

GAD-SC-RES-0003-2013. 34450 /Gen
Government of Odisha
General Administration Department

Bhubaneswar Dated the 03rd December 2013

RESOLUTION

Sub: Consolidated instructions regarding reservation for the Persons with Disabilities in various posts / services under State Govt. / Public Sector undertakings.

Clarifications have been sought by various Departments, recruitment commissions / boards regarding reservation and relaxation for Persons with Disabilities (PWDs) in post / services under State Government / Public Sector undertakings, consequents upon the decision of the Government of India in the year 1978 and after the State Government made reservation of 3% of vacancies for Persons with Disabilities in class-III and class-IV posts / services in State Government / PSU vide Resolution No.16443-Gen. dated 24th July, 1978, Resolution No.15338-Gen dated 4th May 1981. The aforesaid reservation of 3% of vacancies for PWDs was extended to gazetted post in class-II and specially declared gazetted services & posts under the State Government to which direct recruitment is made. Reservation of 3% have been further extended to Group-A, Group-B, Group-C and Group-D post / services under the State Government and public sector undertakings (PSUs) vide General Administration Department Resolution No.3404-2R/1-3/2004/Gen. dated 13th February, 2006 instructions have been issued in General Administrative Department Resolution No.748 dated 10th January 1997 that appointing authorities should appoint three categories of Persons with Disabilities roughly in every 14 vacancies. Further 3 roster groups (1 to 14 (Blindness / Low vision), 29-42 (Hearing Impaired) and 57-70 (Locomotor Disability / Cerebral Palsy) have been made in 100 point model roster presently in force vide, General Administration Department No.GAD-SC-RES-0002-2013-11819/Gen. dated 30th April, 2013.

In compliance of section 32 Of PWD ACT.1995 a committee was constituted by the government to identify the posts suitable for PWDs in state government/public sector undertakings, having following members

1. Additional Secretary, GA department
2. State Commissioner for PWDs
3. Director for PWDs
4. Assistant Director(Rehb.), VRCH, GOI, BBSR
5. Assistant Director, TCTD, GOI, BBSR
6. Director, SVNIRTAR
7. Medical experts/doctors

The committee had detailed discussion with all the departments of the government in phased manner. Thereafter the expert committee compiled the list of identified post which was shared with the group of PWDs, DPUs and Activists in the consultative meeting chaired by SCPD. In the meeting, three sub-committees were constituted for each category like blindness/low vision, hearing impairment and locomotors disability/ cerebral palsy. The views of the sub-committees were duly considered by the expert committee. After vigorous exercise the expert committee recommended the draft resolution and list of suitable posts identified for PWDs in Group A, B, C and D.

With a view to consolidating the existing instructions, bringing them in line with the Persons with Disabilities (Equal Opportunities, Protection of Rights & Full Participation) Act, 1995 and clarifying certain issues including procedural matters, the following instructions in supersession of General Administration Department Resolution No.3404-2R/1-3/2004/Gen. dated 13th February, 2006 are issued with regard to reservation & relaxations for Persons with Disabilities in posts and services under the Government of Odisha and Public Sector Undertakings.

1. Quantum of Reservation

- 1.1 Not less than the three percent of the vacancies in case of direct recruitment to Group A, B, C and D posts shall be reserved for Persons with Disabilities (PWDs) of which one percent each shall be reserved for persons suffering from
 - (i) Blindness or Low Vision
 - (ii) Hearing impairment and,
 - (iii) Locomotor disability or Cerebral Palsy,in the posts identified for each disability time to time.
- 1.2 Three percent of the vacancies in case of promotion to
 - (I) within Group-D,
 - (II) from Group-D to Group-C,
 - (III) within Group-C,
 - (IV) from Group-C to group-B,
 - (V) within Group-B and
 - (VI) from Group-B to lowest rung of Group-A
- 1.3 Out of 3% (three percent) reservation for Persons with Disabilities, one percent reservation shall be earmarked for women with disabilities.

2. Definition, percentage of Disabilities and competent authority to issue disability certificate.

Definition and percentage of disabilities for the purpose of this Resolution are as follows:

2.1 Blindness

'Blindness' refers to condition where a person suffering from any of the following conditions namely.

- i) Total absence of sight; or
- ii) Visual acuity not exceeding 6/60 or 20/200 Smeller in the better eye with Correcting Lenses; or
- iii) Limitation of the field of vision subtending an angle of 20 degrees or worse.

