

Government of Odisha
General Administration & Public Grievance Department

No. 3162 /Gen., Bhubaneswar,
GAD-SC-DMS-0011-2024

Dated, the 24th Jan, 2025

To

All Departments of Government,
All Heads of Departments,
All RDCs,
All Collectors.

Sub: Clarification on Promotion of Government Servant awarded with minor penalties on conclusion of Disciplinary Proceedings drawn u/r-15 of the OCS (CC&A) Rules, 1962 - Procedure regarding.

This Department OM No. 29699/Gen., dated 01.11.1997 and OM No. 7844, dated 04.03.2020 speak about the promotion of Government Servant consequent upon 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.

However, doubts have been expressed from different quarters on consideration of promotion of Government employees who have been imposed with the punishment of minor penalty.

In this respect, it is to clarify here that the suitability of an officer for promotion should be assessed by the DPC as and when occasions arise for such assessment.

In assessing the suitability, the DPC will take into account the circumstances leading to the imposition of the penalty and decide whether in the light of the general service record of the officer and the fact of the imposition of the penalty, he/she should be considered suitable for promotion. However, even where the DPC considers that despite the penalty, the officer is suitable for promotion, the officer should not be actually promoted during the currency of the penalty.

Further, in case of Government servant against whom sealed cover procedure is adopted as per the provision prescribes under GA & PG Department OM No., 3928, dated 18.02.1994 and subsequently the said Disciplinary Proceeding is concluded with imposition of minor penalty of withholding of increment(s) etc., he/she should be considered for promotion after the imposition of the said penalty. After due

consideration of full facts leading to imposition of the penalty, if he/she is still considered fit for promotion, the promotion may be given effect after the expiry of the currency of the penalty following instructions in GA & PG Department OM No. 7844/Gen., dated 04.03.2020.

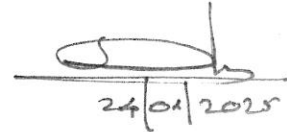


Additional Chief Secretary to Government

Memo No. 3163 /Gen., Bhubaneswar

dated the 24th Jan, 2025

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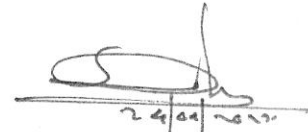


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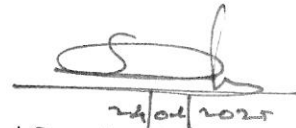


Additional Secretary to Government

Memo No. 3165 /Gen., Bhubaneswar

dated the 24th Jan, 2025

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Additional Secretary to Government