

FINANCE DEPARTMENT

NOTIFICATION

The 5th October 1989

S. R. O. No. 707/89—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Orissa is pleased to make the following rules, namely:—

1. (1) These rules may be called the Orissa Revised Scales of Pay Rules, 1989

(2) They shall be deemed to have come into force on the 1st day of May, 1989

2. (1) Save as otherwise provided by or under these rules, these rules shall apply to all persons in whole-time employment of Government.

(2) These rules shall not apply to—

- (i) persons engaged on contract except when the contract provides otherwise ;
- (ii) persons re-employed in Government service after retirement ;
- (iii) persons paid out of contingencies ;
- (iv) persons paid otherwise than on monthly basis including those paid on piece-rate basis ;
- (v) persons not drawing pay in regular scales of pay for whom no revised scales of pay are prescribed ;
- (vi) employees borne in the "Work-charged Establishment" as defined in the Resolution of Government in the erstwhile Political & Services Department No. 9488, dated 18th June 1974 ;
- (vii) employees governed by Orissa Revised Scales of Pay (For College Teachers) Rules, 1978, Orissa Revised Scales of Pay (For Medical College Teachers) Rules, 1982 and Orissa Superior Judicial Service (Sr. Br.) Rules, 1963; and
- (viii) any other class or category of persons whom the Governor may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

3. In these rules, unless the context otherwise requires—

- (a) "Government" means Government of Orissa
- (b) "Finance Department" means the Finance Department of the Government of Orissa
- (c) "Existing emoluments" means—
 - (i) Pay of a Government servant as defined in clause (a); and
 - (ii) Dearness pay as on the 30th April, 1989

NOTE—If the amount of existing emoluments computed under clause (c) constitute a fraction of a rupee such fraction shall be rounded up to a rupee.

(d) "Existing Scale"—

- (i) in relation to a Government servant means the scale of pay applicable to the post held by the Government Servant (or, as the case may be any personal scale of pay applicable to him) as on the 1st day of May, 1989 had the revised scale of pay not been introduced, whether in a substantive, temporary or officiating capacity ;

Short title and commencement.

Categories of Government servants to whom the rules apply.

Definition

Provided that in the case of a Government servant who, on the first day of May, 1989 was on deputation, leave, foreign service or training or who would have, on that date, continued in one or more lower posts but for his officiating in a higher post, "Existing Scale" in the case shall include the scale of pay applicable to the post which he would have held but for his being on such deputation, leave, foreign service or training or as the case may be for his officiating in a higher post ;

(e) "Pay" means the pay as defined in rule 33 (a) (i) of the Orissa Service Code in the existing scale and shall include—

(i) *ad hoc* increment granted in shape of personal pay on account of stagnation at the maximum of the existing scale ;

(ii) personal pay granted due to fixation of pay under sub-rule (d) of rule 74 of the Orissa Service Code ; but excludes cases where reducible personal pay has been granted to protect the total emoluments on account of loss of special pay ;

(iii) advance increment granted, if any ;

(f) "Schedule" means a Schedule appended to these rules ;

(g) "Revised Scale" means:—

(i) the scale of pay specified in column (4) of the 1st Schedule.

NOTE—A list of existing scales of pay and their corresponding revised scales of pay is appended to these rules as in the First Schedule.

scale of pay

4. As from the date of commencement of these rules and subject to the provisions of rule-5, the scale of pay of the existing scales as specified in column (2) of the First Schedule shall be as specified against it in column (4) thereof.

Drawal of pay in the Revised scales

5. Save as otherwise provided in these rules, a Government servant shall draw pay in the corresponding revised scale of pay with effect from 1-5-1989 :

Provided that a Government servant who, prior to the commencement of these rules, had elected, in pursuance of the provisions of the Orissa Revised Scales of Pay (For Non-Gazetted Officers) Rules, 1974 or the Orissa Revised Scales of Pay (For Gazetted Officers) Rules, 1974, or the Orissa Revised Scales of Pay Rules, 1981 or Orissa Revised Scales of Pay Rules, 1985, as the case may be, to come over to the existing scale after the first day of May, 1989, then his/her option shall remain valid till that date and he/she shall be deemed to have come over to the revised scale of pay on the said date unless he/she represents in writing to the Head of Office to cancel his earlier option within a period of twenty-one days from the date of publication of these rules.

