



**ODISHA POLICE  
STATE HEADQUARTERS  
CUTTACK.**

No. ID-05-2021/ 17769 /Pers-I,

Dated 09 / 05 / 2022

To

All Heads of Police Establishments.

Ref: Government of Odisha GA & PG Department Notification No. 32010/GAD, dtd. 17.09.2013 and No. 1147/GAD, dtd. 17.01.2014.

Sub:- Clarification on Regularisation of Police Personnel appointed on Contractual basis (Initial Appointees) as per the Odisha Group-C & D posts (Contractual Appointment) Rules, 2013 and the Odisha Group-B Posts (Contractual Appointment) Rules, 2013.

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In inviting a reference to the above noted subject, this is to intimate that various Appointing Authorities are seeking clarification on regularization of different Group-B, C & D Police Personnel (Initial Appointees) serving under their control who were appointed in terms of Contractual Appointment Rules under reference from the year-2013 onwards. In order to minimize the individual clarifications from different Police Establishments, the following point wise clarification is issued herewith for taking up regularisation process of eligible Contractual Group-B, C & D employees under Odisha Police.

Sl. No.	Query	Clarification
1.	Who are the employees who will be regularised ?	Those Group-C & Group-D and Group-B employees (Initial Appointees) who are appointed in terms of the Odisha Group-C & D posts (Contractual Appointment) Rules, 2013 vide GA Deptt. Notification No. 32010/GAD, dtd. 17.09.2013 and the Odisha Group-B Posts (Contractual Appointment) Rules, 2013 vide GA Deptt. Notification No. 1147/GAD, dtd. 17.01.2014.
2.	When to be regularised / Eligibility for regularisation ?	As per provisions of sub Rule (1) of Rule 10 of GA Deptt. Notification No. 32010/GAD, dtd. 17.09.2013 & Sub Rule (a) of Rule 16 of GA Deptt. Notification No. 1147/GAD, dtd. 17.01.2014, "on completion of six years of satisfactory service, they shall be deemed to have been regularly appointed.
3.	By whom Order of regularisation will be passed ?	A formal order shall be passed by the Appointing Authority of the concerned Employee(s).

4.	Conduct/ Discipline/ Leave Rules to be followed.	Conduct/ Discipline/ Leave Rules as applicable to corresponding regular employees shall be applicable to such Contractual (Initial Appointees) employees .
5.	If departmental proceeding is pending on the date of completion of six years, whether they will be regularised.	No, if any Departmental proceeding is pending on the date of completion of six years, regularisation of service shall be ordered only after the finalisation of the DP basing on the final outcome of the said proceeding.
6.	Whether award of Black Mark(s) will be a bar for regularisation.	No, award of Black marks(s) in any DP may not be a bar for regularisation subject to satisfactory completion of six years of contractual service.
7.	If, the suspension period for xxx days has been treated as such in DP, what will be the date of regularisation ?	Suspension period of xxx days may not be counted in the prescribed six years of satisfactory service i.e. the date of completion of 06 years of service may be calculated by shifting the normal date of completion of six years by xxx days more.
8.	If, period for yyy days have been treated as "No Pay" in final orders in DP, what will be the date of regularisation ?	The period of "No Pay" for yyy days may not be counted in the prescribed six years of satisfactory service i.e. the date of completion of 06 years of service may be calculated by shifting the normal date of completion of six years by yyy days more.
9.	Other Conditions of Service	As per the Odisha Group-C & D posts (Contractual Appointment) Rules, 2013 vide GA Deptt. Notification No. 32010/GAD, dtd. 17.09.2013 and the Odisha Group-B Posts (Contractual Appointment) Rules, 2013 vide GA Deptt. Notification No. 1147/GAD, dtd. 17.01.2014 and amendments there on as prescribed by Government from time to time.

**Note:** The above clarification is **not meant** for other **Contractual/ Consolidated remuneration basis / Part Time / Daily wage basis etc.** employees those who are not recruited under GA Deptt. Notifications under reference.

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