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SCHOOL & MASS EDUCATION DEPARTMENT

NOTIFICATION

The 28th May, 2019

No.11494-SME-FE-OES-0291/2018/SME.—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Orissa Education Service, (Group-B) Recruitment to School Branch Rules, 1971, the Governor of Odisha is pleased to make the following rules to regulate the method of recruitment and conditions of service of Odisha Education Service (School Branch) Officers.

PART-I

GENERAL

1. Short Title and Commencement :— (1) These rules may be called The Odisha Education Service, (School Branch), (Method of Recruitment and Conditions of Service) Rules, 2019.

(2) They shall come into force on the date of their publication in the *Odisha Gazette*.

2. Definitions:— (1) In these rules unless the context otherwise requires,—

- (a) “Commission” means the Odisha Public Service Commission;
- (b) “Committee” means Departmental Promotion Committee constituted under rule 8;
- (c) “Department” means School & Mass Education Department;
- (d) “Directorates” means all Directorates under the Department of School & Mass Education, Odisha;
- (e) “Government” means the Government of Odisha in school & Mass Education Department;
- (f) “Orissa Subordinate Education Service” means the service as defined in Orissa Subordinate Education Service(Service Conditions and Method of Recruitment) Rules, 1993 amended from time to time;

- (g) "Odisha Elementary Education Service" means the service as defined in Odisha Elementary Education Service(Service Conditions and Method of Recruitment) Rules, 1997 amended from time to time;
- (h) "Persons with Disabilities" means a person who have been granted with disability Certificate by Competent Authority as per the provisions of the Persons with Disabilities (Equal Opportunities, Protection of Right and Full Participation) Odisha Rules, 2003;
- (i) "Scheduled Caste" and "Scheduled Tribe" means such caste and tribe as may be so specified under Articles 341 and 342 of the Constitution of India respectively;
- (j) "SEBC" means the Socially and Educationally Backward Classes of Citizens defined as Backward Classes and referred to in clause (a) of Section 2 of the Odisha State Commission for Backward Classes Act, 1993;
- (k) "Ex-servicemen" means persons as defined in the Odisha Ex-servicemen (Recruitment to State Civil Services and Posts) Rules, 1985;
- (l) "Sportsmen" means persons who have been issued with identity card as sportsmen by the Director, Sports as decided by the Government from time to time;
- (m) "Service" means the Odisha Education Service (School Branch);
- (n) "Year" means a calendar year.

(2) All other words and expressions used and not defined in these rules, unless the context otherwise requires , shall have the same meaning as respectively assigned to them in the Odisha Service Code.

3. Constitution of the Service:— (1)The service shall consist of the following grades, namely:—

- (a) The Odisha Education Service(School Branch), (Group-B)
- (b) The Odisha Education Service(School Branch), (Group-A)(Junior)
- (c) The Odisha Education Service(School Branch), (Group-A)(Senior)
- (d) The Odisha Education Service(School Branch), (Group-A) (Super time Scale)
- (e) The Odisha Education Service (School Branch), (Group-A) (Senior Administrative Grade)

(2) The different grades of the service shall comprise of posts as hereunder, namely:—

- (a) **Odisha Education Service (School Branch), (Group-B) :—**

The Odisha Education Service (School Branch) (Group-B) shall consist of the following categories of posts, namely:—

- (i) Headmasters or Headmistress of High Schools,
- (ii) Block Education Officers and
- (iii) Such other posts Government may, by general or special order specify from time to time.

(b) Odisha Education Service(School Branch) (Group-A) (Junior) :—

The Odisha Education Service (School Branch) (Group-A) (Junior) shall consist of the following categories of posts, namely:—

- (i) Senior Block Education Officers
- (ii) Assistant. Directors in Directorates or Project Directorates under the Department
- (iii) Deputy Secretaries in Board of Secondary Education, Odisha and its Zonal offices
- (iv) Assistant Controller in Council of Higher Secondary Education and
- (v) Such other posts Government may from time to time determine.

