

**GOVERNMENT OF ODISHA
FINANCE DEPARTMENT**

No. 22518 /F
FIN-CS I-PAY-0002-2014

Date: 01-8-2014

OFFICE MEMORANDUM

Sub: *Fixation of pay of an employee on his subsequent appointment to a post carrying higher scale of pay in the Government establishment.*

The procedure of pay fixation in different mode has been laid down under rule 74 of Odisha Service Code. The mode of fixation of pay for employees from one establishment joining another carrying identical/ lower scale of pay has been prescribed in FDOM No.46164/F, Dt.29.10.1992, No.22882/F, Dt.13.5.1996 and No.48579/F, Dt.04.12.1999. But there is no such prescribed guideline for fixation of pay in the case of subsequent appointment to a post carrying higher scale of pay.

2. Proposals are being referred for protection / fixation of pay in case of subsequent appointment of an employee in Government establishment in a higher scale of pay. Government after careful consideration, decide to allow pay protection in such cases if admissible as per FDOM No.31504/F, dtd.16.6.80. The pay last drawn in the earlier establishment shall be protected in the new post carrying higher pay. If there is no such stage in the subsequent establishment, then the pay will be fixed below that stage in the scale of the post to which the employee has been recruited. The difference of pay will be allowed as Reducible Personal Pay (RPP) to be subsumed in subsequent increments.

3. In all such cases, the date of next increment will be due on the anniversary date of last increment.

4. The interruption, if any, between the date of relief from the previous post and joining in the new post should not exceed the normal joining time. Any such interruption shall be regularised by way of *leave due* and admissible under the leave rules, with approval of the Competent Authority.

5. This order will take effect from the date of its issue. Past cases already decided shall not be re-opened. Cases pending will be regulated in accordance with this Office Memorandum subject to stipulations made in para (b) of FDOM No.39936/F, dtd.26.8.2002.

6. This will be applicable to the employees of State Government, Public Sector Undertakings, Corporations, Universities, DRDA, Autonomous Bodies and Agencies owned or controlled by the State Government on their subsequent appointment to posts under State Government in a higher time scale of pay.

7. Fixation/ protection of pay on the basis of principles laid down in this order shall be made under Rule 80 of Odisha Service Code with prior concurrence of Finance Department.

Sd/ (U.N. Behera)
Additional Chief Secretary to Government

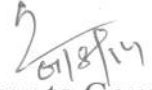
Memo No. 22519 /F.,Date: **01-8-2014**

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Deputy Secretary to Government

Memo No. 22520 /F.,Date: **01-8-2014**

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Deputy Secretary to Government