(Reference Section 2(b) of Persons with Disabilities Act, 1995)

2.2 Low Vision

Person with Low Vision means a person with impairment of visual functioning even after treatment of standard refractive correction, but who uses or is potentially capable of using vision for the planning or execution of a task with appropriate assistive device {section 2 (u) of Persons with Disabilities Act, 1995}.

Persons with low vision means a person with impairment of vision of less than 6/18 to 6/60 with best correction in the better eye or impairment of field in any one of the following categories:-

- (i) Reduction of field less than 50 degree.
- (ii) Hemianopia with muscular involvement.
- (iii) Attitudinal defect involving lower fields.

(Reference GOI, MSJ & E notification dated 1st June, 2001)

Note

Government Resolution / Notification issued prior to Persons with Disabilities Act, 1995, the people with low vision were called / referred as 'Partially Blind'. But after enactment of this Act, 'Partially Blind' word has been replaced by 'Low Vision', Remember that a low vision person is one who uses assistive devices in addition to regular spectacles or contact lenses including intraocular Lenses. Low vision aid / assistive devices includes high powered magnifying devices of different varieties, some built into spectacles, other hand holds or stand magnifiers, electronic magnifiers and even enhanced letter software and closed circuit television etc.

2.3 Hearing Impairment

'Hearing Impairment' means loss of sixty decibels or more in the better ear in the conversational range of frequencies.

{Section 2 (l) of Persons with Disabilities Act, 1995}

Note

Prior to enactment of PWD Act, 1995, words like deaf, deaf & dumb, speech and hearing disabilities and partially deaf etc. were in use. Now hearing impairment is a substitute for these words.

2.4 Locomotor disability

Locomotor disability means disability of the bones, joints or muscles leading to substantial restriction of the movement of the limbs or any form of cerebral palsy.

{Section 2(o) of Persons with Disabilities Act, 1995}

Note

Prior to Persons with Disabilities Act, 1995, words like orthopedically handicapped, orthopedic disabled etc. were in use. But now such words have been replaced by locomotor disability and all such cases will be covered under 'Locomotor Disability or Cerebral Palsy'

2.5 Cerebral Palsy

Cerebral Palsy means a group of non-progressive conditions of a person characterized by abnormal motor control posture resulting from brain insult or injuries occurring in the Pre-natal, Peri-natal as infant period of development. (Section 2(e) of PWD Act, 1995)

2.6 Persons with Disability / percentage of disability

Persons with disability means a person suffering from not less than 40% of any disability as certified by a medical authority. {Section-2(t) of PWD Act, 1995}

Note

Out of seven categories of Persons with Disabilities, mentioned in Persons with Disabilities Act, 1995, only five categories of disabilities arise Blindness or Low Vision, Hearing Impairment, Locomotor disability or cerebral palsy have been provided reservation in Government posts / services.

2.7 Authority to give disability certificate / Appellate authority / Validity of certificate

Women and Child Development Department, Government of Odisha, notification No.10406/DW-II-E-105/11/WCD dated 22th June, 2012, amended Persons with Disabilities (Equal Opportunities, Protection of Rights & Full participation), Odisha Rule, 2003 and it stipulates as follows :-

2.8 Authority to give disability certificate

On receipt of application the Medical Authority shall after satisfying himself, issue Disability Certificate in Form II, Form III or Form IV as the case may be vide Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participations) Amendment Odisha Rules, 2012. Medical Officer in charge of Community Health Centre / Primary Health Centre / Hospital has been notified as a Medical Authority in respect of issuance of Certificate for obvious disability. For Multiple Disabilities, the Chief District Medical Officer (CDMO) has been notified as medical authority assisted by concerned specialist if required for issuance of disability certificate vide Health & Family Welfare Department, Govt. of Odisha Notification No. 376/H dated 3rd January 2013.

2.9 Appellate Authority

The Medical Authority constituted under rule 4 after due examination, shall give a permanent disability certificate in cases of those permanently disabled where there are no chances of variation in the degree of disability. {Rule-5(i)}

Appointment authorities will be responsible to conduct proper verification of disability certificate before appointment to prevent false / fake claims and to ensure appointment of genuine persons with disability. They may initiate action against such persons whoever attempts to commit fraud and avail of the benefits meant for Persons with Disabilities, under Section 69 of Persons with Disabilities Act, 1995. To resolve any dispute which arises with regard to issue of disability certificate, the appointing authorities shall refer such case to "Appellate Medical Board" constituted by Government of Odisha, Women & Child Development Department vide notification No.16430/DW-II-E-08/11 dated 06.09.2011, the order of the appellate Medical Board shall be final and shall be implemented by concerned Chief District Medical Officer in respect of the issue of the disability certificate.