(c) Odisha Education Service (School Branch) (Group-A) (Senior) :—

The Odisha Education Service (School Branch) (Group-A) (Senior) shall consist of following categories of posts, namely:—

- (i) Additional District Education Officers
- (ii) Deputy Directors in Directorates or Regional Directorates or Odisha Adarsha Vidyalaya Sangathan or Project Directorates under the Department
- (iii) Deputy Controller in Council of Higher Secondary Education (CHSE)
- (iv) Deputy Controller in Board of Secondary Education, Odisha and
- (v) Such other posts Government may from time to time determine.

(d) Odisha Education Service (School Branch) (Group-A) (Super time Scale):—

The Odisha Education Service (School Branch) (Group-A) (Super time Scale) shall consist of the following categories of posts, namely:—

- (i) Joint Secretary in the Department of School & Mass Education

- (ii) District Education Officers-*cum*-District Project Coordinator (Samagra Shiksha Abhiyan) of all Districts.
- (iii) Joint Directors in different Directorates/ Odisha Adarsha Vidyalaya Sangathan /Project Directorates under the Department
- (iv) Joint Secretary in Council of Higher Secondary Education(Zonal Offices)
- (v) Controller, Board of Secondary Education/Council of Higher Secondary Education and
- (vi) Such other posts Government may from time to time determine

(e) Odisha Education Service (School Branch) (Group-A) (Senior Administrative Grade) :—

The Odisha Education Service (School Branch) (Group-A) (Senior Administrative Grade) shall consist of the following categories of posts, namely:—

- (i) Additional Directors in all Directorates/Project Directorates under the Department
- (ii) Regional Directors of Regional Directorates.
- (iii) Vice President, Board of Secondary Education, Odisha
- (iv) Vice Chairman, Council of Higher Secondary Education and
- (v) Such other posts Government may from time to time determine.

PART-II

METHOD OF RECRUITMENT

4. Recruitment :— (1) Recruitment to the posts under Odisha Education Service (School Branch) (Group-B) ,shall be made in the following manner, namely:—

- (a) Not less than 1/3rd of vacancies arising in a year shall be filled up through Direct Recruitment by means of a competitive examination to be conducted by the Commission as per rule 6 and
- (b) Not more than 2/3rd of vacancies arising in a year shall be filled up by way of promotion from among members of the Orissa Subordinate Education Service Senior Grade as per rule 8

(2) Recruitment to the posts under Odisha Education Service (School Branch) (Group-A) (Junior) shall be made in the following manner ,namely:—

- (a) 50% of vacancies arising in a year shall be filled up through selection and promotion from among members of Odisha Elementary Education Service /Odisha Subordinate Education Service/ Promoted members of Odisha Education Service(School Branch) (Group-B) by means of a Departmental examination to be conducted by Odisha Public Service Commission as per rule 7 and
- (b) 50% of vacancies arising in a year shall be filled up by promotion from among Direct Recruit members of the Odisha Education Service(School Branch)(Group-B) as per rule 8,:

Provided that, in case of non-availability of eligible candidates as mentioned in rule 4(2)(a) for selection in any year, the posts earmarked for selection shall be filled up through promotion as mentioned in rule 4(2)(b).

(3) Recruitment to other grades of the Service as specified in rule 3-1(c) to 3-1(f) shall be made by way of promotion in accordance with rule 8 of these rules,:

Provided that while determining the number of posts to be earmarked for direct recruitment /selection/promotion as specified in clause (1) & (2) of this rule, fraction, if any, shall be rounded off to the nearest whole number .

5. Reservation of Vacancies :— Notwithstanding anything contained in these rules reservation of vacancies or posts, as the case may be, for,—

- (a) the candidates belonging to Scheduled Castes and Schedule Tribes shall be made in accordance with the provisions of the Odisha Reservation of Vacancies in Posts and Services (for Scheduled Cases and Scheduled Tribes) Acts, 1975 and the rules made thereunder; and for
- (b) candidates belonging to SEBC, Women, Sportsmen, Persons with disabilities and Ex-Servicemen shall be made in accordance with the provisions made under such Acts and rules framed and orders or instructions issued in this behalf by the Government from time to time.

