

**THE ORISSA  
REVISED SCALES OF PAY RULES, 1998**

**FINANCE DEPARTMENT**

NOTIFICATION

The 3rd June 1998

S.R.O No. 255/98 /., In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Orissa is pleased to make the following rules, namely :-

**Short title  
and  
commencement.**

1. (1) These rules may be called the Orissa Revised Scales of pay Rules, 1998.
- (2) They shall be deemed to have come into force on the 1<sup>st</sup> day of January, 1996.

**Application.**

2. (1) Save as otherwise provided under these rules, these rules shall apply to all persons in whole time employment of Government.
- (2) These rules shall not apply to :-
  - (i) persons engaged by Govt. on contract basis except when the contract provides otherwise;
  - (ii) persons re-employed in Government service after retirement;
  - (iii) persons paid out of contingencies;
  - (iv) persons paid otherwise than on a monthly basis including those paid only on piece-rate basis;
  - (v) persons not drawing pay in regular scales of pay for whom no revised scales of pay are prescribed;
  - (vi) employees borne in the "Work-Charged Establishment" as defined in the Resolution of Government in the erstwhile Political and Services Department No. 9488 dated. the 18th June, 1974;
  - (vii) employees governed by the Orissa Revised Scales of Pay (For College Teachers) Rules, 1978, the Orissa Revised Scales of Pay (For Medical College Teachers) Rules, 1982, the Orissa Revised Scales of Pay (For College Teachers) Rules, 1989, the Orissa Revised Scales of Pay (For Medical College Teachers) Rules, 1989 and the Orissa Superior Judicial Service (Senior Branch) Rules, 1963, and,
  - (viii) any other class or category of persons whom the Governor may, by order, specifically exclude from the operation of all or any of the provisions of these rules.

**Definitions.**

3. In these rules, unless the context otherwise requires -

(a) "existing emoluments" means -

- (i) pay of a Government servant as defined in clause (e),
- (ii) dearness allowance as on 1<sup>st</sup> January, 1996 (with reference to the Finance Department O.M.No.23986/F dt. 20.5.96), and
- (iii) the first Interim Relief at the rate of Rs. 100/- per month sanctioned by the Govt. in the Finance Department Resolution No.22835/F dated the 31<sup>st</sup> May, 1995.

(b) "existing scale" --

in relation to a Government servant means the scale of pay applicable to the post held by the Government servant (or, as the case may be any personal scale of pay applicable to him/her) as on the 1st day of January, 1996 had the revised scale of pay not been introduced, whether in a substantive, temporary or officiating capacity :

Provided that in the case of a Government servant who, on the first day of January, 1996, was on deputation, leave, foreign service or training or who would have, on that date, continued in one or more lower posts but for his/her officiating in a higher post, "existing scale" shall include the scale of pay applicable to the post which he/she would have held but for his/her being on such deputation, leave, foreign service or training or as the case may be for his/her officiating in a higher post ;

(c) "Finance Department" means the Finance Department of the Government ;

(d) "Government" means the Government of Orissa ;

(e) "Pay" means the pay as defined in clause (i) of sub-rule (a) of rule 33 of the Orissa Service Code in the existing scale and shall include -

- (i) adhoc increment granted in the shape of personal pay on account of stagnation at the maximum of the existing scale ;
- (ii) personal pay granted due to fixation of pay under sub-rule (d) of rule 74 of the Orissa Service Code; including the cases where reducible personal pay has been granted to protect the total emoluments on account of loss of special pay ;
- (iii) advance increment (s) granted, if any ;

(f) "revised scale" means the scale of pay specified in column (3) of the First Schedule.

(g) "Schedule" means a Schedule appended to these rules ;

**NOTE** - A list of existing scales of pay and their corresponding revised scales of pay is appended to these rules as in the First Schedule.