Authority competent to fix the pay.

6. The pay of a Government servant in the revised scale shall be fixed by such authority and shall be checked by such officer as may be specified in the instructions to be issued by the Finance Department.

Fixation of pay in the revised scale

7. (1) Unless in any case the Government by special order directs, the pay of a Government servant, who is deemed to be governed by the revised scales from the 1st day of May 1989 shall be increased by adding one increment admissible at that stage of the existing scale to the existing emoluments as defined under Rule 3 (c) and thereafter the pay in the revised scale shall be fixed.

(2) After the existing emoluments have been so increased and computed as specified in sub-rule (1) the pay shall be fixed in the revised scale at the stage equal to the amount so computed or if there is no such stage in the revised scale, at the stage next above the amount so computed :

Provided that :—

(i) If the amount as computed under sub-rule (1) is less than the minimum of the revised scale, the pay shall be fixed at the minimum of the revised scale ;

(ii) if the amount as computed is more than the maximum of the revised scale of pay the pay shall be fixed at the maximum of that scale and the difference shall be allowed as reducible personal pay to be absorbed in future increases in pay, if any, due to grant of *ad hoc* increments on account of stagnation, etc.

NOTE—(i) The increment or the increased pay due and admissible in the existing scale as on the 1st day of May, 1989 shall be taken into consideration for fixation of pay in the revised scale;

(ii) fixation of pay in the revised scale shall be made in the form appended to these rules as in the Second Schedule.

(3) In case of employees who are in the advancement scales of pay, their pay shall be fixed on the above basis in the revised scale corresponding to the existing scale in which he would have drawn pay, had he not gone over to the advancement scale of pay under the time-bound advancement scheme.

NOTE—See illustration in the Third Schedule

(4) Where a Government servant is holding a substantive post and is officiating in a higher post, the pay under sub-rule (1) shall be fixed both in respect of the substantive post and the officiating post simultaneously and the pay so fixed shall be applicable to him in the officiating or substantive post actually held by him or which would have been held by him had the revised scale not been introduced.

(5) In the event of re-fixation of pay due to retrospective operation of any order changing a revised scale or retrospective amendment of these rules, where the amount already drawn or received by any Government servant in the revised scale or otherwise under these rules, as they stood prior to such order or amendment is found to be in excess of the amount computed to be payable to him under these rules, in view of the said order or amendment as the case may be, the excess amount so drawn or received shall not be recoverable from such Government servant and shall be deemed to have been waived.

(6) Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the revised scale applicable to these two posts are same and identical, the pay shall be fixed under this sub-rule with reference to the officiating post only and the pay so fixed shall be treated as substantive pay.

The provisions of this rule shall apply, *mutatis mutandis* to Government servants holding in an officiating capacity, posts on different existing scales which have been replaced by a single revised scale.

(7) Where in the fixation of pay under sub-rule (1) pay of a Government servant, who, in the existing scale was drawing immediately before the 1st day of May, 1989 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stopped up to the same stage in the revised scale as that of the junior.

(8) Where a Government servant is in receipt of personal pay on the 1st day of May, 1989, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increase in pay.

8. Where in the course of pay fixation under these rules, any amount drawn or received as pay by any Government servant under any rule is found to be in excess of the amount payable to him under these rules, the excess amount so drawn or received shall not be recoverable from such Government servant and shall be deemed to have been waived.

9. The date of next increment in case of all employees should be the usual date of increment except for those who are fitted at the minimum of the revised scale, and in such cases the next date of increment would be the date of the anniversary of the date of coming over to the new revised scale of pay, 1989.

10. (1) Where there are two Efficiency Bars in the existing scale, but only one in the revised scale, an officer who has crossed both the Efficiency Bars in the existing scale shall be deemed to have crossed the only Efficiency Bar in the revised scale and an officer who has crossed only one Efficiency Bar in the existing scale he is required to cross the only Efficiency Bar in the revised scale.

(2) Where there is only one Efficiency Bar in the existing scale and also one Efficiency Bar in the revised scale and the officer who has crossed the only Efficiency Bar in the existing scale shall be deemed to have crossed the Efficiency Bar in the revised scale.

