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**HOUSING & URBAN DEVELOPMENT DEPARTMENT**

**RESOLUTION**

The 8th March, 2019

**Sub: Restructuring of the Odisha Engineering Service PH Cadre of Housing & Urban Development Department.**

Keeping in view the increasing workload, the stagnation in promotion and the resultant erosion in productivity in various Engineering Departments, the Cabinet in their 70th meeting held on 26th February, 2019 have decided to restructure the Odisha Engineering Service Cadre in respect of Water Resources Department, Works Department and Housing & Urban Development Department. The Department of Water Resources vide Resolution No. 6067, dated the 3rd March, 2019 has notified the approved changes in all the three Engineering Departments. In conformity with the said Resolution, restructured Odisha Engineering Service PH Cadre for Housing & Urban Development Department will be as follows:—

- 1) The total number of sanctioned posts of Engineering Service Cadre in respect of Housing & urban Development has remained as **485**(PH & RWS&S) as before.
- 2) The existing post of Deputy Executive Engineer in the Pay Level-12 has been abolished thereby resulting in the merger in the cadre of AEE & DEE.
- 3) The existing posts of Superintending Engineer (Level-II and Level-I) are being merged and redesignated as **Superintending Engineer** in the Pay Level-14.
- 4) A new post in the name of **Additional Chief Engineer** has been created in between Superintending Engineer and Chief Engineer in the Pay Level-16.
- 5) The Assistant Executive Engineers are to function as Sub-Division head and the **Executive Engineers/ Superintending Engineers** are to function as Division head. Circles are to be managed by **Additional Chief Engineers**. The Chief Engineers will remain as the **Head of the Department as before**.
- 6) All the posts proposed for upgradation covered under the proposal for restructuring shall be filed up **strictly on the basis of seniority with exclusion of persons considered unsuitable**.

The existing seven tier cadre structure as mentioned below has been modified to six tier cadre structure

Sl. No.	Designation	Pay Level	Existing Strength
(1)	(2)	(3)	(4)
1	Engineer-in-Chief	PB-4 + GP 9000	2
2	Chief Engineer	PB-4 + GP 8800	7
3	Superintending Engineer-I	PB-3 + GP 7600	12
4	Superintending Engineer-II	PB-3 + GP 6600	19
5	Executive Engineer	PB-3 + GP 6600	93
6	Deputy Executive Engineer	PB-3 + GP 5400	51
7	Assistant Executive Engineer	PB-3 + GP 5400	301
<b>Total</b>			<b>485</b>

- 8) The six tier restructured cadre strength and cadre schedule of Odisha Engineering Service PH cadre of Housing & Urban Development Department (PH & RWS&S) shall be as follows:

Sl. No.	Designation	Pay Level	Revised Strength	Cadre Schedule
(1)	(2)	(3)	(4)	(5)
1	Engineer-in-Chief	17	3	(Annexure-I)
2	Chief Engineer	16	7	(Annexure-II)
3	Addl. Chief Engineer	16	21	(Annexure-III)
4	Superintending Engineer(Civil)	14	54	(Annexure-IV)
5	Executive Engineer(Civil)	13	87	(Annexure-V)
6	Assistant Executive Engineer(Civil)	12	313	(Annexure-VI)
<b>Total</b>			<b>485</b>	

- 9) The details of six tier cadre structure in respect of Odisha Engineering Service PH cadre of H&UD Department in brief is appended as *Annexure-A*.
- 10) This has been concurred in by the Finance Department vide their UOR No. 92 CSI (I) dated 18.06.2018 in Department of Water Resources file No. WR-FE-II-Policy-0006/2017.
- 11) The G.A. Department have agreed into the proposal of restructuring of OES cadre in OSWAS File No. GAD-SC-GCS-0113-2018.
- 12) This will come into force w.e.f. the date of issue of this Resolution.

**ORDER**

Ordered that the Resolution be published in the Extraordinary issue of *Odisha Gazette* for general information and copies thereof be forwarded to all Departments of Government/ Secretary to Governor, Odisha, Bhubaneswar/ all Heads of Departments/ all RDCs/ all Collectors/ Registrar, Odisha High Court, Cuttack/ Registrar, OAT, Bhubaneswar/ Secretary, OPSC, Cuttack/ Principal A.G., Odisha/ A.G.(A&E), Odisha, Bhubaneswar.