3. Computation of reservation

3.1 Reservation for persons with disabilities in case of group-C and group-D posts shall be computed on the basis of total number of vacancies occurring in all group-C and group-D posts as the case may be, in the establishment, although the recruitment of the persons with disabilities would only be in the posts identified suitable for them.

3.2 Similarly the number of vacancies to be reserved for persons with disabilities in case of direct recruitment to group-C post in an establishment shall be computed by taking into account the total number of vacancies arising in group-C posts being filled by direct recruitment in a recruitment year, both in the identified and non-identified posts under the establishment. The same procedure shall be applied for Group-D posts.

3.3 Similarly, all vacancies in promotion quota shall be taken into account while computing reservation in promotion in group-C and group-D posts. Since reservation is limited to identified posts only and number of vacancies reserved are computed on the basis of total vacancies in identified posts as well as unidentified posts, it is possible that number of persons appointed by reservation in unidentified posts may exceed three percent.

3.4 Reservation for Persons with Disabilities in group-A shall be computed on the basis of vacancies occurring in direct recruitment as well as promotion quota in all the identified group-A posts in the establishment. The same method of computation shall also apply for group 'B' posts.

4. Inter-se-Exchange and carry forward.

4.1 Reservation for each of 3 categories mentioned in para 1.1 shall be made separately. But, if the nature of vacancy in an establishment is such that a person with specific category cannot be employed, the vacancies may be interchanged among the three categories. The Head of the Department shall be the competent authority to allow inter-se-exchange. If the post is identified for more than one category, preference should be given to the category, which is less represented.

4.2 If any vacancy reserved for any category of disability cannot be filled due to non-availability of suitable persons with that disability or, for any other sufficient reasons, such vacancies shall not be filled and shall be carried forward as a "backlog reserved vacancy" to the subsequent recruitment year.

4.3 In the subsequent recruitment year the 'backlog reserved vacancy' shall be treated as reserved for the category of disability for which it was kept reserved in the initial /year of recruitment. However, if a suitable person with disability is not available, it may be filled by interchange among the three categories.

4.4 The vacancy reserved for persons with disability shall be filled by persons with disability only and dereservation shall not be made in case of direct recruitment. The reserve vacancy shall remain vacant till it is filled by recruitment of the persons with disability. Employer shall make sincere efforts even within the same recruitment year to fill up reserved vacancy.

4.5 While filling up the reserved vacancies by promotion, by selection, the disabled employees who are all in normal zone of consideration shall be considered for promotion. Where adequate number of disabled employees of the appropriate category is not available within the normal zone, the zone of consideration may be extended to five times the number of vacancies and the persons with disabilities falling within extended zone shall be promoted. The reservation can be exchanged within three categories so that post can be filled by persons with disability.

4.6 If it is not possible to fill up the reserve post by persons with disability, even after following procedure of para 4.4 and 4.5, the post may be filled by persons other than a person with disability and the reservation should be carried forward for up to three recruitment years, whereafter it can be de-reserved by competent authority referred in para 10.

5. Persons with disability selected on their own merit shall not occupy Reserve roster.

Persons with disabilities selected on their merit without relaxed standards, along with other candidates shall not be adjusted against the reserved share of vacancies. The reserve vacancies shall be filled up separately from / amongst the eligible candidates with disabilities, which will thus comprise persons with disabilities who are lower in merit than the last candidate in merit list but otherwise found suitable for appointment, if necessary, by relaxed standard available for PWDs in addition to SC/ST candidates. It will apply for direct recruitment as well promotion, wherever reservation for persons with disabilities is admissible.

6. Horizontal of reservation for persons with disabilities.

6.1 Reservation for backward classes of citizen (SCs, STs, OBCs) is called 'vertical reservation' and the reservation for categories such as persons with disabilities, ex-servicemen, sportsmen etc is called horizontal reservation. Horizontal reservation cuts across vertical reservation (in what is called interlocking reservation) and the persons selected against the quota for persons with disabilities shall be placed in the appropriate category viz SC,ST,OBC and general.