**Scale of Pay.**

4. From the date of commencement of these rules and subject to the provisions of rule 5, the revised scales of pay of the existing scales of pay as specified in column (2) of the First Schedule shall be as specified against it in column (3) thereof

**Drawal of pay in the revised scale.**

5. (1) Save as otherwise provided in these rules, a Government servant shall draw pay in the corresponding revised scales of pay effective from the 1st January, 1996.

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale :

Provided further that a Government servant who, prior to the commencement of these rules, had elected in pursuance of the provisions of the Orissa Revised Scales of Pay (For Non-Gazetted Officers) Rules, 1974 or the Orissa Revised Scales of Pay (For Gazetted Officers) Rules, 1974 or the Orissa Revised Scales of Pay Rules, 1981 or the Orissa Revised Scales of Pay Rules, 1985, or the Orissa Revised Scales of Pay Rules, 1989, as the case may be, to come over to the existing scale from a date after the first day of January, 1996, shall, unless he exercises fresh option under the first proviso to come over to the revised scale from any subsequent date, be deemed to have elected to be governed by the revised scale applicable to his/her post with effect from the 1st day of January, 1996, and, in either case, the pay of the Government servant shall notionally be computed in the existing scale in accordance with the appropriate rules, on the first day of January, 1996 or any subsequent date as may be elected by him/her within the stipulated period and, on the basis of the pay so computed, the pay in the revised scale shall be fixed in accordance with these rules.

**NOTE - (I)** The option to retain the existing scale under the first proviso to this rule shall be admissible only in respect of one existing scale.

(II) Where a Government servant exercises option under the first proviso to this rule to retain the existing scale in respect of a post held by him in an officiating capacity, for the purpose of regulation of pay in that scale under rule 74 of the Orissa Service Code, his/her substantive pay shall be the substantive pay which he/she would have drawn, had he/she retained the existing scale in respect of the permanent post on which/he/she holds a

lien or would have held a lien, had his/her lien not been suspended.

(2) The option under the first proviso to this rule shall be exercised in writing in the form appended as Fifth Schedule so as to reach the authority mentioned in sub-rule (3) within three months from the date of publication of the Orissa Revised Scales of Pay Rules, 1998 or within such further period as may be determined by the Finance Department of the Government in this behalf, or, where an existing scale has been revised or any existing provision regulating fixation of pay has been modified by an order made subsequent to that date, within three months from the date of such order.

**provided that :-**

In the case of a government servant who, on the date of such publication or, as the case may be, the date of such order, is on leave, deputation, foreign service or training, as the case may be, the said option may be exercised in writing so as to reach the said authority within the period specified under sub-rule(2) or within three months from the date of his/her taking charges of his /her post under the State Government, or

Where A government servant is under suspension on the 1st day of January, 1996, the option may be exercised within three months from the date of his/her return to his/her duty if that date is later than the date specified in this sub-rule, or

Where a Government servant has been discharged, dismissed or removed from Government service between the 1st day of January, 1996 and the date of publication of the Orissa Revised Scales of Pay Rules, 1998, the option may be exercised within a period of three months from the date of publication of the Orissa Revised Scales of Pay Rules, 1998, or

Where a Government servant died between the 1st day of January, 1996, and the date of publication of the Orissa Revised Scales of Pay Rules, 1998 or where a Government servant died or dies on or after the date of publication of the Orissa Revised Scales of Pay Rules, 1998 without exercising any option within the time limit, the option shall be deemed to have been exercised for the revised scale with effect from the 1st day of January, 1996 or such later date as is most beneficial to his/her beneficiaries, provided the revised scale is more beneficial, or

Where a Government servant retired between the 1st day of January, 1996 and the date of publication of the Orissa Revised Scales of Pay Rules, 1998 or where a Government servant, on the date of publication of the Orissa Revised Scales of Pay Rules, 1998, was on leave preparatory to retirement, the option shall be deemed to have been exercised for the revised scale with effect from the 1st day of January, 1996 or such later date

as is most beneficial to him/her, provided the revised scale is more beneficial.