PART-III

DIRECT RECRUITMENT

6. Direct Recruitment to OES (School Branch) Group-B :— Direct recruitment to OES (School Branch) (Group-B) shall be made in the following manner ,namely:—

- (1) Reporting of Vacancies and advertisement:—
- (a) The Government shall communicate the total number of vacancies to be filled up through Direct Recruitment through competitive examination indicating the number of posts to be reserved for candidates belonging to different reservation categories under rule 5 to the Commission.
 - (b) The Commission shall on receipt of vacancies from Government, publish the advertisement in two widely circulated Odia dailies and one National daily inviting applications from the in-service eligible candidates to appear at the Competitive Examination.
- (2) Competitive examination:—
- (a) The competitive examination for direct recruitment under Clause (1) (a) of rule 4 shall be held at such intervals as the Commission may, in consultation with the Government from time to time and regard to the likely number of vacancies in any year, determine.
 - (b) The scheme and subjects for the written examination shall be as decided by the Commission in consultation with the Department.
- (3) Conditions of eligibility:—
- In order to be eligible to compete at the examination, a candidate must,—
- (a) be a citizen of India.
 - (b) be able to read and write Odia and have,—
 - (i) passed HSC Examination conducted by Board of Secondary Education, Odisha or any equivalent Examination with Odia as a Language Subject, i.e. First/Second or Third Language, or
 - (ii) passed +2 / Higher Secondary Examination conducted by Council of Higher Secondary Education, Odisha with Odia as an examinable subject ,or
 - (iii) passed Odia Examination of HSC/Tenth standard conducted by BSE , Odisha
 - (c) be under thirty-two years and above twenty-one years of age on the 1st day of January of the year in which advertisement for recruitment is published,;
- Provided that the upper age limit in respect of reserved categories of candidates referred to rule 5 shall be relaxed in accordance with the provisions of the Act, rules, orders or instructions, for the time being in force, for the respective categories or such other categories to such extent as Government may by general or special order specify from time to time.*

(d) He must have passed,—

- (i) Bachelor's Degree in Arts or Science or Commerce with Master's Degree in Education with basic knowledge in computer application, or
- (ii) Master's Degree in Arts or Science or Commerce with Bachelor's Degree in Education with basic knowledge in computer application, or
- (iii) Integrated B.A. (Hons.), B.Ed. Or B.Sc. (Hons.), B.Ed. from a Regional College of Education with Master's Degree in Arts/Science with basic knowledge in computer application.

(4) Candidates possessing academic qualifications from institutions / Boards / Universities outside the state must have obtained Certificate of Affiliation of their institution to a recognised Board / University and Certificate of equivalence accorded by the Universities of Odisha to the qualification from the said institution and Board / University to which it is affiliated.

(5) Candidates possessing training qualifications from institutions / Boards / Universities outside the state must have obtained,—

- (a) Certificate of Affiliation of their institution to a recognised Board / University.
- (b) Certificate of equivalence accorded by the universities of Odisha to the qualification from the said institution and university to which it is affiliated.
- (c) Document showing recognition of the institution and the course by NCTE.

(6) A candidate must be of good character and shall submit to the Commission along with his application Certificates of good character from,—

- (a) The Principal or a Professor of the Institution in which last studied; and
- (b) Two respectable persons (not being relations) who are well acquainted with him in private life and are unconnected with his College or University career.

NOTES:— The candidates shall furnish with their applications copies of Certificates and mark sheets of their academic and qualifications beginning with and including the High School Certificate Examination and of good character. The copies must be attested / self-attested with full signature of the candidate. The candidates shall have to produce the originals of these Certificates at the time of viva voce test failing which they shall be disqualified. The candidates shall also furnish with their application such other papers or documents as the Commission may require.

