

**GOVERNMENT OF ODISHA  
FINANCE DEPARTMENT**

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Memo No. 1738 /F.,  
PCC(A)-37/2013

Date: 20/1/2014

To

All Departments/  
All Heads of Department/  
All Collectors.

**Sub: Clarification on Revised Assured Career Progression Scheme (RACPS) for the State Government employees.**

The undersigned is directed to say that Government in Finance Department have extended Revised Assured Career Progression Scheme for the State Government employees vide Finance Department Resolution No.3560/F., dt.6.2.2013 and issued clarification in respect of the Driver vide Memo No.16400/F., dt.2.5.2013. Thereafter, the doubts have been raised and clarifications have been sought from different quarters regarding implementation of RACP Scheme in respect of other State Government employees.

After careful consideration of the various provisions of RACP Scheme contained in FD Resolution No.3560/F., dt.6.2.2013, it has been decided to issue the following clarifications for guidance of all concerned.

Sl. No.	Points of doubt	Clarification
(1)	(2)	(3)
1.	Whether an employee shall get benefit under RACP Scheme w.e.f 01.01.2013 or from the date of completion of 10, 20 & 30 years service prior to 01.01.2013?	RACP Scheme came into effect from 01.01.2013, therefore, an employee who has completed 10, 20 or 30 years service prior to 01.01.2013 shall be eligible for RACP benefit from 01.01.2013 and not prior to that.
2.	Whether an employee who has not passed Departmental Examination, shall be considered for availing benefit under RACP Scheme it being a criterion for promotion?	If passing of Departmental Examination is a criterion for promotion in the cadre, it shall be considered while extending RACP Scheme. If one has not passed the Departmental Examination, he/she shall not be eligible for benefit under RACP Scheme.

3.	Who shall constitute the Screening Committee for RACP Scheme?  <i>Also refer</i>	Authority which constitutes Screening Committee for ACP as per point No.2 of Finance Department Memo No.55371/F dtd.26.12.2008 shall also constitute the Screening Committee for RACP.
4.	What would be the Grade Pay of an employee under RACP Scheme where there are less than 3 promotional stages in the cadre?	<p>Where there are less than 3 promotional posts in the cadre, the employee of that cadre shall get the Pay Band and Grade Pay of the promotional post(s) upto the stages available in that cadre and thereafter, the next higher Grade Pay alongwith Pay Band hierarchically available in First Schedule of ORSP Rules, 2008 with introduction of new Grade Pay, if any, in between shall be given.</p> <p><b>Example:</b> - 'A' is a Jr. Stenographer in circle cadre of Works Department in the Pay Band of ₹5200 – 20200/- and Grade Pay of ₹2400/-, who on completion of 10 years service as Jr. Stenographer shall get the pay in Pay Band and Grade Pay of Sr. Stenographer i.e. Pay Band of ₹9300 – 34800/- and Grade Pay of ₹4200/-, thereafter, on completion of 20 and 30 years service from Jr. Stenographer, he shall get the pay in the next higher Grade Pay available in First Schedule of ORSP Rules,2008 i.e. Pay Scale of ₹9300 – 34800/- and Grade Pay of ₹4600/- and Pay Scale ₹9300 – 34800/- and Grade Pay of ₹4800/- in absence of any promotional post in the cadre of Jr. Stenographer except only one promotional post of Sr. Stenographer.</p>
5.	Whether the benefit under RACP Scheme shall be given to an employee who forgoes regular promotion in the	In this situation the benefit under RACP Scheme in favour of an employee shall be deferred to the extent of period of debarment

