workload on the remaining staff. On the basis of the above consideration certain Departments of Government have obtained orders of the Government in the past to engage retired Government servants temporarily on contractual basis for different spells with different remuneration and terms and conditions on obtaining concurrence of Finance Department wherein the prescribed upper age limit for engagement was not uniform.

After careful consideration of the above situation and with a view to ensure a uniform principle it has been decided by the Government that the Departments of Government, while taking decisions for engagement of retired persons having professional excellence in Government assignments, shall follow the following principles to engage the retired Government servants on contractual basis.



### 1. Applicability:—

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

### 2. Eligibility Conditions: —

- (i) Officers who have retired from Government service on attaining the age of superannuation and below the age of sixty five years having good service records and are physically fit shall be eligible to be considered for re-employment.
- (ii) Officers against whom departmental proceedings or criminal cases are contemplated/ pending or who have been penalized for misconduct during the period of preceding five years will not be eligible for consideration.

### 3. Selection Process: —

- (i) Selection of persons will be made through open advertisement.
- (ii) There shall be a Selection Committee as may be decided by the appointing authority for the post/ posts required to be filled up by re-employment.

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

- (i) The re-employment shall be made *initially for a period of two years and can be extended for subsequent period of two years with spells of one year each* subject to satisfactory performance up to a *total period of four years not beyond the age of sixty-five years* of age in any case or till the posts are filled up by regular process whichever is earlier.
- (ii) Re-employed officers will be entitled to pay and other allowances as determined by the Administrative Department/Appointing Authority with the concurrence of the Finance Department.
- (iii) Re-employed officers shall be governed by the provisions of Odisha Government Servants' Conduct Rules, 1957 and shall be liable to be proceeded against for their misconduct, omissions and commissions as per the provisions under the Odisha Pension Rules, 1992.
- (iv) The re-employment can be terminated at any time by the respective appointing authority due to unsatisfactory performance of any of the re-employed officer by giving one month

notice. On the contrary if any re-employed officer desires to resign he shall do so by giving one month's written notice to the competent authority.

**5. Retention of Government Quarters: —**

As provided in the Resolution No 19637/ Gen. dated the 30th June, 1999, during the period of the contract appointment the appointee may be accommodated in Government Quarters, subject to the availability, provided he pays normal rent as applicable to a Government servant occupying Government accommodation.

**6. Overriding effect: —**

The provisions of this resolution will supersede all previous executive instructions of the Government pertaining to re-employment of retired persons.

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

**ORDER**

Ordered that the Resolution be published in the Extraordinary issue of the *Odisha Gazette*. Ordered also that copies of the Resolution be forwarded to all Departments of Government / all Heads of Departments / all Collectors / Registrar, Odisha High Court, Cuttack / Registrar, Odisha Administrative Tribunal / Special Secretary, Odisha Public Service Commission / Secretary, Odisha Staff Selection Commission / Secretary, Odisha Sub-ordinate Staff Selection Commission, Bhubaneswar.

By Order of the Governor

N. CHANDRA  
Special Secretary to Government

GOVERNMENT OF ODISHA  
FINANCE DEPARTMENT  
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No.FIN-CS3-PEN-0001-2018/ 24533 /F;

Date: 29/09/2022

OFFICE MEMORANDUM

**Sub: - Revision of monthly consolidated remuneration on engagement of the retired Government Servant.**

The fixation of re-engagement remuneration of pensioners is guided by Finance Department Office Memorandum No. 7022/F dated 17.03.2018. The revision in their monthly consolidated remuneration has been under consideration of the Government for sometimes past.

2. Now after careful consideration Government have been pleased to supersede the aforesaid F.D. Memorandum and have decided to fix the consolidated remuneration on engagement of the retired Government servants as per the prescribed remuneration structure attached to the Level in Pay Matrix in the manner as given in the following table:

Sl No.	Pay Levels under ORSP Rules, 2017	Consolidated Remuneration (per month)
(1)	(2)	(4)
1	17	Rs.50,000/-
2	15 & 16	Rs.46,000/-
3	11, 12, 13 & 14	Rs.35,000/-
4	5, 6, 7, 8, 9 & 10	Rs.20,000/-
5	1, 2, 3 & 4	Rs.10,000/-

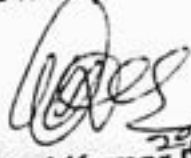
The above remuneration on engagement of retired Government servants shall exclude pension and T.I .

3. (i) The Administrative Departments are hereby empowered to re-engage retired Government employees upto 50% of the entry level vacancies of a given cadre at their level without referring to Finance Department.

(ii) Further prior concurrence of Finance Department shall be required in case of proposal for re-engagement of retired Government employees beyond 50% of the entry level vacancies of a given cadre. In such cases, the order of re-engagement must state the UOR/ OSWAS File No. of Finance Department in each occasion.

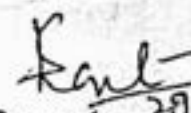


4. The quantum of remuneration in exceptional circumstances where Government may go for engagement of suitable retired Government servants, will be fixed by adopting the methodology of "pay minus pension". No allowances such as DA, HRA etc., shall be admissible in such cases. The tenure of such engagement and remuneration shall be determined and finalised after obtaining concurrence of Finance Department with approval of Government at the level of Hon'ble Chief Minister.
5. There may be requirement of expertise and talent of specialised nature on certain occasions for a particular purpose and specific tenure. In such exceptional cases consolidated remuneration will be fixed at a different rate than as at para-2 above, after obtaining concurrence of Finance Department with approval of Government at the level of Hon'ble Chief Minister.
6. This Office Memorandum shall not be applicable in case of engagement of retired Government servants in any Constitutional/ Statutory posts and to any Commissions/ Boards. In such cases, the remuneration shall be fixed as per the provisions contained in their relevant rules/ guidelines.
7. The Office Memorandum is not applicable to the Allopathic Doctors and Teachers of Medical Colleges who have been engaged after their retirement.
8. Government shall reserve the right to effect any deviation, required, if any, in public interest.
9. The revision will be uniformly implemented for all existing contracts as well as new contracts.
10. This revision of consolidated monthly remuneration on engagement of retired Government servants shall come into force with effect from 01.10.2022.

  
(Vishal Kumar Dev)  
29/9/22  
Principal Secretary to Government

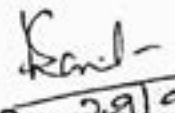
Memo No 24534 /F, Date: 29/09/2022

Copy forwarded to All Departments of Government/ All Heads of Department/ All Collectors/ All RDCs/ All District and Sessions Judges/ The Principal Secretary to Governor/ Private Secretary to the Chief Minister/ Secretary to Odisha Legislative Assembly/ Secretary to Member, Board of Revenue, Odisha, Cuttack/ Secretary to Rajya Sainik Board, Odisha, Bhubaneswar/ All Treasury Officers of the District Treasuries including Special Treasuries and Sub-Treasuries/ The Principal AG(A&E), Odisha/ The Deputy Accountant General, Odisha, Puri/ Principal, Odisha 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.

  
Additional Secretary to Government

Memo No 24535 /F, Date: 29/09/2022

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

  
Additional Secretary to Government

Memo No 24536 /F, Date: 29/09/2022

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 Office Memorandum regarding revision of monthly consolidated remuneration on engagement of the retired Government servant in the Website ([www.Odisha.gov.nic.in/finance/index.htm](http://www.Odisha.gov.nic.in/finance/index.htm)) of Finance Department for General Information.

  
Additional Secretary to Government