(7) A candidate must be of sound health, good physique and active habits and free from organic defects, physical as well as mental infirmity and shall be required to appear before the State Medical Board before appointment ,:

Provided that in case of a physically handicapped candidate, the provisions of this clause shall be relaxed to the extent the State Medical Board may deem fit for the post.

(8) A person already in service of Government shall be eligible to compete in the examination subject to his being within the prescribed age-limits and being otherwise eligible and subject further to his application being received through the proper channel within such time as may be determined by the Commission,:

Provided that the Commission may entertain advance copies of applications on the condition that original copies together with "no objection certificate" from Competent Authority are received within such time as may be fixed by the Commission.

(9) No person who,—

- (a) has more than one spouse living, or
- (b) being a woman candidate has already married a person who has one or more than one wife living at the time of such marriage shall be eligible for appointment to the service:

Provided that the Government may, if satisfied that there are special reasons for doing so, exempt any person from the operation of that sub-rule.

(10) Eligibility for Admission:— (a) The decision of the Commission as to the eligibility of a candidate for admission to the examination shall be final.

(b) A candidate found eligible by the Commission to appear at the written examination shall receive from the Secretary to the Commission a Certificate of admission to the said examination and the time-table thereof.

(c) A candidate to whom a Certificate of admission has not been issued by the Commission shall not be admitted to the examination. The Certificate of admission shall be reproduced by the candidate before securing admission into the examination hall.

(11) Fees for Admission:— A candidate for direct recruitment shall be required to deposit a non-refundable Examination fee .The amount of fee, mode of payment of the fee and the Authority to which such fee shall be payable shall be determined by the Commission.

(12) Disqualifications:— A candidate shall be disqualified for admission to the examination if,—

- (a) there is an attempt on his part to obtain support for the candidature; or
- (b) he has not paid necessary fees as may be prescribed by the Commission.

(13) Preparation and forwarding of Merit List:—(1) The Commission shall prepare a list arranged in order of merit a candidate, who have qualified by such standard as the commission may determine including the candidates belonging to the Scheduled Castes and Scheduled Tribes and other reserved categories who, though not qualified by the standard, are declared by the commission to be suitable for appointment to the service having due regard to the maintenance of administration and forward it to the Government in Administrative Department.

(2) If two or more candidates obtain equal marks, the order of merit shall be determined in accordance with the highest marks in aggregate secured by such candidates in the written examination and also the marks secured by them in the written examination be equal, the order of merit shall be determined in accordance with the highest marks secured in any Master's Degree Examination.

(3) The list referred to in sub-rule (1) shall be published for general information in the manner the Commission considers appropriate.

(14) Filling up of vacancies:- Subject to the provisions of rule 4, the names of the candidates will, in the order in which their names appear in the list referred to in sub-rule 9 of this rule, be considered for appointment to the service.

(15) Penalty :-A candidate who is or has been declared by the Commission guilty of impression or of submitting fabricated document or documents which have been tampered with or of making statements which are incorrect or false or of suppressing material information or of using or attempting to use unfair means in the examination or otherwise resorting to any other irregular or improper means for obtaining admission to the examination or for attempting to obtain support in his favour by any means, may, in addition to rendering himself liable to criminal prosecution, be debarred either permanently or for a specified period,—

- (a) by the Commission from admission to any examination or appearance at any interview held by the Commission for selection of candidates, and
- (b) by the Government from employment under the Government.

(16) Inclusion in the list confers no right to appointment:— The inclusion of a candidate's name in the list referred to in sub-rule 9 of this rule shall confer no right to appointment unless the State Government are satisfied after such enquiry as may be considered necessary, that the candidate is suitable in all respects for appointment to the service.

PART-IV

RECRUITMENT THROUGH SELECTION AND PROMOTION

7. Selection and Promotion to the posts under OES (School Branch) (Group-A) (Junior):— The selection and promotion to the posts under OES (School Branch) (Group-A) (Junior) shall be made in the following manner:—

(1) Reporting of vacancies and Advertisement:—

- (a) The Government shall communicate the total number of vacancies to be filled up through selection and promotion through Departmental Examination indicating the number of posts to be reserved for candidates belonging to different reservation categories prescribed under rule 5 to the Commission.
- (b) The Commission shall on receipt of vacancies from Government, publish the advertisement in two widely circulated Odia dailies and one National daily inviting applications from the in-service eligible candidates to appear at the Departmental Examination.