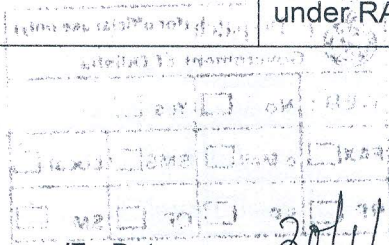
<p>cadre due to certain problem of his/her own for certain period but thereafter, gives consent for the same?</p>	<p>from the date of actual entitlement.</p> <p><b>Example:-</b> 'A' is a Jr. Clerk who before eligible for 1st upgradation under RACP Scheme w.e.f 01.01.2014 being the joining date as Jr. Clerk on 01.01.2004 gives consent in writing not to get promotion to the post of Sr. Clerk on 01.01.2013 due to certain problem of his own and thereafter, he submits his consent in writing for such promotion on 01.01.2015, in this situation, he shall be eligible for RACP benefit on 01.01.2016 i.e. after two years from the date of his entitlement on 01.01.2014 because the period of refusal for promotion is two years which is from 01.01.2013 to 01.01.2015.</p>
<p>6. Where there are two lines of promotional hierarchy in a cadre from a particular feeder post then the Grade Pay of which line of promotional hierarchy shall be given under RACP Scheme?</p>	<p>Where there are two lines of promotion from a particular feeder post in a cadre then the Pay Band and Grade Pay of the promotional post which is lower between the two will be allowed under RACP Scheme.</p> <p><b>Example:-</b> Let there be a cadre which has two lines of promotion starting from the feeder post in the Grade Pay of ₹2000/-. One line carries the G.P of ₹2400/-, ₹2800/- and ₹4200/- as 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> stage promotion respectively where as other line carries the G.P of ₹2800/-, ₹4200/- and ₹4600/- as 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> stage promotion respectively. If 'A' is an employee of this cadre who completes 10 years service in the G.P of ₹2000/- without any promotion then he shall be eligible for the G.P of ₹2400/- under RACP Scheme instead of the G.P of ₹2800/-. If he gets promotion to the post of the second line carrying the G.P of ₹2800/-</p>

		thereafter then he shall get the G.P of ₹2800/- only without any fixation of pay.
7.	Whether the post of Daftary/Zamadar is to be considered as a promotional post in hierarchy for extending benefit under RACP Scheme in absence of any cadre rule of class-IV employees?	Yes, since the post of Daftary/Zamadar is always filled up by Class-IV employees on promotion only and there is no direct appointment to the post of Daftary/Zamadar, this post is considered as a cadre post of class-IV post in absence of any cadre rule.
8.	An employee completes 30 years service before 01.01.2013 without any promotion. Whether his/her pay under RACP Scheme shall be fixed directly in the Pay Band and Grade Pay of 3 <sup>rd</sup> promotional post of the cadre on 01.01.2013 or his/her pay shall be fixed stage-wise in the Pay Band and Grade Pay of 1 <sup>st</sup> promotional post, then 2 <sup>nd</sup> promotional post and finally 3 <sup>rd</sup> promotional post on 01.01.2013?	If an employee completes 30 years service before 01.01.2013 without any promotion then his/her pay shall be fixed stage-wise in the Pay Band and Grade Pay of 1 <sup>st</sup> promotional post, then 2 <sup>nd</sup> promotional post and finally 3 <sup>rd</sup> promotional post on 01.01.2013 without being directly fixed in 3 <sup>rd</sup> promotional post.
9.	Whether ACP due prior to 01.01.2013 shall be sanctioned in favour of an employee after 01.01.2013?	Yes, since RACP Scheme comes into effect from 01.01.2013, there is no bar to sanction ACP due in favour of an employee prior to 01.01.2013 after 01.01.2013.
10.	How the pay of an employee is fixed who already is in the higher Grade Pay on account of availing benefit under RACP Scheme and is subsequently appointed to an Ex-cadre post carrying lower Grade Pay on selection basis?	Where an employee who has availed higher Grade Pay on account of availing RACP, is subsequently appointed to an ex-cadre post carrying lower Grade Pay, the pay of the employee shall be protected as per protection of pay rules instead of being fixed u/r 13 of ORSP Rules, 2008. But, if the employee is appointed to a post carrying same/ higher Grade Pay than that of his/her present Grade Pay then the pay shall be fixed u/r 13 of ORSP Rules, 2008.

