

GOVERNMENT OF ODISHA
GENERAL ADMINISTRATION & PUBLIC GRIEVANCE DEPARTMENT

RESOLUTION

Bhubaneswar, dated the 02nd April, 2026

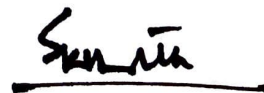
Subject: Engagement of retired Government servants on a temporary basis.

The engagement of retired officers is presently governed by GA & PG Department Resolution No. 26993/Gen. dated 12.09.2024. As per Clause 2 (iii) thereof, only officers having "Outstanding" CCR/PAR for a continuous period of sixty months prior to superannuation are eligible for re-engagement (NRC not being treated as "Outstanding"). Further, as per the third paragraph under Clause 3 (ii), such re-engagement is limited to 1% of the sanctioned strength in the SB level and above in the respective Departments.

The purpose of the above provisions was to ensure that re-engagement of retired officers is resorted to only in exceptional cases by maintaining a high performance benchmark and restricting the number of such engagements within a prescribed limit, so as to prevent routine and indiscriminate re-engagement.

Grading performance is largely subjective. It varies from person to person. In practical situations, the distinction between grading of "Outstanding", "very good" and "good" is often very narrow. The requirement of having "Outstanding" CCR/PAR for 60 consecutive months before retirement is hindering the recruitment of otherwise experienced and capable officers, whose services are highly required in the public interest.

Similarly, it is difficult for an Administrative Department to know about the 1% of sanctioned strength at the SB level of a cadre. The employee of one cadre is posted in various Departments, the sanctioned strength of which is only available with the cadre controlling authority, and it is difficult to assess the vacancy every time a proposal for re-employment of an officer of the cadre is proposed.



Further, certain other conditions, such as selection through open advertisement, and vacation of Government accommodation prior to re-engagement, are found to be restrictive and a hindrance to facilitate optimal utilisation of experienced retired personnel in the public interest.

After careful consideration, and with a view to simplifying procedures, reducing delays, and empowering Departments to make timely decisions in the public interest to ensure efficient service delivery, the Government have been pleased to modify the provisions of GA & PG Department Resolution No. 26993/Gen. dated 12.09.2024 to the following extent:—

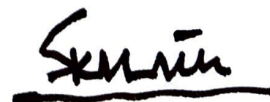
1. These guidelines shall apply to the officers/employees to be re-employed to Group-C and above posts/services.
2. The provisions under clause (2) (iii) of the said Resolution, stipulating the requirement of "Outstanding" CCR/PAR for continuous sixty months before superannuation for re-engagement (NRC shall not be deemed to be OUTSTANDING), shall be dispensed with.
3. The provisions under Clause 3 (i) of the said Resolution, relating to the selection of persons through open advertisement or any method as decided by the Government from time to time, shall be dispensed with.
4. The provisions under clause 3 (ii) of the Resolution, prescribing a ceiling of 1% of the sanctioned strength at the SB level and above for re-engagement in respective Departments, shall be dispensed with.
5. The provisions under clause 4 (v) of the said Resolution, requiring consideration of re-engagement only after vacation of Government accommodation by the retired officer, shall be dispensed with.

Save as otherwise provided in this Resolution, all other provisions of the Resolution No. 26993 dated the 12th September, 2024 shall remain unchanged.

This Resolution shall come into force with effect from the date of its publication in the *Odisha Gazette*.

ORDER: Ordered that the Resolution be published in the Odisha Gazette and copies thereof be forwarded to all concerned.

By order of the Governor




(Suresh Kumar Vashishth)
Principal Secretary to the Government

Memo No. 10356 /Gen., Bhubaneswar

Dated the 02nd April, 2026

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


Additional Secretary to the Government

Memo No. 10357 /Gen., Bhubaneswar

Dated the 02nd April, 2026

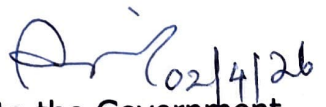
Copy forwarded to all Departments of Government/ all Heads of Departments/ all RDCs. / all Collectors/ The Registrar, Orissa High Court, Cuttack/ Odisha Public Service Commission, Cuttack/ Odisha Staff Selection Commission, Bhubaneswar/ Odisha Sub-Ordinate Staff Selection Commission, Bhubaneswar for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


Additional Secretary to the Government

Memo No. 10358 /Gen., Bhubaneswar

Dated the 02nd April, 2026

Copy forwarded to all sections of G.A. & P.G. Department/ G.A. & P.G. Department Library (20 copies)/ Guard file (S.C. Branch) (20 copies) for information and necessary action.


Additional Secretary to the Government

Memo No. 10359 /Gen., Bhubaneswar

Dated the 02nd April, 2026

Copy forwarded to A.R. Cell, G.A. & P.G. Department, with a request to hoist this Resolution on the website of G.A. & P.G. Department.


Additional Secretary to the Government