

GOVERNMENT OF ODISHA
REVENUE AND DISASTER MANAGEMENT DEPARTMENT

OFFICE MEMORANDUM

No. RDM-NGEA-MEET-0001-2020/ 39057 /R&DM, Date: 18 NOV 2022

Sub: Protection of Pay of Job Contract employees upon regularisation

The pay of Job Contract (JC) employees of Settlement and Consolidation Organisation upon regularization had been fixed in the minimum of time scale of pay of the regularized post in terms of Finance Department Resolution No.22764/F. dated 15.05.1997 till 29.11.2018 and vide this Department Notification No.25654/R&DM dated 26.08.2020 thereafter.

2. The pay part of the remuneration of JC employees is in consolidated format having fixed number of increments corresponding to the promotional channel of some posts e.g., Amin Gr-III, Amin Gr-II, Amin Gr-I etc. But upon regularisation, in the absence of any such Amin hierarchy, he has to be placed as Amin which is the available post in the regular establishment. The said post is devoid of the embedded increment enjoyed by him in the hierarchical post of JC establishment which causes undue hardship for the loss of pay.

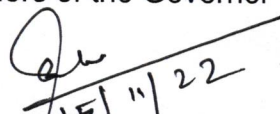
3. The protection of pay of such employees as above, consequent upon their regularization has been under consideration for sometimes in the past in view of the receipt of a number of litigations as well as the direction of Hon'ble Courts.

4. Now, therefore, after careful consideration, the Government have been pleased to decide that upon regularization of Job Contract employees of Settlement and Consolidation Organisation within the same Grade Pay/ Pay Level, their last pay drawn under JC establishment shall be protected by allowing one/ two/ three number of increments as applicable to the particular post held by him/ her under JC establishment.

5. The pay protection benefit will only be applicable to the Job Contract employees who were regularized in the post containing the same Grade Pay/ Pay Level.

6. With the above instruction, the para-8 of this Department Notification No.25654/R&DM dated 26.08.2020 will be limited to the Job Contract employees who were/ are to be regularized in the post containing different Grade Pay/ Pay Level as compared to the last post held under Job Contract establishment.

By orders of the Governor


15/11/22
(Satyabrata Sahu)

Additional Chief Secretary to Government

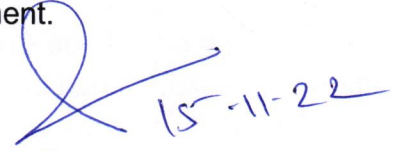


Memo No. 39058

/R&DM Date: 18 NOV 2022

Copy forwarded to all Revenue Divisional Commissioners / all Collectors / Director, Land Records, Surveys and Consolidation, Board of Revenue, Odisha, Cuttack for information and necessary action.

They are requested to dispose of the pending Court cases in this context as per the above decision of the Government without referring to this Department.

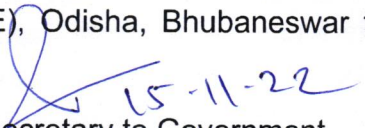


Additional Secretary to Government

Memo No. 39059

/R&DM Date: 18 NOV 2022

Copy forwarded to O.S.D. to Chief Secretary / Principal Secretary, Finance Department / Principal Secretary, Law Department / Accountant General (A&E), Odisha, Bhubaneswar for information and necessary action.

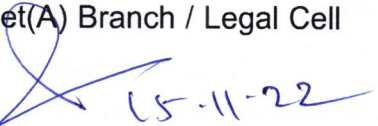


Additional Secretary to Government

Memo No. 39060

/R&DM Date: 18 NOV 2022

Copy forwarded to NGE(B) Branch / NGE(C) Branch / Budget(A) Branch / Legal Cell for information and necessary action.

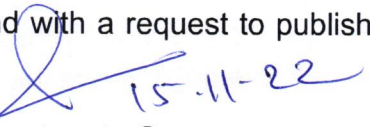


Additional Secretary to Government

Memo No. 39061

/R&DM Date: 18 NOV 2022

Copy forwarded to e-Governance Branch for information and with a request to publish this Office Memorandum on the website of this Department.



Additional Secretary to Government