(3) The option shall be intimated by the Government servant to the Head of Office and where the Government servant is himself/herself the Head of Office, the option shall be intimated to authority competent to sanction his/her normal increment.

(4) If the intimation regarding option is not received within the time specified under sub-rule(2), the Government servant shall be deemed to have elected to be governed by the revised scale with effect from the 1st day of January, 1996.

(5) The option once exercised shall be final, unless the authority referred to in sub-rule (3) otherwise directs :

provided that such authority shall not give any direction inconsistent with, or repugnant to, the provisions of sub-rule(2).

(6) The option shall be limited to the date of increment in the existing scale falling due within a period of one year, that is, from 1.1.96 to 31.12.96 for the purpose of calculating forty percent benefit over and above the basic pay with reference to clause (i) of sub-rule(1) of rule 7:

provided that a Government servant who, prior to the commencement of these rules, had elected, in pursuance of the provisions of the Orissa Revised Scales of Pay ( For Non-Gazatted Officers) Rules, 1974, or the Orissa Revised Scales of Pay ( For Gazatted Officers) Rules, 1974, or the Orissa Revised Scales of Pay Rules, 1981 or the Orissa Revised Scales of Pay Rules, 1985, or the Orissa Revised Scales of Pay Rules, 1989, as the case may be, to come over to the existing scale after the first day of January, 1996, then his/her option shall remain valid till that date and he/she shall be deemed to have come over to the revised scale of pay on the said date unless he/she represents in writing to the Head of Office to cancel his/her earlier option within a period of thirty days from the date of publication of these rules.

**Authority competent to fix the pay.**

6. The pay of a Government servant in the revised scale shall be fixed by such authority and shall be checked by such officer as may be specified in the instructions to be issued by the Finance Department of the Government.

**Fixation of pay in the revised scale.**

7. (1) Unless in any case the Government, by special order directs, the pay of a Government servant, who has opted to come over to the revised scale of pay or is deemed to be governed by the revised scales with effect from the 1st day of January, 1996, shall be computed in the following manner, namely :-

- (i) An amount representing forty percent of the basic pay in the existing scale shall be added to the existing emoluments of those employees; who have elected or deemed to have elected to come over to the revised scale of pay from the date of his/her increment falling due between 01.01.96 to 31.12.96.

**NOTE :** Fractions of 50(fifty) paise and above shall be rounded off to the next higher rupee and the fractions less than 50(fifty) paise shall be ignored.

- (ii) After such addition to the existing emoluments the pay shall be fixed in the revised scale at the stage or if there is no such stage in the revised scale, then the stage next above the amount thus computed.

**Provided that -**

- (a) If the minimum of the revised scale is more than the amount so computed, the pay shall be fixed at the minimum of the revised scale;
- (b) If the amount so computed is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale and the difference shall be allowed as reducible personal pay to be absorbed in future increases in pay, if any, due to grant of adhoc increments on account of stagnation etc.

**NOTE -**(i) The increment or the increased pay due and dismissible in the existing scale as on the 1st day of January, 1996 shall be taken into consideration for fixation of pay in the revised scale;

(ii) Fixation of pay in the revised scale shall be made in the form appended to these rules as Fourth Schedule.

(iii) The illustration given in the Sixth Schedule may be followed by the authority while computing the amount stated above.

(2) Where a Government servant is holding a substantive post and is officiating in a higher post, the pay under sub-rule(1) shall be fixed both in respect of the substantive post and the officiating post simultaneously and the pay so fixed shall be applicable to him/her in the officiating or substantive post actually held by him/her or which would have been held by him/her had revised scale not been introduced.

(3) Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the revised scale applicable to these two posts are identical, the pay shall be fixed under this sub-rule with reference to the officiating post only and the pay so fixed shall be treated as substantive pay.

