

**GOVERNMENT OF ODISHA**  
**FINANCE DEPARTMENT**

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No. 34555/F, Dated 22.12.2016  
**FIN-PCC(A)-88/2014**

To

**All Departments/  
All Heads of Departments/  
All Collectors**

**Sub: Adoption of uniform monthly consolidated remuneration for contractual employees.**

Ref: *Finance Department Circular No.32986(255)/F dated 07.07.2008, No.40545(255)/F dated 29.08.2009, No.4090(255)/F dated 01.02.2010, No.33659/F dated 06.12.2014 and No.5293/F dated 04.03.2015.*

The State Government had prescribed the rate of monthly remuneration for contractual employees engaged in different Government establishments vide Finance Department Circular No.32986(255)/F dated 07.07.2008 that, it shall be the sum equivalent to the minimum of the pay scale admissible to the regular posts against which such contractual engagement has been made on abolition of the said regular posts, with some exceptions in some posts where a particular sum has been specifically agreed to by Finance Department as consolidated remuneration due to some compelling administrative reasons.

**2.** Consequent upon the revision of pay under ORSP Rules, 2008, it was prescribed vide Finance Department Circular No.40545(255)/F dated 29.08.2009 that, the minimum pay in the corresponding pay band of a post as indicated in Colum-5 of first schedule to the said Rules notified vide SRO No.638/2008 dated 24.12.2008 shall henceforth be applicable as contractual remuneration to contractual appointees engaged in different Government Departments and Government Offices. It was specifically indicated therein that the grade pay attached to the pay band in the revised scale of pay shall not count towards determination of contractual remuneration. It was further clarified vide Finance Department Circular No.4090(255)/F dated 01.02.2010 that the Circular dated 29.08.2009 shall also be

applicable to the contractual appointees engaged in various Government Departments and offices against newly created posts but persons engaged on out-sourcing basis shall not be covered under the said Finance Department Circular and shall be governed by the terms of contract with the Service Provider.

**3.** Thereafter, Finance Department Circular No.33679/F dated 06.12.2014, further modified Finance Department letter No.40545/F dated 29.08.2009 that the grade pay attached to the revised scale of pay shall also count towards determination of remuneration of contractual engages. It was also indicated therein that remuneration of persons engaged under the provisions of G.A. Department Resolution No.32010/Gen dated 12.11.2013 shall be determined in consonance with the provisions made in the said Resolutions. A clarification was issued vide Finance Department Circular No.5293/F dated 04.03.2015 in reference to its earlier Circular dated 06.12.2014 that counting of grade pay along with minimum of the corresponding pay band of a particular post is applicable only to such contractual appointees who have been engaged against sanctioned posts following due process of selection and ORV Act prior to 12.11.2013 and this principle of grade pay along with minimum of the pay band shall in no case be applicable to persons who have been engaged through 'Outsourcing basis' by Service Providers.

**4.** Proposals from different Departments and representations from contractual personnel who are not receiving Grade pay in their monthly consolidated remuneration including those engaged on outsourcing basis through Service Providing Agencies are being received with request to include grade pay in the monthly consolidated remuneration being paid to such contractual employees.

**5.** In the meantime, cost of living has gone up. In order to mitigate the hardship faced by such contractual employees, Government after careful consideration, have been pleased to decide that grade pay attached to the revised scale of pay shall also count towards determination of monthly consolidated remuneration of different categories of contractual employees irrespective of their mode of engagement from Dec-2016.

Sd/-

**(Tuhin Kanta Pandey)**

**Principal Secretary to Government**