(2) Competitive Departmental examination: —

- (a) The Departmental examination for selection and promotion under Clause (2) (a) of rule 4 shall be held at such intervals as the Commission may, in consultation with the Government from time to time and regard to the likely number of vacancies in any year, determine.
- (b) The scheme and subjects for the written examination and the syllabus shall be as decided by the Commission in consultation with the Administrative Department.

(3) Eligibility condition:—

In order to be eligible for recruitment to Odisha Education Service (School Branch) (Group-A) (Junior), the candidates must satisfy the following conditions, namely:—

- (a) He or she must have served as a member of Odisha Elementary Education Service / Odisha Subordinate Education Service / Odisha Education Service (School Branch) (Group-B) for at least 10 years on the 1st day of January of the year in which the recruitment is made and must be continuing in such service on the day of application for the post.

- (b) He or she must be of below 45 years of age as on the 1st day of January of the year in which the recruitment is made.
- (c) He or she must have passed,—
 - (i) Bachelor's Degree in Arts or Science or Commerce with Master's Degree in Education with basic knowledge in computer application, or
 - (ii) Master's Degree in Arts or Science or Commerce with Bachelor's Degree in Education with basic knowledge in computer application, or
 - (iii) Integrated B.A. (Hons.), B.Ed. Or B.Sc. (Hons.), B.Ed. from a Regional College of Education with Master's Degree in Arts / Science with basic knowledge in computer application.
- (d) Any qualification higher than the minimum qualification prescribed for the post shall not be given any weightage while preparing the merit list / select list.
- (e) He or she must have had a satisfactory performance in the post and not be involved in any criminal case or not have any Departmental Proceeding pending against him or her.

NOTES: The candidates shall furnish with their applications copies of Certificates and mark sheets of their academic and qualifications beginning with and including the High School Certificate Examination and C.C.R. The copies of Certificates and mark sheets must be attested / self-attested with full signature of the candidate. The candidates shall have to produce the originals of these Certificates at the time of viva voce test failing which they shall be disqualified. The candidates shall also furnish with their application such other papers or documents as the Commission may require.

(4) Fee for admission to departmental examination:—

A candidate for appearing departmental examination shall be required to deposit a non-refundable examination fee. The amount of fee, mode of payment of the fee and the Authority to which such fee shall be payable shall be determined by the Commission.

(5) Eligibility for Admission:—

- (a) The decision of the Commission as to the eligibility of a candidate for admission to the examination shall be final.

- (b) A candidate found eligible by the Commission to appear at the written examination shall receive from the Secretary to the Commission a Certificate of admission to the said examination and the time-table thereof.
- (c) A candidate to whom a Certificate of admission has not been issued by the Commission shall not be admitted to the examination. The Certificate of admission shall be reproduced by the candidate before securing admission into the examination hall.

(6) Disqualifications:—

A candidate shall be disqualified for admission to the examination if—

- (a) There is an attempt on his part to obtain support for the candidature; or
- (b) He has not paid necessary fees as may be prescribed by the Commission

(7) Preparation and forwarding of Merit List:—

- (a) The Commission shall prepare the category-wise merit list on the basis of result of the written examination.
- (b) If two or more candidates obtain equal marks, the order of merit shall be determined in accordance with the highest marks in aggregate secured by such candidates in the written examination and should also the marks secured by them in the written examination be equal, the order of merit shall be determined in accordance with the highest marks secured in any Master's Degree Examination.
- (c) The list referred to in sub-rule 7(a) shall be sent to Department of School & Mass Education.
- (d) The Departmental Promotion Committee as under rule 8(2) shall select candidates from the merit list on the basis of merit and suitability as per principles followed in case of promotion of employees.