(3) If an officer who is due to cross an Efficiency Bar in the existing scale but has not crossed the same and his pay in the revised scale is fixed beyond the stage of the Efficiency Bar, then the test of crossing the Efficiency Bar shall be applied at the stage of the next increment in the revised scale.

(4) If the pay of an officer, who was in an existing scale having no Efficiency Bar, is fixed in the revised scale at a stage after the Efficiency Bar, the test of crossing the Efficiency Bar shall be applied at the stage of the next increment in the revised scale.

Fixation of pay on re-appointment after the 1st day of May, 1989 to a post held prior to that date.

11. A Government servant who had officiated in a post prior to the first day of May, 1989 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised scale, shall be allowed the benefit under the second proviso to sub-rule (d) of rule 11 of the Orissa Service Code to the extent it would have been admissible, had he been holding that post on the first day of May 1989.

Made of payment of arrear dues.

12. Notwithstanding anything contained in these rules, the additional dues to which a Government servant is entitled on account of revision of pay scales from the first day of May, 1989 till the end of February, 1990 shall be credited to his General Provident Fund Account and in respect of those who have no such Account new accounts shall be opened immediately in relaxation of the relevant rules where necessary, and thereafter the dues shall be credited :

Provided that in the case of Government servants who are due to retire between the 1st May 1989 and the 28th February 1990 such additional dues shall be paid in cash.

Power to relax.

13. Where the Finance Department is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, they may, by order, dispense with or relax the requirements of all or any such provision to such extent and subject to such conditions as may be considered necessary for dealing with the case in a just and equitable manner.

Interpretation and power to remove anomalies or any other difficulties.

14. If any question arises relating to interpretation of these rules, for removal of anomalies, omissions, difficulties printing and clerical errors, all such matters shall be referred to the Finance Department for clarification and decision.

Effect of other rules.

15. The provisions of the Orissa Service Code, the Orissa Revised Scales of Pay (For Non-Gazetted Officers) Rules, 1974, the Orissa Revised Scales of Pay (For Gazetted Officers) Rules, 1974, the Orissa Revised Scales of Pay Rules, 1981 and the Orissa Revised Scales of Pay Rules, 1989 and orders or instructions issued in respect of matters related to the said Code or rules, to the extent they are inconsistent with these rules, shall not, save as otherwise provided in these rules, apply in cases where pay is regulated under these rules.

FIRST SCHEDULE

[See rule 3(d) & 3(g)]

Existing Scales of Pay, 1985		Revised Scales of pay	
Sl. No.	(Where the existing scales of pay are not advancement scales as per 7th Schedule of Rule 3(a) of the O. R. S. P. Rules, 1985)	Sl. No.	
(1)	(2)	(3)	(4)
	Rs.		Rs.
1.	570-8-650-10-790	1.	750-12-870-E.B.-14-940
2.	585-10-725-12-845	2.	775-12-955-E.B.-14-1,025
3.	625-12-709-E. B.-12-745-15-790-E. B.-15-940.	3.	800-15-1,010-E.B.-20-1,150
4.	665-14-735-16-767-E. B.-16-895-E. B.-18-1,075.	4.	825-15-900-E.B.-20-1,200
5.	780-16-860-18-896-E. B.-18-950-20-1,050-E. B.-22-1,160.	5.	950-20-1,150-E. B.-25-1,500
6.	840-16-856-18-928-E. B.-20-1,008-E. B.-22-1,140-25-1,240.	6.	975-25-1,150-E. B.-30-1,660
7.	840-18-912-20-1,012-E. B.-22-1,100-25-1,225-E. B.-30-1,345.	7.	1,200-30-1,440-E. B.-30-1,800
8.	935-20-1,015-25-1,090-E. B.-25-1,140-30-1,230-E. B.-32-1,390-35-1,530.	8.	1,320-30-1,560-E. B.-40-2,040
9.	965-30-1,115-E. B.-35-1,360-38-1,550-E. B.-40-1,710.	9.	1,350-30-1,440-40-1,800-E. B.-50-2,200.
10.	890-25-915-30-1,005-35-1,110-E. B.-35-1,285-40-1,605-E. B.-45-1,830.	10.	1,350-30-1,440-40-1,800-E. B.-50-2,200.
11.	1,005-35-1,285-E. B.-40-1,605-E. B.-45-1,830.	11.	1,350-30-1,440-40-1,800-E. B.-50-2,200.
12.	1,090-35-1,300-E. B.-40-1,620-E. B.-45-1,800-50-1,950.	12.	1,400-40-1,800-E. B.-50-2,300
13.	1,050-35-1,120-40-1,320-E. B.-40-1,560-E. B.-45-1,785-50-2,085.	13.	1,400-40-1,800-E. B.-50-2,300
14.	1,090-35-1,195-40-1,355-E. B.-40-1,515-E. B.-45-1,785-50-2,135.	14.	1,400-40-1,600-50-2,300-E. B.-60-2,600.
15.	1,210-40-1,290-45-1,515-E. B.-50-1,815-E. B.-55-2,200.	15.	1,600-50-2,300-E. B.-60-2,660
16.	1,120-35-1,190-40-1,350-E. B.-45-1,620-50-1,970-E. B.-55-2,245.	16.	1,600-50-2,300-E. B.-60-2,660
17.	1,365-45-1,455-50-1,755-E. B.-55-2,085-E. B.-60-2,385.	17.	1,640-60-2,600-E. B.-75-2,900
18.	1,315-45-1,450-50-1,650-E. B.-55-1,815-60-2,175-E. B.-65-2,500.	18.	1,640-60-2,600-E. B.-75-2,900