(4) In the event of re-fixation of pay due to retrospective operation of any order changing a revised scale or retrospective amendment of these rules, where the amount already drawn or received by any Government servant in the revised scale or otherwise under these rules, as they stood prior to such order or

amendment, is found to be in excess of the amount computed to be payable to him/her under these rules, in view of the said order or amendment as the case may be, the excess amount so drawn or received shall not be recoverable from such Government servant and shall be deemed to have been waived.

(5) Where in the fixation of pay under sub-rule(1) pay of a Government servant, who, in the existing scale, was drawing immediately before the 1st day of January, 1996 more pay than another Government servant junior to him/her in the same cadre, is fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior.

(6) Where a Government servant is in receipt of personal pay on the 1st day of January, 1996 or the date from which revised pay is opted for under sub-rule (1) of rule 7 which together with his/her existing emoluments as defined under clause (a) rule 3 exceeds the revised pay, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increase in pay.

**NOTE :** The provisions of this rule shall apply mutatis mutandis, to government servants holding in an officiating capacity, posts on different existing scales which have been replaced by a single revised scale.

**Time Bound  
Advancement  
Scale**

8. (1) The revised time bound advancement scale for Class-IV employees in the existing scale of pay 750-940 on completion of 20 years of service, Drivers (Light Vehicle) in the existing scale of pay 950-1500, Drivers(Heavy Vehicle) in the existing scale of pay 975-1660 and Junior Engineers in the existing scale of pay 1400-2600 on completion of 15 years of service and on completion of 25 years of service in their respective original post/grade shall be as specified in column (6) of the Second Schedule against the existing scale in column (3) & (5) and corresponding revised scale of pay in column (4) thereof :

Provided that those Class-IV employees who have already availed of the time-bound advancement scale on completion of 20 years of service under Orissa Revised Scales of Pay Rules, 1989 and Drivers/Junior Engineers who have already availed of the 1st and 2nd stage of time-bound advancement scales on completion of 15 years and 25 years of service, as the case may be, shall not be entitled again to the time-bound advancement scale in the revised scale of pay, 1998 now prescribed.

Example :- if a Junior Engineer had availed of the 1<sup>st</sup> time-bound advancement scale on completion of 15 years of service under the Orissa Revised Scales of Pay Rules 1989, he/she shall not again be entitled to the 1st stage of advancement scale but will be entitled to 2nd time-bound advancement scale on completion of 25 years of service in the post/grade of Junior Engineer in the revised scale of pay. If he/she has already availed of both 1st and 2nd stage of time-bound advancement scale under the Orissa Revised Scales of Pay Rules, 1989, he/she will not again be entitled to time-bound advancement scale in the revised scale under this rule. In such cases the pay of the concerned employees shall be fixed in the revised scale as specified in the column (6) of the Second Schedule corresponding to the existing time-bound advancement

scale under the Orissa Revised Scales of Pay Rules, 1989 as specified in the column (5) of the said schedule.

(2) Except Class-IV employees, Drivers and Junior Engineers as specified in the Second Schedule, other categories of employees on completion of 15 (fifteen) years of service in a post/grade as on 1<sup>st</sup> January, 1996 or thereafter shall be entitled to time-bound advancement scale only in the revised scale of pay as specified in column (4) of the Third Schedule against revised scale shown in column (3) of the said schedule.

(3) Fixation of pay in the time-bound advancement scale shall be made in accordance with the provision of sub-rule (b) of rule 74 of the Orissa Service Code and such other instructions and orders in that behalf as may be issued by Finance Department from time to time.

