

No. GAD-SC-GCS-0042-2020-7844/Gen.

Government of Odisha
General Administration and Public Grievance Department

OFFICE MEMORANDUM

Bhubaneswar, dated, the

4th March, 2020

Subject: - Promotion of Government Servants consequent upon exoneration from all charges or awarded with minor penalties on conclusion of Disciplinary Proceedings drawn u/r 15 of the OCA (CC&A) rules 1962- Procedure Regarding.

The question of the manner and method to be adopted for consideration of promotion of Government Servants after exoneration from all charges or awarded with minor penalties on conclusion of Disciplinary Proceedings drawn u/r 15 of the OCS (CC&A) Rules, 1962 has been under active consideration of the Government from sometime past. After careful consideration, it has been decided by the Government that the following principles shall be adopted to consider promotion of Government Servants against whom major penalty proceedings initiated but concluded by completely exonerating or awarding minor penalty/ies.


On conclusion of the disciplinary proceeding initiated u/r 15 of the OCS (CC&A) Rules, 1962, if the officer is completely exonerated, he shall be promoted to the next higher grade on notional basis at par with his immediate junior promoted earlier. The Government Servant may be promoted, if necessary by reverting the junior-most employee who has been allowed officiating promotion.

In cases where, after completion of the disciplinary proceedings an officer has been punished with the following minor penalties, he shall be given promotion from the date his immediate junior has been given promotion and his pay will be notionally fixed in the time scale of the higher grade with effect from that date.

1. Fine
2. Censure
3. Withholding of increments without cumulative effect
4. Recovery of any pecuniary loss caused

In cases where an officer has been punished with minor punishment of "suspension" then the officer cannot get promotion with retrospective effect. In such cases, the date of promotion of the officer concerned will be postponed by the period for which he was actually under suspension. That means he will be promoted from the date on which his period of suspension will be over.

Besides, in cases where the punishment of 'withholding of promotion' has been imposed on the officer concerned, then the officer concerned cannot be promoted with retrospective effect. His case will be taken up in the next Departmental Promotion Committee/Selection Board/Selection Committee for consideration of his promotion to next higher grade.


Principal Secretary to Government 03.03.2020

Memo No. 7845 /Gen., Dated the 4th March, 2020

Copy forwarded to the Odisha Gazette Cell in-charge, Odisha Gazette Cell, C/o. Commerce Department for information with request to publish the Office Memorandum in the extraordinary issue of the Odisha Gazette and supply 200 copies of the same to this Department for official use.

G. Patil
4.3.2020

Special Secretary to Government

Memo No. 7846 /Gen., Dated the 4th March, 2020

Copy forwarded to the Director of Printing, Stationery & Publication for information with a request to publish the Office Memorandum in the extra-ordinary issue in the Odisha Gazette and Supply 200 copies to this Department for official use.

G. Patil
4.3.2020

Special Secretary to Government

Memo No. 7847 /Gen., Dated the 4th March, 2020

Copy forwarded to all Departments of Government/ all Heads of Departments/ all Collectors/ Registrar, Odisha High Court/ Special Secretary, Odisha Public Service Commission, Cuttack/ Secretary, Odisha Staff Selection Commission, Bhubaneswar/Secretary, Odisha Sub-ordinate Staff Selection Commission, Bhubaneswar for information and necessary action.

The Director, Odisha Bhasa Pratisthan, Sanskruti Bhawan, State Museum Campus, Bhubaneswar-14 is requested to take action w.r.t. this Department Memo No. 30208/Gen., dated 24.10.2019.

G. Patil
4.3.2020

Special Secretary to Government

Memo No. 7848 /Gen., Dated the 4th March, 2020

Copy forwarded to all Branches of G.A. Department / Guard file (10 copies)/ G.A. & P.G. Department Library (10 copies) for information and necessary action.

G. Patil
4.3.2020

Special Secretary to Government

Memo No. 7849 /Gen., Dated the 4th March, 2020

Copy forwarded to the G.A.&P.G. (A.R. Cell) Department with a request to post this Office Memorandum in the website of G.A. & P.G. Department for general information.

G. Patil
4.3.2020

Special Secretary to Government