(1)	(2)	(3)	(4)
	Rs.		Rs.
19.	1,600—50—1,650—55—1,815—E. B.—60—2,175—E. B.—65—2,500.	19.	2,000—60—2,300—E. B.—75—3,050
20.	1,150—45—1,240—50—1,490—E. B.—55—1,875—E. B.—60—2,295—65—2,555.	20.	1,700—60—2,300—E. B.—60—2,600—75—3,050.
21.	1,350—55—1,735—E. B.—60—2,095—70—2,375—E. B.—75—2,975.	21.	2,000—60—2,300—E. B.—75—3,200—100—3,500.
22.	1,975—60—2,095—70—2,375—E. B.—75—2,975	22.	2,200—75—2,650—E. B.—75—3,100—100—3,500.
23.	1,975—65—2,040—70—2,250—75—2,700—E. B.—80—3,100.	23.	2,200—75—2,650—E. B.—75—3,100—100—3,700.
24.	1,975—70—2,255—75—2,630—E. B.—80—2,790—85—3,300.	24.	2,200—75—2,800—E. B.—100—4,000
25.	2,050—70—2,190—75—2,640—80—2,880—E. B.—85—3,220—90—3,400.	25.	2,350—75—2,800—E. B.—100—3,700—125—4,200.
26.	2,250—85—2,590—90—3,310—E. B.—95—3,500	26.	2,800—100—3,600—E. B.—125—4,350
27.	2,400—85—2,995—90—3,265—E. B.—95—3,550	27.	3,000—100—3,500—125—4,500
28.	2,350—85—2,775—E. B.—90—3,315—95—3,600	28.	3,000—100—3,500—125—4,500
29.	2,550—85—2,635—90—3,175—E. B.—95—3,650	29.	3,200—100—3,700—125—4,700
30.	2,850—100—3,950	30.	3,700—125—4,700—150—5,000
31.	3,050—100—4,250	31.	4,500—150—5,700
32.	3,350—100—4,250—125/2—4,500	32.	4,800—150—5,700—200—6,300
33.	4,000—100—4,500—125/2—4,750	33.	5,100—150—5,700—200—6,500

Note—Employees in the advancement scales of pay will be fitted in the revised scales corresponding to existing scales in which they would have drawn pay but for the time-bound advancement scheme.