6.2 Since the persons with disabilities have to be placed in the appropriate category viz, SC, ST, OBC and General in the roster meant for reservation of SCs, STs, and OBCs, the application form for the post should require the candidates applying

under the quota reserved for persons with disabilities, to indicate whether they belong to SC, ST, OBC or General category.

7. Mention Sub-category of disabilities in advertisement

While inviting application for filling up of reserved vacancies meant for persons with disabilities the sub category of disability shall be mention as example given below:

<u>Category of disability</u>	<u>Sub category</u>
Locomotor disability	One Arm, One Leg, Both Leg, etc.

8. Appointment of persons with disabilities against un-reserved vacancies.

Unreserved vacancies are open to all including the reserved category like persons with disabilities, if post is identified suitable for them. Debarring of any category of persons with disabilities shall be violation of section 47 of PWD Act, 1995 and existing Government instruction; therefore, persons with disabilities shall not be debarred from applying for the posts identified suitable for them.

9. Identification of post

Pursuant to requirements of provisions contained under section 32 of PWD Act, 1995, the General Administration Department under the Chairmanship of Additional Secretary to Govt. held several consultative meetings with representatives of different Departments, experts of various field and after in-depth study of various jobs identified titles in Group A, B, C and D posts under State Government/ Public Sector undertakings suitable for Persons with Disabilities. The appointing authority may also give appointment against any post which is not included in the list if it is considered that the physical requirement of the post can be suitable for a person with disabilities.

9.2 If identified post is upgraded or its nomenclature has been changed but physical requirement to perform that job remain same, that post shall remain as identified post for such categories.

9.3 Preference shall be given to persons with disabilities, while appointing persons in those post which are identified suitable for them even in excess of the 3% quota, whether the posts are reserved or not reserved.

10. Exemption from reservation orders.

Where a department consider that it is not possible to provide employment for the persons with disabilities to the extent of reservation in view of the nature of duties expected to be performed by the employees in that particular department, that department could be partly or fully exempted from implementing the reservation order. The grant of such exemption shall be decided by the General Administration Department

based on recommendation of inter-Departmental Committee of W & CD, G.A, Health & Family welfare and the Administrative Department concerned.

11. 100 point Model Roster.

11.1 General Administration Department issued instruction regarding 100 point model roster vide resolution no. GAD-SC-RES-0002-2013-11819/Gen dated 30th April, 2013. Accordingly three categories of persons with disabilities as given below shall be appointed covering following roster points;

<u>Roster Points</u>	<u>Categories of disabilities</u>
(a) 1 to 14	Blindness or low vision
(b) 29 to 42	Hearing impairment
(c) 57 to 70	Locomotor disability or cerebral palsy

11.2 Roster Point No.1, 29 and 57 shall be earmarked for Blindness or low vision, Hearing impaired and locomotor disability /cerebral palsy respectively. If roster point no.1 or 29 or 57 not identified or not suitable for that category the appointing authorities shall reserve any other roster point from 2 to 14, 30 to 42 and 58 to 70 respectively for above categories of persons with disabilities. The purpose of earmarking roster point no.1, 29 and 57 is to provide first available post in three roster groups to respective category of persons with disabilities.

After covering all the point in 100 point roster, new cycle of 100 point model roster shall be started.

11.3 If reserved post in 1st or 2nd roster group are not filled due to non-availability of PWDs or the posts are not identified suitable for given categories of disabilities, those posts shall be transferred to 2nd or 3rd roster groups and all reserved posts shall be filled up by persons with disabilities from next roster groups. Even if post could not be filled up from roster group 1st and 2nd all three posts shall be filled up from 3rd roster group.

11.4 All appointing authorities shall maintain separate model rosters registered for each group A, B, C and D posts being filled by direct recruitments and promotion.

11.5 Persons with disabilities selected on their own merit without any relaxed standards along with other candidates, shall not occupy reserve roster point.

12. Relaxations, Exemption and Concessions

The relaxation, exemption and concessions which have been granted to Persons with disabilities are given below-

12.1 Age relaxation.

In pursuant of provision under Section 38 (b) of PWD Act, 1995 and the instructions issued vide G.A Department notification No. 33068-Gen dated 27th October 1989, age relaxation of 10 years to PWDs in direct recruitment has been allowed.