11.	Whether denial of promotion to an ex-cadre post shall have effect to RACP benefit?	No, denial of promotion to an ex-cadre post shall have no effect to RACP benefit in a cadre the employee belongs to.
12.	If the promotional post in a hierarchy belongs to another cadre, then whether the Grade Pay of that promotional post is to be allowed under RACP Scheme.	<p>No, the Grade Pay of hierarchical promotional post which belongs to other cadre shall not be allowed under RACP Scheme even if the former post being only the feeder post of that promotional post. RACP is confined to a cadre only. Such promotion shall be a promotion to an ex-cadre post and the period of service for RACP on that promotional post shall be reckoned afresh from the date of joining on that post.</p> <p><b>Example:-</b> 1) 'A' is an Assistant Engineer in Odisha Diploma Engineering Service cadre in the Pay Band of ₹9300 – 34800/- and Grade Pay of ₹4600/- who on completion of 20 years of service from the date of entry post of Junior Engineer shall get the pay in the Pay Band PB-2 with Pay Scale of ₹9300 – 34800/- and Grade Pay of ₹4800/- instead of Pay Scale ₹9300 – 34800/- and Grade Pay of ₹5400/- under RACP Scheme, although the next promotional post of Assistant Engineer is Assistant Executive Engineer carrying the Grade Pay of ₹5400/- which belongs to Odisha Engineering Service cadre. There are only two posts in Odisha Diploma Engineering Service cadre namely Junior Engineer and Assistant Engineer.</p> <p>2) Similarly 'B' is an officer under ORS cadre in the Pay Band of ₹9300 – 34800/- and Grade Pay of ₹4600/-, who on completion of 10 years service shall get the</p>

		pay in Pay Band PB-2 with Pay Scale of ₹9300 – 34800/- and Grade Pay of ₹4800/- under RACP Scheme, although his next promotional post comes under OAS cadre carrying the Pay Scale of ₹15600 - 39100/- and Grade Pay of ₹5400/- in Pay Band PB-3.
13.	What does a cadre mean for the purpose of RACP Scheme?	<p>A cadre means a post(s) for which a specific recruitment rule is framed.</p> <p><b>Example :-</b> 1) The Industries Promotion Officers (IPOs) get promotion to the post of Assistant Directors of Industries, Assistant Engineers, Assistant Managers of different functional disciplines of District Industries Centres etc. But, the post of IPOs are not the cadre post of the Assistant Directors of Industries, Assistant Engineers, Assistant Managers etc. because these posts belong to "The Orissa Industries Service Rules, 1985" whereas the post of IPOs does not belong to "The Orissa Industries Service Rules, 1985". Therefore, the post of IPOs <u>shall not be considered</u> as the cadre post of the Orissa Industries Service for the purpose of RACPS.</p> <p>2) Similarly an employee in OT &amp; AS cadre gets next promotion to a post in OFS cadre, but the post in OFS cadre <u>shall not be considered</u> as a cadre post of OT &amp; AS for RACP purpose.</p>
14.	Whether an employee found unsuitable for any reason required for promotion in a cadre post shall get benefit under RACP Scheme?	No. An employee found unsuitable for promotion in cadre post shall not be entitled for benefit under RACP Scheme.
15.	Whether RACP Scheme shall be extended to an employee appointed on <i>ad hoc</i> basis?	No.

16.	How the pay of an employee is to be fixed under RACP Scheme where the next promotional post in the cadre carries the same Grade Pay?	The pay of an employee shall be fixed in the manner laid down u/r 13 of ORSP Rules, 2008 without change of Grade Pay subject to adjustment of benefits already availed in shape of T.B.A/ACP under ORSP Rules, 1998 and ORSP Rules, 2008 respectively in terms of Para-18 (Annexure-I) of F.D Resolution No.3560/F Dt.06.02.2013.
17.	Whether a Group-D employee shall retire on superannuation at the age of 58 years, if he/she enjoys the Pay Band and Grade Pay of a Group-C under RACP Scheme?	No, on account of financial upgradation under RACP Scheme, the post, designation, position and status of an employee do not change in terms of para-6 (Annexure-I) of F.D. Resolution No.3560/F dtd.06.02.2013. Therefore, a Group-D employee shall not retire at the age of 58 years on superannuation even if he/she enjoys the Pay Band and Grade Pay of a Group-C under RACP Scheme.



**Special Secretary to Government**

Memo No. 1739 /F., Date: 20/11/2014

Copy forwarded to the Secretary to Governor, Odisha/ Registrar, Odisha High Court, Cuttack/Secretary to Chief Minister/ Secretary to Odisha Legislative Assembly/ Accountant General (A&E), Odisha, Bhubaneswar/Director General, Gopabandhu Academy of Administration, Bhubaneswar/ Director, Madhusudan Das Regional Academy of Finance and Management, Bhubaneswar for information and necessary action.

**Deputy Secretary to Government**

Memo No. 1740 /F., Date: 20/11/2014

Copy forwarded to Head of Portal Group, IT Centre, Secretariat for information. It is requested to host the above circular in website of Finance Department.

**Deputy Secretary to Government**