By Order of the Governor

S. P. DAS

Special Secretary to Government

**A BRIEF NOTE ON RE-STRUCTURING PROPOSAL OF CIVIL ENGINEERING SERVICES CADRE IN HOUSING & URBAN DEVELOPMENT DEPARTMENT**

Only one Engineering cadre is maintained for civil engineers of both PHEO and Rural Water Supply & Sanitation under PR & Drinking Water Departments and is maintained by the H&UD Department. The existing strength of engineering personnel in Housing & Urban Development Department stands at 485 after the last restructuring in 2011.

Keeping in view the increasing work-loads on the part of C.Es, existing posts of 21 Superintending Engineers have been proposed to be upgraded to Addl. Chief Engineers in the same scale of pay of C.Es. Besides, the current restructuring has been proposed to provide pay-parity to Engineering cadres of the State, in line with other similar State cadres like OAS & OFS etc. and to simplify the promotional scope while enhancing pay-scale of mid-level engineers. The biggest difference and demoralising factor was that, there was no change in pay-scale at the time of promotion from an AEE to DEE and again from EE to SE Level-II; Superintending Engineers being circle level officers, two levels of Superintending Engineers is observed to be totally redundant as duties and codal powers are same at both levels. A designation of Deputy Executive Engineer after promotion from AEE with no change in scale of pay is also observed to be unnecessary as the functions and codal powers for both these posts are the same. In similar manner, it is proposed that, Superintending Engineer Level-I and Superintending Engineer Level-II to be merged and will be named simply as Superintending Engineer. Similarly, Deputy Executive Engineers and Assistant Executive Engineers have been merged and will be named only as Assistant Executive Engineers. All these issues have been comprehensively addressed in the current restructuring proposal. In each batch, 65% to 85% degree engineers (bigger the batch, higher is the percentage) retire at S.E levels i.e. at Pay Level-13/ Pay Level-14. In order to address this, the present system of 7-tier engineering cadre has been brought down to 5 effective tiers, while keeping the total number of post 485 intact in the current restructuring proposal.

After the proposed restructuring, a degree engineer now can be assured of retiring at least at the level of Addl. C.E i.e. at Pay Level-16, which will bring parity with other State level services and will boost the morale of the cadre.

The existing and proposed restructuring is given below in a tabular form:

Existing tiers	Existing Designation	Nos.	Existing scale of pay	Proposed Designation	Nos.	Proposed scale of pay	Revised Tiers
I	Assist. Executive Engineer	301	Pay Level-12	Assistant Executive Engineer	313	Pay Level-12	I
II	Deputy Executive Engineer	51	Pay Level-12				
III	Executive Engineer	93	Pay Level-13	Executive Engineer	87	Pay Level-13	II
IV	Superintending Engineer-II	19	Pay Level-13	Superintending Engineer	54	Pay Level-14	III
V	Superintending Engineer-I	12	Pay Level-14	Addl. Chief Engineer	21	Pay Level-16	IV
VI	Chief Engineer	7	Pay Level-16	Chief Engineer	7		
VII	Engineer-in-Chief	2	Pay Level-17	Engineer-in-Chief	3	Pay Level-17	V
	<b>TOTAL</b>	<b>485</b>			<b>485</b>		

**N.B.: Finance Department has already concurred the above restructuring proposal along with pay levels for each tier.**

**Salient features of the restructuring proposal are:**

- Existing 2 (two) posts of Engineer-in-chief at Pay Level-17 shall be kept intact. In addition to this one more post of EIC will be created for the smooth management of Odisha Water Supply and Sewerage Board (OWSS&B) by abolishing one posts of DEE. As a result, after restructuring, 3(three) posts of EIC shall function in PH Engineering Cadre. The detailed list of posts is presented in *Annexure-I*.
- Existing 7(Seven) nos. of posts of Chief Engineer at Pay Level-16 will be kept intact. The detailed list of posts is presented in *Annexure-II*.
- Out of existing 31 sanctioned posts for Superintending Engineers, 21 S.Es will be upgraded to the Pay Level-16 on the basis of their seniority and will be re-designated as Addl. Chief Engineers and remaining 10 (31-21) posts of S.Es will work as such at circle level Project/Deputation posts at Pay Level-14. The detailed list of Addl. Chief Engineer posts is presented in *Annexure-III*.
- Out of 93 existing posts of Executive Engineers, 44 E.Es will be upgraded on the basis of their seniority and re-designated as Superintending Engineers with Pay Level-14 and thus, the total number of S.Es will become 54(10+44) after restructuring. Out of the existing 59 field divisions {19PH,1PH(Project), 36 RWS&S, 1 RW(PH),2 GPH}, 44 divisions shall be

