

**GOVERNMENT OF ODISHA
FINANCE DEPARTMENT**

No. FIN-CS1-APPL-0001-2024/ 5073 /F.,

Date: 13.02.2025

Resolution

Sub.-: Revised Assured Career Progression Scheme (RACPS) for the State Government Employees effective under ORSP Rules' 2008 - Modifications

1. Odisha Revised Scale of Pay Rules' 2008 was implemented by the State Government w.e.f. 01.01.2006 vide Finance Department Notification No.55244/F dated 24.12.2008. Rule-14 of said ORSP Rules' 2008 provided for Assured Career Progression (ACP) Scheme for State Government employees on completion of 15, 25 and 30 years of service, in absence of promotion.

2. Thereafter, the ACP was substituted by Revised Assured Career Progression (RACP) Scheme w.e.f. 01.01.2013 vide Finance Department Resolution No.3560/F dated 06.02.2013; ensuring three financial upgradations to an employee counting from the direct entry grade on completion of 10, 20 and 30 years of service in a single cadre in absence of promotion.

3. However, Revised Assured Career Progression Scheme (RACPS) is now embroiled in litigations. Hon'ble Court of Orissa, in Biharilal Barik case (i.e. W.P(C) No.2831/ 2016), has directed implementation of the RACP scheme in a particular manner.

4. Therefore, in exercise of power conferred under Rule-19 of the ORSP Rules' 2008, the Government is now pleased to bring following modifications in Para-1 and Para-10 of the RACP Scheme guideline issued vide this Department Resolution No.3560/F, dated 06.02.2013.

- a) The words "in a single cadre" mentioned in first sentence of Para-1 of Annexure-I of Finance Department Resolution No.3560/F, dated 06.02.2013 are hereby deleted.
- b) Para-10 of Annexure-I of the said Resolution is substituted by the following paragraph.

"10. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme, which means the pay shall be raised by 3% of total of pay in the Pay Band and the Grade Pay drawn before such upgradation.

- (i) The employees, who do not have any promotional hierarchy in their existing cadre nor have any scope for selection into a post of another cadre carrying higher pay, will get next higher Grade Pay available in the First Schedule of the ORSP Rules' 2008.
- (ii) The employees having only one or two promotional hierarchies in their existing cadre and not having any scope for selection into a post of another cadre carrying higher pay, will get Grade Pay attached to the promotional post(s) of their existing cadre and, thereafter, next higher Grade Pay available in the First Schedule of the ORSP Rules' 2008.
- (iii) The employees having three or more promotional hierarchies in their existing cadre; with/without having scope for selection into a post of another cadre carrying higher pay, will get Grade Pay attached to the promotional posts in their existing hierarchy, up to three promotions.
- (iv) The employees who do not have any promotional hierarchy in their existing cadre; but have scope for selection into a post of another cadre carrying higher pay, will get Grade Pay of the post of that another cadre subject to satisfying the eligibility criteria for selection to the said post of the said another cadre. However, if an employee does not satisfy the eligibility criteria

for selection to the said post of the said another cadre, he will be entitled for next higher Grade Pay available in the First Schedule of the ORSP Rules' 2008.

In case the new Grade Pay corresponds to a different Pay Band, the employee will get the Pay Band corresponding to the revised Grade Pay. There shall, however, be no further fixation of pay at the time of regular promotion."

5. Some illustrations are provided below on the RACP entitlement of applicable Grade Pay under ORSP Rules' 2008 as stated above in the modified Para-10 of Annexure-I of the said Resolution.

Sl. No.	Nature of employees	Applicable RACP	Illustration
01	(A) Employees who do not have any promotional hierarchy in their existing cadre nor have any scope for selection into a post of another cadre carrying higher pay.	Next higher Grade Pay available in the First Schedule of the ORSP Rules' 2008.	<p><u>Demonstrator of a college</u></p> <ul style="list-style-type: none"> • Demonstrators are getting Grade pay of ₹4200 in PB-2 (₹9300 – 34800) • They have neither any promotional post in their own cadre nor any scope for selection to another cadre carrying higher pay. • Therefore, they will get following GPs under RACP scheme on completion of 10/ 20/ 30 years of service subject to fulfilling other conditions prescribed in F.D Resolution No.3560/F dated 06.02.2013. <p>1st RACP - GP of ₹4600 2nd RACP - GP of ₹4800 3rd RACP - GP of ₹5400(in PB-2)</p>
	(B) Employees having only one or two promotional hierarchies in their existing cadre and not having any scope for selection into a post of another cadre carrying higher pay.	Grade Pay attached to the promotional post(s). Thereafter, next higher Grade Pay available in the First Schedule of the ORSP Rules' 2008.	
	(C) Employees having three or more promotional hierarchies in their existing cadre; with/without having scope for selection into a post of another cadre carrying higher pay.	Grade pay attached to the promotional posts in their existing hierarchy, up to three promotions.	<p><u>Junior Clerk under Revenue & DM Department</u></p> <ul style="list-style-type: none"> • Junior Clerks are getting Grade Pay of ₹1900 in P.B-1 (₹5200 – 20200) • They have promotional avenue to the post of Senior Clerk (₹2400), Head Clerk (₹4200) and Office Superintendent (₹4600) in their own cadre. • They also have scope for selection to the rank of ORS (₹4600). • In such case, a Junior Clerk is not entitled for G.P of ORS i.e. ₹4600 in 1st RACP. • He will get following GPs under RACP scheme on completion of 10/20/30 years of service subject to fulfilling all other conditions prescribed in F.D Resolution No.3560/F dated 06.02.2013. <p>1st RACP - GP of Sr. Clerk ₹2400 2nd RACP - GP of Head Clerk ₹4200 3rd RACP - GP of Office Supdt. ₹4600</p>