SECOND SCHEDULE

[See Rule 7 (1)]

Form for fixation of Pay under the Orissa Revised Scales of Pay Rules, 1989

1. Department/Office:—
2. Name and Designation of the Government Employee :—
3. Post held :—
4. Nature of Post/Appointment :—
 - (i) Permanent or Temporary :—
 - (ii) Substantive or Officiating :—
5. Existing Scale of Pay:—
6. Revised Scale of Pay:—
7. Total Existing Emoluments :—
 - (i) Basic Pay:—
 - (ii) Personal Pay :—
 - (a) personal pay granted on account of Stagnation [Rule-3 (e) (i);]
 - (b) personal pay granted under Rule-74 of O. S. C. [Rule-3 (e) (ii)]
 - (iii) Dearness Pay :—
8. One increment admissible at that stage of the existing Scale
9. Total of 7 & 8 :—
10. Initial Pay to be fixed in the revised Scale :—
 - (i) At the minimum if total existing emoluments at (9) above is less than the minimum of the revised Scale.
 - (ii) At the Stage of the Revised Scale equal to the existing emoluments at (9) above or if there is no such stage, the stage next above.
11. Difference between the existing emoluments and revised pay [(10) —(7)] :—
12. Pay finally fixed in the Revised Scale :—
13. Date of fixation of Pay in the Revised Scale :—
14. Date of increment in the existing Scale :—
15. Date of next increment in the Revised Scale :—

Head of Office/Competent
Authority

THIRD SCHEDULE

[See Note under Rule 7 (3)]

ILLUSTRATIONS ON FIXATION OF PAY IN THE REVISED SCALES OF PAY

Illustration-1

Existing Scale—Rs. 780—16—860—18—896—E.B.—18—950—20—1,050—E.B.—22—1,160

Revised Scale—Rs. 950—20—1,150—E.B.—25—1,500

Existing Emoluments (Excluding Dearness Allowance)

	Rs.
Pay ..	812'00
Dearness Pay ..	81'00
	<hr/>
	893'00
An amount equal to an increment admissible at that stage in the .. existing scale shall be added.	16'00
	<hr/>
	909'00
	<hr/>
Pay to be fixed in the revised scale ..	950'00 (being the minimum in the revised scale).

Illustration-2

Existing Scale—Rs. 1,005—35—1,285—E.B.—40—1,605—E.B.—45—1,830

Revised Scale—Rs. 1,350—30—1,440—40—1,800—E.B.—50—2,200

Existing Emoluments (Excluding Dearness Allowance)

	Rs.
Pay ..	1,325'00
Dearness Pay ..	106'00
	<hr/>
	1,431'00
An amount equal to an increment admissible at that stage in the .. existing scale, shall be added.	40'00
	<hr/>
	1,471'00
	<hr/>
Pay to be fixed in the revised scale ..	1,480'00

ILLUSTRATION ON FIXATION OF PAY IN THE REVISED SCALE IN CASE OF AN EMPLOYEE DRAWING PAY IN THE ADVANCEMENT SCALE

(As corrected in F.D. Corrigendum No. PCC-45/89-38055/F), dt.12-10-1989,

Illustration-3

Existing Scale—Rs. 1,090—35—1,155—E.B.—40—1,515—E.B.—45—1,785—50—2,135

(Advancement Scale of Rs. 890—1,830)

Revised Scale—Rs. 1,350—30—1,440—40—1,800—E.B.—50—2,200

Revised scale applicable to the post held by him)

Existing Emoluments (Excluding Dearness Allowance)

Pay .. Rs. 1,785'00

Dearness Pay .. Rs. 143'00

Rs. 1,928'00

An amount equal to an increment admissible at that stage in the existing Rs. 50'00 scale (Advancement Scale) shall be added.

.. Rs. 1,978'00

Pay to be fixed in the revised scale .. Rs. 2,000'00

Illustration-4

Existing Scale—Rs.1,315—45—1,450—50—1,650—E.B—55—1,815—60—2,175—E.B—65—2,500

(Advancement Scale of Rs. 1,050—2,085)

Revised Scale Rs. 1,400—40—1,800—E.B—50—2,300

Existing Emoluments (Excluding Dearness Allowance)

Pay .. Rs, 2,175'00

Dearness Pay .. Rs. 150'00

Rs, 2,325'00

An amount equal to an increment admissible at that stage in the Rs, 65'00 existing scale (Advancement scale) shall be added.

Rs. 2,390'00

Pay to be fixed in the revised scale Rs. 2,300'00+Rs. 90'00 (RPP)

[No.37740—P. C. C.-45/89.F.]

By order of the Governor

P. K. PATNAIK

Secretary to Government