held by S.Es and balance 15 divisions shall be held by E.E.s. The details of posts for the 54 SEs has been given at *Annexure-IV*.

- Thus, any field division, can be interchangeably held either by a S.E. or an E.E on suitability. Hence both the posts of Superintending Engineer and Executive Engineer are proposed to be interchangeable and postings will be flexible in nature.
- Out of 51 existing posts of Deputy Executive Engineers, 38 posts of D.E.Es will be upgraded on the basis of their seniority and re-designated as Executive Engineers at Pay Level-13. Therefore the total number of EEs after restructuring will be  $87\{49(93-44)\}+38\}$ . The details of posts of the 87 EEs has been given at *Annexure-V*.
- Out of proposed 313 posts of Assistant Executive Engineer, 301 existing posts of AEEs will continue as AEE, and 12 existing posts of DEEs will be merged and re-designated as AEEs. The details of posts of the 313 AEEs has been given at *Annexure-VI*.

## ABSTRACT OF RESTRUCTURING PROPOSAL

### Restructured Position

	Designation	OFFICE										FIELD										
		Deptt.	PHE O	RW SS	RW PH	GPH	OVS S&B	JICA	WAT CO	OTHE RS	Total	Deptt.	PHE O	RW SS	RW PH	GPH	O W SS &B	JICA	WAT CO	OTHE RS	Total	GRAND TOTAL
1	Engineer in Chief		1	1			1				3										0	3
2	Chief Engineer	1	1	2			1	1	1		7										0	7
3	CCE / Additional Chief Engineer		2	1			1		1		5		6	8	1		1				16	21
4	Superintending Engineer			4			2		1		7		14	22	1	2	1	1		6	47	54
5	Executive Engineer		16	22	1	1	2		1		43		7	16	2	2	6	3		8	44	87
6	Assistant Executive Engineer		25	45	3	5	2	5	5	1	91		57	103	12	13	12	8		17	222	313
	<b>TOTAL</b>	<b>1</b>	<b>45</b>	<b>75</b>	<b>4</b>	<b>6</b>	<b>9</b>	<b>6</b>	<b>9</b>	<b>1</b>	<b>156</b>		<b>84</b>	<b>149</b>	<b>16</b>	<b>17</b>	<b>20</b>	<b>12</b>	<b>0</b>	<b>31</b>	<b>329</b>	<b>485</b>

**Restructure Cadre against existing post of H & U.D.Cadre in different Wing.**

Sl. No.	Post	PH		RWSS		RWPH		GPH		OWSSB		JICA		WATCO		Other Deputation posts		TOTAL	
		Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed
1	E.I.C.	1	1	1	1	0	0	0	0	0	1	0	0	0	0	0	0	2	3
2	C.E.	1	1	2	2	0	0	0	0	1	1	1	1	1	1	0	0	6	6
3	Addl.C.E.	0	8	0	9	0	1	0	0	0	2	0	0	0	1	0	0	0	21
4	S.E.	9	14	9	26	1	1	0	2	3	3	1	1	2	1	6	6	31	54
5	E.E.	24	23	44	38	1	3	2	3	10	8	3	3	1	1	8	8	93	87
6	Dy. E.E.	15	0	25	0	3	0	3	0	2	0	0	0	2	0	1	0	51	0
	A.E.E	79	82	143	148	15	15	18	18	13	14	13	13	3	5	17	18	301	313
	<b>Total</b>	<b>129</b>	<b>129</b>	<b>224</b>	<b>224</b>	<b>20</b>	<b>20</b>	<b>23</b>	<b>23</b>	<b>29</b>	<b>29</b>	<b>18</b>	<b>18</b>	<b>9</b>	<b>9</b>	<b>32</b>	<b>32</b>	<b>484</b>	<b>484</b>