12.2 Exemption from Typing/ Computer qualification

The persons with disabilities, who are otherwise qualified to hold clerical posts and who are certified as being unable to type due to permanent physical disability which prevent them (Locomotor disabilities, cerebral palsy) from typing, by the Medical board or by a civil surgeon where there is no such board, shall be exempted from the typing test for qualification (Typing on computer, or typewriter machine)

12.3 Relaxed standard of selection

The persons with disabilities shall be provided relaxations in standards in the case of direct recruitment as well as promotion as provided to candidates of SC/ST by Government of Odisha.

12.4 Assistance of Scribes / Writer and Extra time

Pursuant to requirements of provisions contained under section 30(f)31 of the persons with Disability Act 1995, the candidate belonging to blindness, low vision, cerebral palsy, locomotor disabilities, who have disability in the upper limbs and unable to write, shall be provided scribe / writer. The Women & Child Development Department, Govt. of Odisha has issued guidelines for conducting Written Examination for Persons with Disabilities vide No. 10804 dated 23rd May 2013. The facility of Scribe / Reader / Lab Assistant should be allow to any person, who has disability of 40% or more if so desired by the person. The candidate should have the discretion of opting for his own Scribe / Reader / Lab Assistant or request the Examination Body for the same. Such categories of candidates shall be provided compensatory time. Criteria like educational qualification marks scored age or other such restrictions for the Scribe / Reader / Lab Assistant should not be fixed. The compensatory time should not be less than Twenty Minutes per hour of the examination for persons, who are making use of Scribe / Reader / Lab Assistant. Separate arrangement of such candidates should be made to avoid disturbance for other category and providing peaceful place to such persons with disabilities.

12.5 Braille question papers/ large –Print

Persons with Disabilities (Blindness / Low Vision) should be given the option of choosing the mode for taking the examinations i.e. in Braille or in the computer or

in large print or even by recording the answers as the examining bodies can easily make use of technology to convert question paper in large prints, e-text, or Braille and can also convert Braille text in English or regional languages.

12.6 Pictorial and graphic questions

The candidates belonging to category of Blindness and low vision shall not be given questions based on picture, graphics, maps, etc. They shall be given alternative questions in place of such questions.

12.7 Oral instructions to be given in writing to hearing impaired

The officials (supervisors, invigilators) handling written examination must be made aware that any oral instruction given during the written/skill test must be communicated to hearing impaired persons in written. Pursuant to requirement of provisions contained under section 30 (h), written exam of hearing impaired candidates shall be conducted in the local language which they have learnt and options may be asked in application form itself.

12.8 Barrier free sitting arrangement

Recruitment authorities and Centre in charge of written/skill test/Group discussion/ personal interview shall ensure that barrier free facilities like ramp, toilets etc are provided for persons with disabilities. Such examinations skill text, group discussion, personal interview shall be organized on ground floor.

12.9 Exemption from Examination fee

Persons with disabilities shall be exempted or treated at par with SC/ST candidates on payment of application fee and examination fee in respect of competitive examination. This option shall be available for both reserved and unreserved posts, if those posts are identified suitable for persons with disabilities.

13. Pre recruitment/skill up-gradation Training.

Recruitment/Appointing authorities shall ensure pre-recruitment/skill up-gradation training for disable candidates who have applied to the posts to enhance their knowledge and skills, so that they can have better opportunities to get selected.

14. Relaxation on ban orders.

Provision of ban orders regarding filling up vacant posts will not be applicable in the case of reserved vacancies to be filled by persons with disabilities to the extent of quota reserved for them.

15. Nodal Officer

15.1 Each Department shall nominate a State nodal officer not below the ranks of a Joint Secretary.

There shall be district and Block Level nodal officers, not below the rank of Deputy Secretary and under Secretary respectively. They will conduct roster verification of each office, at least yearly once.

15.2 Block level nodal officer will submit department wise complied report to district nodal officer and district nodal officer will send department wise complied report to State nodal officer of the concerned department in prescribed by Government.

15.3 The State nodal officers of concern department will send the compiled report to G.A Department with their recommendation and suggestions, if any.

15.4 In case nodal Officer finds any discrepancies, lapse, negligencies in implementation of Government instruction related to persons with disabilities; it should be brought into the notice of appointing authorities under intimation to state nodal officer of concerned department and G.A. Department immediately.

16. Posting/transfer of employees with disabilities

The employees with disabilities should preferably be posted /transferred near their native places or at least in their native districts subject to administrative constraints. This is in pursuant of provisions under section 38 (c) of PWD Act, 1995. The Govt. employees having disabled children / spouse should be posted / transferred to such places where facilities of treatment / education / vocational training are available.