PART-V

APPOINTMENT BY PROMOTION

8. Departmental Promotion Committees :— (1) There shall be constituted two Departmental Promotion Committees for selection of persons for promotion to different grades of the service as specified in rule 4 in the following manner:

(2) The Departmental Promotion Committee for recruitment and appointment to posts mentioned at rule 3(1) a, b, c, d, e shall comprise of the following members, namely:—

- | | | |
|-------|--|---------------------|
| (i) | Principal Secretary / Commissioner-cum-Secretary to School & Mass Education Department | ... Chairperson |
| (ii) | Director, Higher Secondary Education | ... Member |
| (iii) | Director, Secondary Education | ... Member |
| (iv) | Director, Elementary Education | ... Member |
| (v) | Director, TE & SCERT | ... Member |
| (vi) | Special / Additional / Joint / Deputy Secretary in charge of Field Establishment in the Department | ... Member Convener |

(3) The recommendation of the committee shall be valid and acted upon notwithstanding the absence of a member in the meeting provided the member so absenting was duly invited to attend the meeting and majority of members of the Committee are present at such meeting.

(4) The Committee shall ordinary meet once in a year to prepare the list of officers suitable for promotion to different grades of the service under these rules.

9. Condition of eligibility for promotion:— (1) Promotion to O.E.S. (School Branch) (Group-B)— In order to be eligible for selection and promotion to the posts in O.E.S. (School Branch) (Group-B) as per provisions contained in rule 4 (1) (b) of the service a candidate must satisfy the following conditions, namely:—

- (a) has rendered fifteen years of service in the Orissa Subordinate Education Service / including two complete years in the senior grade on the first day of January of the year in which the selection for promotion is made
- (b) has passed a Bachelor's Degree in Education from a recognised University, and
- (c) has passed such of the departmental examination as may be prescribed by Government from time to time.

(2) Promotion to O.E.S. (School Branch) (Group-A) (Junior):—

- (a) Selection and Promotion as under rule 4 (2)(a)
As specified in rule 7 of these rules
- (b) Promotion as under rule 4 (2)(b)

In order to be eligible for selection and promotion to the posts in O.E.S. (School Branch) (Group-A) (Junior) as per provisions contained in rule 4 (2) (b) of the service a candidate must satisfy the following conditions namely:

- (i) Has been selected and appointed in the O.E.S.-II (School Branch) through direct recruitment
- (ii) Has rendered six years of service with satisfactory performance in the O.E.S.-II (School Branch) on the first day of January of the year in which the Promotion Committee meets.

(3) Promotion to Orissa Education Service (School Branch) (Group-A) (Senior):—

In order to be eligible for promotion to the posts in this grade of the service a candidate must have served satisfactorily for a minimum continuous period of three years in a post under O.E.S.-I(School Branch) (Junior):

Provided that members entering into O.E.S.-II (School Branch) Group-B through Direct Recruitment shall be eligible after serving minimum continuous combined period of six years of entry into Orissa Education Service (School Branch) Class-II on the first day of January of the year in which the selection for promotion is made.

(4) Promotion to Orissa Education Service (School Branch) (Group-A) (Super time Scale):—

In order to be eligible for promotion to the posts in this grade of the service a candidate must have served for a minimum continuous period of two years in a post under Orissa Education Service (School Branch) (Senior) or for a minimum continuous combined period of 10 years after entry into Orissa Education Service (School Branch) Class-II on the first day of January of the year in which the selection for promotion is made.

(5) Promotion to Orissa Education Service (School Branch) (Group-A) (Senior Administrative Group) :

In order to be eligible for promotion to the posts in this grade of the service, a candidate must have served for a minimum continuous combined period of 15 years after entry into Orissa Education Service (School Branch) Class-II on the first day of January of the year in which the selection for promotion is made.

10. Seniority:—The seniority of officers appointed to the service in any year shall be regulated in the following manner, namely:—

- (a) Officers appointed to the any grade of the service by direct recruitment or departmental examination shall be ranked inter se in the order in which their names are arranged in the merit list prepared by the Commission.