provided that -

- (i) fixation of pay in the advancement scale shall not be made unless the pay of a Government servant in the appropriate revised scale has been actually fixed under the provisions of these rules ;
- (ii) personal pay, if any, on account of sanction of stagnation increment, fixation of pay under sub-rule (d) of rule 74 of the Orissa Service Code, advancement increment granted, if any, reducible personal pay, including the reducible personal pay granted to protect the total emoluments on account of loss of special pay, shall also be taken into account in fixation of pay in the advancement scale ;
- (iii) when an employee in the advancement scale of pay is promoted and the scale of pay of the promotional post is identical with the scale of pay of advancement scale, the pay in such cases will be fixed under sub-rule (d) of rule 74 of the Orissa Service Code for the promotional post. In cases where the advancement pay scale of the post is higher than the scale of the promotional post, pay in the promotional post may also be fixed under sub-rule (d) of rule 74 of the Orissa Service Code and the excess amount, if any, drawn in the advancement scale on the date of promotion over the maximum of the promotional scale wherever necessary may be protected as reducible personal pay and would be absorbed in future increases in pay including the increases due to stagnation increments ;
- (iv) the date of increment in the time-bound advancement scale of the concerned employees will be on completion of one year from the date of such fixation in the time-bound advancement scale. In case of movement from the time-bound advancement scale to the scale of pay of the

promotional post, the date of increment of such promotional post shall be on completion of one year from the date of such promotion if the pay is fixed under sub-rule (b) of rule 74 of the Orissa Service Code. In case of movement from time-bound advancement scale to the promotional post where the pay is fixed under sub-rule (d) of rule 74 of the Orissa Service Code in the promotional post, the date of increment in the promotional post would be the usual date of increment in the time-bound advancement scale ;

- (v) sanction of time-bound advancement scale in case of Class-IV employees on completion of 20 (twenty) years of service in a particular post/grade or in case of other categories of employees on completion of 15 (fifteen) years of service in a particular post/grade and 2nd stage time-bound advancement scale in case of Drivers and Junior Engineers on completion of 25 (twenty five) years of service in the original post/grade would be subject to satisfactory performance and fulfillment of the prescribed stipulations and conditions for promotion to the higher post ;
- (vi) on placement in the time-bound advancement scale, the incumbents shall continue to perform duties of original post and will continue to hold the old designation, till such time as he is actually promoted to the higher grade on the occurrence of a vacancy ;
- (vii) placement in the time-bound advancement scale will entail only the financial benefit of the higher scale and associated entitlements like House Building Advance, allotment of Government accommodation, advances etc. Other entitlements like deputation to higher posts, invitation to ceremonial functions etc. which are generally dependent on the status of the employee shall continue to be determined with reference to the lower/substantive post/pay scale.

**Excess payments not to be recovered.**

9. Where in the course of fixation of pay under these rules, any amount drawn or received as pay by any Government servant under any rule is found to be in excess of the amount payable to him under these rules, the excess amount so drawn or received, shall not be recoverable from such Government servant and shall be deemed to have been waived.

**Date of next increment in the Revised Scale.**

10. The date of next increment in case of all employees shall be the usual date of increment except for those who are fitted at the minimum of the revised scale, and in such cases the next date of increment would be the date of anniversary of the date of coming over to the new revised scale of pay.

**Fixation of pay on reappointment after the 1<sup>st</sup> day of January, 1996 to a post held prior to that date.**

11. A Government servant who had officiated in a post prior to the first day of January, 1996, but was not holding that post on that date and who on

subsequent appointment to that post draws pay in the revised scale, shall be allowed the benefit under the second proviso to sub-rule(d) of rule 74 of the Orissa Service Code to the extent it would have been admissible, had he/she been holding that post on the first day of January, 1996.

**Mode of payment  
or arrear dues.**

12. Notwithstanding anything contained in these rules, the arrear dues to which a Government servant is entitled on account of revision of pay scales with effect from the first day of January, 1996 or any subsequent date from which revised pay is opted for till the end of 31st March, 1998 shall be credited to his/her General Provident Fund Account and in respect of those who have no such Account, new accounts shall be opened immediately in relaxation of the relevant rules where necessary, and thereafter, the dues shall be credited. In either case the credit of the arrears dues to General Provident Fund Account shall have a lock-in period of five years counted from the month of actual drawal and credit of such arrear dues. As regards mode of payment of current dues from 1<sup>st</sup> April, 1998, fifty percentage (50%) of the differential between existing pay, dearness allowance and interim relief as on 1<sup>st</sup> January, 1996 or the date from which the revised pay is opted for and the revised pay on that date would also be impounded to the General Provident Fund Account with a lock-in period of five years counting from 1<sup>st</sup> April, 1998.