		<b>Total Posts =</b>	<b>484 Nos</b>
		C.E.cumAddl.Secretary	<b>1 No</b>
		H &U.D.Department	
		<b>Grand Total =</b>	<b>485 Nos</b>



**Annexure-I**

**Restructured Cadre Schedule of Engineer-in-Chief  
Odisha Engineering Service  
H &U.D. Department,  
(Pay Level-17 of ORSP Rule 2017)**

**DETAILS OF ENGINEER-IN-CHIEF**

<b>Sl. No.</b>	<b>Name of Post</b>	<b>No. of sanctioned Posts/ proposed posts for Restructuring</b>	<b>Remarks</b>
1	Engineer-in-Chief, PH	1	
2	Engineer-in-Chief, RWS&S	1	
3	Engineer-in-Chief, OWSSB	1	1 Post newly created
<b>Total</b>		<b>3</b>	

**Restructured Cadre Schedule of Chief Engineers  
Odisha Engineering Service  
H &U.D. Department,  
(Pay Level-16 of ORSP Rule 2017)**

**DETAILS OF CHIEF ENGINEER**

Sl. No.	Name of Post	No. of sanctioned Posts/ proposed post for Restructuring	Remarks
1	Chief Engineer, PH(Urban)	1	
2	C.E-cum-Addl. Secy. to Govt., H & U.D. Deptt.	1	
3	Chief Engineer, RWSS-I	1	
4	Chief Engineer, RWSS-II	1	
5	Chief Engineer, JICA, (OWSSB)	1	
6	Member Secretary, OWSSB	1	
7	MD, WATCO, BBSR	1	
<b>Total</b>		<b>7</b>	

**Restructured Cadre Schedule of Additional Chief Engineer  
Odisha Engineering Service  
H &U.D. Department,  
(Pay Level-16 of ORSP Rule 2017)**

**DETAILS OF ADDITIONAL CHIEF ENGINEER**

Sl. No.	Name of P.H. Circle/Office Post	No. of sanctioned Posts/ proposed posts for Restructuring	Remarks
<b>PH (URBAN) WING</b>			
1	P.H. Circle, Bhubaneswar	1	
2	P.H. Circle, Cuttack	1	
3	P.H. Circle, Balasore	1	
4	P.H. Circle, Sambalpur	1	
5	P.H. Circle, Bhawanipatna	1	
6	P.H. Circle, Berhampur	1	
7	A.C.E. Design, O/o. the E.I.C., PH	1	
8	A.C.E. Planning, O/o. the E.I.C., PH	1	
<b>RWSS WING</b>			
9	PMDI Circle, Bhubaneswar	1	
10	RWSS Circle, Berhampur	1	
11	RWSS Circle, Cuttack	1	
12	RWSS Circle, Balasore	1	
13	RWSS Circle, Koraput	1	
14	RWSS Circle, Bhubaneswar	1	
15	RWSS Circle, Sambalpur	1	
16	RWSS Circle, Bolangir	1	
17	O/o. the E.I.C., RWSS, Bhubaneswar	1	
<b>RW(PH) WING</b>			
18	RW (PH) Circle, Bhubaneswar under RD Deptt.	1	
<b>OTHERS</b>			
19	PD, Technical Cell, OWSSB	1	
20	PD, PM Circle, OWSSB, BBSR	1	
21	Director, WATCO, BBSR	1	
<b>TOTAL :</b>		<b>21</b>	

**Restructured Cadre Schedule of Superintending Engineer  
Odisha Engineering Service  
H &U.D. Department,  
(Pay Level-14 of ORSP Rule 2017)**