- (b) Between Direct recruit officers and those Promoted in a grade, the latter shall, in the year of recruitment, be en bloc senior to the former in that year.

11. Procedure for Selection by the Committee:— (1) The committee shall ordinarily meet at least once in a year preferably in the month of January to prepare a list of officers, as are held by them, suitable for promotion to the next higher grade taking into account the existing and anticipated vacancies for the year.

(2) The Committee while considering the cases for promotion of suitable officers, shall follow the provisions of —

- (a) the Odisha Civil Services (Zone of Consideration for Promotion) Rules, 1988.
- (b) the Odisha Civil Services (Criteria for Promotion) Rules, 1992 and
- (c) the Odisha Civil Services (Criteria for Selection for appointment including Promotion) Rules, 2003.
- (d) the Odisha Reservation of vacancies in posts and services (for Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules made thereunder and
- (e) any other law, rule or instructions in the matter in force at the relevant time shall also be followed.

12. Consultation with the Commission:—(1) The recommendations of the Committee under rule 8 shall be referred to the Commission where consultation with the commission is necessary, along with service particulars in respect of all officers included in the list for its concurrence including those whose cases have not been recommended, being found unsuitable.

(2) The Commission shall consider the lists received along with service particulars and furnish its recommendations to the Government.

13. Select List:— (1) The recommendations of the Commission in respect of reference made to it under sub-rule (1) of rule 13 shall be considered by the Government and the list approved by the Government shall form the Select List for appointment to different posts in the service.

(2) The list referred to under sub-rule (1) shall ordinarily be in force for a period of one year from the date of its approval by the Government or until another Select List is prepared afresh, whichever is earlier,;

Provided that the Government may, at any time in consultation with the Commission for a grave lapse in the conduct or deterioration in the standard of performance of the duties on the part of any person included in the list, remove the name of such person from the list.

14. Appointment to the Posts in the Service:— (1) Appointment to the posts in the service by direct recruitment shall be made in the order in which the names of the persons appear in the merit list furnished by the Commission.

(2) Appointment to the posts in the service by promotion shall be made in accordance with the rules framed and procedure outlined by the Government from time to time.

15. Probation and Confirmation:— (1) On appointment against a substantive vacancy, an officer shall be placed on probation for a period of two years, if he or she is a direct recruit and one year, if he or she is a recruit by promotion, from the date of joining the post,:

Provided that the Government may, if think it fit in any case or class of cases extend the period of probation,:

Provided further that such period of probation shall not include the period of,—

- (a) Extraordinary leave;
- (b) Unauthorized absence; or
- (c) Any other period held to be not being on actual duty.

(2) The appointment of a probationer may for good and sufficient reasons to be recorded in writing, be terminated by the Government at any time without previous notice during the period of probation including extension of such period, if any, and in case of a probationer appointed by way of promotion, after such termination, the officer shall be deemed to be reverted to his or her former cadre or post.

(3) On successful completion of probationary period and on passing the prescribed training under rule 17, an officer shall be eligible for confirmation subject to availability of substantive post in the service.

16. Departmental Training:— Every person appointed to the service under clause (a) of rule 4, shall, during the period of probation undergo Departmental Training as may be prescribed by the Government from time to time:

Provided that the Government may, if so think fit for reasons to be recorded in writing, exempt any person or class of persons from passing the Departmental Training.

17. Other conditions of Service:— The conditions of service in regard to matters not covered by these rules shall be the same as are or as may from time to time be prescribed by the Government.

PART-VI**MISCELLANEOUS**

18. Relaxation:— When it is considered by the Government that it is necessary or expedient so to do in public interest, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules in respect of any class or category of officers in consultation with the Commission.

19. Interpretation:— if any question arises relating to interpretation of these rules, the same shall be referred to the Government in General Administration Department whose decision thereon shall be final.

By Order of the Governor

P.K. MOHAPATRA

Principal Secretary to Government