2	Employees who do not have any promotional hierarchy in their existing cadre; but have scope for selection into a post of another cadre carrying higher pay.	Grade Pay of the post of that another cadre subject to satisfying the eligibility criteria for selection to the said post of the said another cadre.	<p><u>VLW (Eligible for selection to the post of GPEO)</u></p> <ul style="list-style-type: none"> VLWs are getting Grade Pay of ₹2000 in P.B-1 (₹5200 – 20200) They have no promotional avenue in their own cadre. But they are eligible for consideration for selection to the post of GPEO carrying GP of ₹4200 in P.B-2 (₹9300 – 34800) Therefore, they will get following Grade Pay under RACP scheme on completion of 10/20/30 years of service subject to fulfilling all conditions prescribed in F.D Resolution No.3560/F dated 06.02.2013 and also satisfying the eligibility criteria for selection to the post of GPEO . <p>1st RACP - GP of GPEO ₹4200 2nd RACP - GP of SDPO ₹4600 3rd RACP - GP of DPO ₹4800 /₹5400 (in PB-2) w.e.f 19.06.2014</p>
		However, if an employee does not satisfy the eligibility criteria for selection to the said post of the said another cadre, he will be entitled for next higher Grade Pay available in the First Schedule of the ORSP Rules' 2008.	<p><u>VLW (Not eligible for selection to the post of GPEO)</u></p> <p>VLWs not satisfy the eligibility criteria for selection to the post of GPEO, will get next higher Grade Pay available in the First Schedule of the ORSP Rules' 2008 under RACP scheme on completion of 10/ 20/ 30 years of service.</p> <p>1st RACP - GP of ₹2200 2nd RACP - GP of ₹2400 3rd RACP - GP of ₹2800</p>

6. This modification shall take effect retrospectively from the date of implementation of the RACP Scheme, i.e. from 01.01.2013.

7. Pre-conditions to avail RACP benefits as stipulated in Finance Department Resolution No.3560/F, dated 06.02.2013 shall remain unaltered.

8. Wherever required in accordance with this modification, RACP benefit already sanctioned in favour of any serving or retired/superannuated employee shall be revised by revising their pay/pension and arrear pay/pension shall be disbursed to the employee concerned, as admissible, irrespective of whether the employee has/had taken shelter of Court or not. Disposal/withdrawal of the Court case, if any, shall not be a pre-condition to revise RACP benefit and/or to disburse arrear pay/pension.

By order of the Governor


Principal Secretary to Government 13.01.2015

Memo No. 5074/F.,Date: 13.02.2025

Copy forwarded to Principal Secretary to Governor, Odisha/ Addl. Chief Secretary to Chief Minister, Odisha/ Secretary, O.L.A, Odisha, Bhubaneswar/ Registrar, Odisha High Court, Cuttack/ Advocate General, Odisha, Cuttack/ A.G(A&E), Odisha, Bhubaneswar for information and necessary action.

PK Mishra
13/2/25
Joint Secretary to Government

Memo No. 5075/F.,Date: 13.02.2025

Copy forwarded to all Departments of Government/ all Heads of Department/ all Revenue Divisional Commissioners/ all Collectors for information and necessary action.

PK Mishra
13/2/25
Joint Secretary to Government

Memo No. 5076/F.,Date: 13.02.2025

Copy forwarded to the Director, Printing, Stationery & Publication, Odisha, Cuttack for information and necessary action. He is requested to publish the above Resolution in the next issue of the Odisha Gazette and to supply 50(fifty) copies of the same to Finance Department.

PK Mishra
13/2/25
Joint Secretary to Government

Memo No. 5077/F.,Date: 13.02.2025

Copy forwarded to all Officers/ all Sections of Finance Department for information and necessary action.

PK Mishra
13/2/25
Joint Secretary to Government

Memo No. 5078/F.,Date: 13.02.2025

Copy forwarded to the Head of Portal Group, IT Centre, Secretariat for information and necessary action. It is requested to host the Resolution in Finance Department website.

PK Mishra
13/2/25
Joint Secretary to Government