**DETAILS OF SUPERINTENDING ENGINEER**

Sl. No.	Name of the Division/ Office Posts	No. of Sanctioned Posts	Remarks
<b>PH (URBAN) WING</b>			
1	P.H. Division-I, BBSR	1	
2	PH Division-II, BBSR	1	
3	PH Division-III, BBSR	1	
4	PH Division, Puri	1	
5	P.H. Division-I, Cuttack	1	
6	PH Division-II, Cuttack	1	
7	PH Division, Sambalpur	1	
8	P.H. Division, Koraput	1	
9	P.H. Divn., Baripada	1	
10	P.H. Divn., Rourkela	1	
11	P.H. Division, Bolangir	1	
12	P.H. Divn, Berhampur	1	
13	P.H. Divn, Bhanjanagar at Chatrapur	1	
14	C.C.E., Improvement of W/s to Greater Berhampur	1	
	<b>RWSS wing(PR&amp;DW Deptt.)</b>		
15	Asst. to EIC (O/o. of EIC)	1	
16	Asst. to CE-I (O/o. of EIC)	1	
17	Asst. To CE-II (O/o. of EIC)	1	
18	SE Mech (O/o. of EIC)	1	
19	RWS&S Division Bhubaneswar	1	
20	RWS&S Division Puri	1	
21	RWS&S Division Nayagarh	1	
22	RWS&S Division Angul	1	
23	RWS&S Division Dhenkanal	1	
24	RWS&S Division Cuttack	1	

25	RWS&S Division Jajpur	1	
26	RWS&S Division Kendrapada	1	
27	RWS&S Division Jagatsingpur	1	
28	RWS&S Division Balasore	1	
29	RWS&S Division Bhadrak	1	
30	RWS&S Division Baripada	1	
31	RWS&S Division Keonjhar	1	
32	RWS&S Division Berhampur	1	
33	RWS&S Division Bhanjanagar	1	
34	RWS&S Division Phulbani	1	
35	RWS&S Division Bolangir	1	
36	RWS&S Division Kalahandi	1	
37	RWS&S (P) Division Khariar	1	
38	RWS&S Division Sambalpur	1	
39	RWS&S Division Bargarh	1	
40	RWS&S Division Koraput	1	
	<b>G.P.H(Works Deptt.)</b>		
41	SE GPH Division, BBSR	1	
42	SE GPH Division, Sambalpur	1	
	<b>RW(PH)(RD Deptt.)</b>		
43	RW PH Circle, BBSR	1	
44	<b>OWSSB</b>	<b>3</b>	
45	E.M., CDA, Cuttack	1	
46	City Engineer,BMC, Bhubaneswar	1	
47	City Engineer, BeMC, Berhampur	1	
48	City Engineer, CMC, Cuttack	1	
49	PD, OISIP, JICA, Cuttack	1	
50	ODRP, BeMC, Berhampur	1	
51	Director, WATCO,BBSR	1	
52	IDCO, BBSR	1	
	<b>TOTAL</b>	<b>54</b>	

**Restructured Cadre Schedule of Executive Engineer  
Odisha Engineering Service  
H &U.D. Department,  
(Pay Level-13 of ORSP Rule 2017)**

**DETAILS OF EXECUTIVE ENGINEER**

Sl. No.	Name of the Division/ Office Posts	No. of Sanctioned Posts	Remarks
<b>PH (URBAN) WING</b>			
1	O/o. the E.I.C., PH	4	
2	PH Divn, Jharsuguda	1	
3	P.H. Divn., Rayagada	1	
4	P.H. Division, Bhawanipatna	1	
5	PH Division, Keonjhar	1	
6	P.H. Divn, Balasore	1	
7	P.H. Division, Angul	1	
8	<b>OWSSB</b>	<b>8</b>	
9	<b>OISIP,JICA, Cuttack</b>	<b>3</b>	
10	BMC, Bhubaneswar	1	
11	CMC, CTC	1	
12	BDA, Bhubaneswar	1	
13	CDA, Cuttack	1	
14	BeMC, Berhampur	1	
15	BeDA, Berhampur	1	
16	E.E., ODRP , BeMC, Berhampur (supported by World Bank)	1	
17	PH Division(Project), Berhampur	1	
18	IDCO	1	
19	WATCO, BBSR	1	
	<b>RWSS wing (PR&amp;DW Deptt.)</b>		Details submitted in separate sheet
20	RWS&S Division Athagarh	1	
21	RWS&S Division Rairangpur	1	
22	RWS&S Division Anandpur	1	
23	RWS&S Division Gajapati	1	
24	RWS&S Division Boudh	1	