17. Reservation in posts identified for one or two categories

If post(s) is / are identified for one category, reservation shall be given to that category which is less represented. Likewise shall distribute the posts between two categories equally as far as possible, if posts are identified two or more category. It should be ensured that posts are distributed equally amongst the persons with disability and out of reserved posts for persons with disabilities 33% post shall be earmarked for Women with disabilities.

18. Appointing authorities certificate

Appointing authorities, while sending the requisition to recruitment authorities including Odisha Public Service Commission, Staff selection Commission etc for filling up the posts which have been identified suitable for persons with disabilities, shall furnish a certificate to the recruitment authorities / agencies that policy relating to 3% reservation to persons with disabilities has been taken care of.

19. Vacancy Notification

In compliance of Rule 36 and Rule 37 of the persons with disabilities (Equal opportunities, protection of rights and full participation) Odisha Rules 2003, notified vide Women and Child Development Department Notification No. 17963-Hw.II-A 40/03-WCD dated 28th August 2003, each and every employer shall notify the vacancies reserved for person with disabilities to special employment exchange for physically handicapped and vocational Rehabilitation Centre for Handicapped, Govt. of India, Jagamara, Po. Khandagiri, Bhubaneswar - 757030.

20. Reservation in contractual / out-source posts

The General Administration Department, Govt. of Odisha vide Resolution No. GAD-SC-RES-0004-2012-13371/Gen dated 8th June 2012 have extended the application of Resolution No. 3404 dated 13th February 2006 of General Administration Department to all appointments, regular or contractual, which are either made directly by the Govt. or through a Service Provider. The Resolution No. 3404 dated 13th February 2006 of General Administration Department specifies the posts suitable for persons with disabilities. This provision is also applicable for the posts identified by the Government for the Persons with Disabilities from time to time.

21. Discretionary allotment of General pool Residential Accommodation (GPRA)

Estate officers of various departments shall mark 3% quota for persons with disabilities. Discretionary allotment of General pool Residential Accommodation shall also be made to employee with disabilities as decided by the Government time to time. This will be out of turn allotment. The employees who are having disabled spouse or children should also be considered for discretionary allotment of GPRA, in case disabled employees are not available.

22. Non-Handicapping Worksites / Places / Machines

In pursuance of section 38(1) (d), the appointing authorities should ensure barrier free, non-handicapping worksites, places, machines etc. by making adoptions, modifications and disabled free environment, suitable for persons with disabilities.

23. Miscellaneous

- a) The post identified for PWDs earlier shall also be deemed to be identified for PWDs.
- b) The Govt. establishment / Employers should ensure that all type of required Software, Hardware, Assistive devices etc., are provided to Persons with Disabilities who are appointed / working in their establishments to enable them to perform the assigned jobs.

- c) If any Person with Disability is already working on any Govt. post, that post shall be deemed identified for Persons with Disabilities.
- d) If any base level post has been identified for Persons with Disabilities, the promotional post of the cadre will also be deemed identified for PWDs.

24. Submission of Annual Report

All Departments shall send consolidated PWD reports I & II to G. A Department by 31st March every year in respect of all attached and subordinate offices under their control.

In addition to the posts identified at Annexure I, II, III, IV of this resolution the posts identified by the Ministry of Social Justice & Empowerment, Govt. of India vide Notification No. 167 Dt. 29.07.2013, which exist in similar form in Government of Odisha are deemed to have been identified for PWDs by the Government of Odisha. The list of posts notified by this Resolution is however not an exhaustive list and the departments / PSUs / autonomous bodies etc may further supplement the list by submitting their proposal to the W & CD Department.

This Resolution shall come into effect from the date of publication in Official Gazette.

ORDER: Ordered that this Resolution be published in the Extraordinary Issue of Odisha Gazette for information of General Public. Ordered also that copies of the Resolution be forwarded to All Departments of Government/ All Heads of Departments/ all Collectors/ Registrar, Odisha High Court, Cuttack/ Registrar, Odisha Administrative Tribunal, Bhubaneswar/ Secretary, Odisha Staff Selection Commission, Bhubaneswar/ Secretary, Odisha Sub-ordinate Staff Selection Commission, Bhubaneswar/ Commissioner, Persons with Disabilities, Bhubaneswar.

By the order of Governor

NITEN CHANDRA
Special Secretary to Government