

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

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No. 4554 /F., Date 23.02.2016

PCC(A)-71-2015

**OFFICE MEMORANDUM**

Sub: **Consideration of RACP in case of cadres who have undergone up-gradation.**

Government introduced Revised Assured Career Progression (RACP) Scheme in Finance Department Resolution No.3560/F, dated.06.02.20 13. The Scheme provides for three financial up-gradations in a cadre counted from the direct entry grade on completion of 10/20/30 years of service. It provides for the promotional post grade pay in case of cadres having the promotional hierarchy and next higher grade pay as per first schedule to ORSP Rules, 2008 with interpolations introduced subsequently, if any, for the isolated/ ex-cadre posts. Consequent to the restructuring, there are cadres where the posts have been up-graded with higher scales of pay. References have been made to Finance Department whether the said up-gradation is to be counted as a financial up-gradation while extending the benefits under RACP Scheme.

It may be indicated here that, RACP Scheme envisages financial up-gradation counted from the direct entry grade. Whenever, there is an up-gradation, the financial factor is taken into account. This factor fulfils the spirit of RACP Scheme.

Therefore, in cadres where there have been up-gradations, the said up- gradations shall count as one financial up-gradation in terms of benefits extended under the RACP Scheme.

By Order of the Governor

**Sd/-**

**B.K. Das**

**Special Secretary to Government**