25	RWS&S Division Sonepur	1	
26	RWS&S Division Nuapada	1	
27	RWS&S Division Sundergarh	1	
28	RWS&S Division Rourkela	1	
29	RWS&S Division Jharsuguda	1	
30	RWS&S Division Deogarh	1	
31	RWS&S Division Raygada	1	
32	RWS&S Division Nawrangpur	1	
33	RWS&S Division Malkangiri	1	
34	RWS&S (Mech) Division Bhubaneswar	1	
35	RWS&S Division (Mech) Sambalpur	1	
36	Asst to Addl CE ( O/o. EIC)	1	
37	IMIS & Grievance ( O/o. EIC)	1	
38	<b>O/o. the EIC PH</b>	<b>4</b>	Newly created in lieu of DEE
39	<b>PA to Additional Chief Engineer in PH (Urban) Wing</b>	<b>8</b>	Newly created in lieu of DEE
	<b>RWSS Wing (PR &amp; DW Deptt.)</b>		Details submitted in separate sheet
40	Planning-I ( O/o. EIC)	1	Newly created in lieu of DEE
41	Planning-II ( O/o. EIC)	1	-Do-
42	Monitoring Cell-I (o/o EIC)	1	-Do-
43	Monitoring Cell-II ( O/o. EIC)	1	-Do-
44	Mega W/s -I ( O/o. EIC)	1	-Do-
45	Mega W/s-II ( O/o. EIC)	1	-Do-
46	Design-I ( O/o. EIC)	1	-Do-
47	Design-II ( O/o. EIC)	1	-Do-
48	Deposit Works- I ( O/o. EIC)	1	-Do-
49	Deposit Works- II ( O/o. EIC)	1	-Do-
50	Procurement- I ( O/o. EIC)	1	-Do-
51	Procurement- II ( O/o. EIC)	1	-Do-
52	PA to Additional Chief Engineer Bhubaneswar Circle	1	-Do-

53	PA to Additional Chief Engineer Cuttack Circle	1	-Do-
54	PA to Additional Chief Engineer Balasore Circle	1	-Do-
55	PA to Additional Chief Engineer Berhampur Circle	1	-Do-
56	PA to Additional Chief Engineer Bolangir Circle	1	-Do-
57	PA to Additional Chief Engineer Sambalpur Circle	1	-Do-
58	PA to Additional Chief Engineer Koraput Circle	1	-Do-
59	PA to Additional Chief Engineer PMD&I Circle BBSR	1	-Do-
60	<b>RW (PH) wing (RD Deptt.)</b>	<b>3</b>	Newly created in lieu of DEE
61	<b>GPH Wing (Works) Deptt.</b>	<b>3</b>	Newly created in lieu of DEE
	<b>Total :-</b>	<b>87</b>	



**Restructured Cadre Schedule of Assistant Executive Engineer  
Odisha Engineering Service  
H &U.D. Department,  
(Pay Level-12 of ORSP Rule 2017)**

**DETAILS OF ASSISTANT EXECUTIVE ENGINEER**

Sl. No.	Name of the Organisation	No. of Sanctioned Posts	Remarks
(1)	(2)	(3)	(4)
	P.H. Wing		
1	O/o. EIC, PH	8	1 post newly created in lieu of DEE
2	Field Sub-Divn. & Estimator	68	
	RWS&S Wing		5 post newly created in lieu of DEE. Details submitted in separate sheet.
3	O/o. the EIC, RWS&S	1	
4	O/o. the Addl. C.E. in 8 Circles	8	
5	Field Sub-Divn. & Estimator	139	
6	GPH Wing	18	
7	RW(PH) wing	15	
8	OWS&SB	14	1 post newly created in lieu of DEE
9	JICA	13	
	Others		
10	GA(Vig.)Deptt.	1	
11	ST & SC Dev. Deptt.	1	
12	NAC	1	
13	Municipalities/Development Authority	5	
14	CMC, Cuttack	1	
15	BeMC, Berhampur	1	
16	BDA, BBSR	2	
17	IDCO	3	1 post newly created in lieu of DEE
18	CDA, Cuttack	1	
19	BRIT, Balasore	1	
20	ODRP,(BeMC, Berhampur)	1	
21	WATCO	5	2 post newly created in lieu of DEE
22	PH Division(Project), Berhampur	2	
23	CCE (Improvement of W/s to Greater Berhampur)	4	2 post newly created in lieu of DEE
	<b>TOTAL</b>	<b>313</b>	