

GOVERNMENT OF ODISHA
FINANCE DEPARTMENT

No. **15601/F.**,
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Date: **07.06.2021**

To

All Departments/
All Heads of Department/
All Collectors

Sub: Stepping up of pay of senior employee with junior employee in the event of promotion of junior employee in the same grade in the cadre after availing MACP under ORSP Rules, 2017.

The pay of an employee under ORSP Rules, 2017 is fixed in appropriate Level of the Pay Matrix as per MACP entitlement taking into consideration the number of RACP availed. It is noticed in certain cases that the pay of junior employee is fixed at a Cell higher than the Cell of senior employee in the Level on account of promotion after availing MACP.

In such event the senior employee is deprived of stepping up of pay with the junior due to stipulation contained in Rule 13(xi) of ORSP Rules, 2017 and non-fulfillment of conditions for stepping up of pay because junior in certain cases even draws more pay in lower Level than the senior in higher Level before promotion. This causes undue hardship to senior employees.

Government after careful consideration have been pleased to decide that the pay of the senior employee shall be stepped up with the pay of junior employee in the event where the pay of junior is fixed at a Cell higher than the pay of senior in the same Level because of promotion after availing MACP/ regulated under MACP on coming over to ORSP Rules, 2017, subject to the following conditions:

1. Senior employee must be senior to the junior employee both in the lower post as well as in the higher post i.e. in the promotional post.
2. The pay level of the senior employee must be equal to or more than the junior employee in the revised pay on 01.01.2016 under ORSP Rules, 2017 but stepping up of pay shall be admissible when both senior and junior are in same pay level.

3. The entry level post as well as promotional posts in hierarchy of both the senior and junior employee must be identical and the post in which the stepping up of pay is claimed must be the same.
4. Such stepping up of pay shall be admissible once in each stage of promotion up to three stages of promotion in case anomaly arises on account of availing MACP by the junior only under ORSP Rules, 2017.
5. The provisions contained in Rule-7 (2) (v), (vii) & (viii) of ORSP Rules. 2017 shall not be applicable for stepping up of pay to be considered under this situation.

Joint Secretary to Government