Provided that in the case of Government servants who have in the mean time retired on or after 1<sup>st</sup> January, 1996 and also may retire by 31<sup>st</sup> December, 1998 such additional dues arising out of pay fixation shall be paid in cash to such of the State Govt. servants.

**Power to relax.**

13. Where the Finance Department is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, they may in the public interest, by order, dispense with or relax the requirements of all or any such provisions to such extent and subject to such conditions as may be considered necessary for dealing with the case in a just and equitable manner.

**Interpretation and  
power to remove  
anomalies or any  
other difficulties.**

14. If any question arises relating to interpretation of these rules, for removal of anomalies, omissions, difficulties, printing and clerical errors, all such matters shall be referred to the Finance Department for clarification and decision.

**Effect of other  
rules.**

15. The provisions of the Orissa Service Code, the Orissa Revised Scales of Pay (For Non Gazetted Officers) Rules, 1974, the Orissa Revised Scales of Pay (For Gazetted Officers) Rules, 1974, the Orissa Revised Scales of Pay Rules, 1981, the Orissa Revised Scales of Pay Rules, 1985, and the Orissa Revised Scales of Pay Rules, 1989 and orders or instructions issued in respect of matters related to the said Code or rules, to the extent they are inconsistent with these rules, shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules.

**FIRST SCHEDULE**

[See rule 3 (f) ]

Sl. No.	Existing scale of pay under ORSP RULES, 1989.	Revised scales of Pay.
(1)	(2)	(3)
1.	750-12-870-EB-14-940	2550-55-2660-60-3200
2.	775-12-871-EB-14-1025	2610-60-3150-65-3540
3.	800-15-1010-EB-20-1150	2650-65-3300-70-4000
4.	825-15-900-EB-20-1200	2750-70-3800-75-4400
5.	950-20-1150-EB-25-1500	3050-75-3950-80-4590
6.	975-25-1150-EB-30-1660	3200-85-4900
7.	1080-30-1440-EB-30-1800	3600-100-5600
8.	1200-30-1560-EB-40-2040	4000-100-6000
9.	1350-30-1440-40-1800-EB-50-2200	4500-125-7000
10.	1400-40-1800-EB-50-2300	4750-125-7500
11.	1400-40-1600-50-2300-EB-60-2600	5000-150-8000
12.	1600-50-2300-EB-60-2660	5300-150-8300
13.	1640-60-2600-EB-75-2900	5500-175-9000
14.	1800-60-2400-EB-75-3000	5900-200-9700
15.	1700-60-2300-EB-75-3200	5700-200-9900
16.	2000-60-2300-EB-75-3200	6500-200-9900
17.	2000-60-2300-EB-75-3200-100-3500	6500-200-10500
18.	2200-75-2650-EB-75-3100-100-3500	7300-200-10500
19.	2200-75-2650-EB-75-3100-100-3700	7300-200-10900
20.	2200-75-2800-EB-100-4000	8000-275-13500
21.	2350-75-2800-EB-100-3700-125-4200	-----
22.	2800-100-3600-EB-125-4350	9350-325-14550
23.	3000-100-3500-125-4500	10000-325-15200
24.	3200-100-3700-125-4700	10650-325-15850
25.	3700-125-4700-150-5000	12000-375-16500
26.	4500-150-5700	14300-400-18300
27.	4800-150-5700-200-6300	15100-400-19500
28.	5100-150-5700-200-6500	16400-450-20450