



**GOVERNMENT OF ODISHA
HEALTH & FAMILY WELFARE DEPARTMENT**

OFFICE MEMORANDUM

File No. PT1-HFW-FW-FWMISC-0038-2024/ 34273 /H&F.W. Date 16.12.24

Subject : Methodology to be adopted for preparing the final gradation list in case of Nursing Officers and other paramedics and the principle to determine the effective date of regularization of Contractual Nursing Officers and other paramedics appointed prior to commencement of GA Department Contractual Appointment Rules, 2013 (i.e. whose services have not been guided as per Odisha Group 'C' and 'D' posts Contractual appointment Rules, 2013).

The H&FW Department vide Notification No. PT1-HFW-MSIII-MSNG3M-0002-2023/ 18186 dated 22.07.2024 had issued instructions to field offices for fixation of service seniority and pay of Nursing Officers and other paramedical staff in view of Repeal and Special Provision Rules, 2022. However, while implementing the aforesaid notification by the field offices, it has come to the notice of this administrative department that many difficulties were faced by the field level offices in interpretation and preparation of final gradation list & determination of service seniority and date of regularization of Nursing Officers and other paramedical staff, whose services have not been guided as per Odisha Group 'C' and 'D' posts Contractual appointment Rules, 2013.

Hence, the Government has been pleased to issue further clarification in this regard and guidelines to be followed while preparation of final gradation list and determining date of regularization of Nursing Officers and other paramedical staff, whose services have not been guided as per Odisha Group 'C' and 'D' posts Contractual appointment Rules, 2013 as follows:-

1. The position on gradation list in case of existing Government Regular/ contractual Nursing Officers and other paramedical staff or those recruited through direct recruitment by the Commission will be as per their years of recruitment and the position of their names in select list/ merit list.

(a) If in a particular year there is more than 1 advertisement, it is expected that the results are also published serially and the person joining as per the earlier advertisement will be above the persons appointed in a later.

(b) Where, the *merit list* constituted more than the advertised vacancy so as to give chance of appointment in case somebody did not join by issue of a second list/ waiting list, the persons joining out of a second list/ waiting list from the *merit list* will be placed below the persons joining in the first list irrespective of his merit in the original *merit list*.

2. The persons who were appointed/ inducted out of the provision in the cadre rules, 2019 from schemes will *en bloc* be placed below the persons who were appointed in the cadre either regularly or contractually prior to the publication of the 2019 Rules and appointments made according to the said 2019 Rules. The names of the Nursing Officers and other paramedical staff so inducted shall be arranged in gradation list in order of their date of joining in the post in the respective schemes/ societies. If the date of joining in the service under the society/ scheme of two or more Nursing Officers and other paramedical staff is same then the name of the older in age shall be above the younger one.

3. The Rehabilitation Assistance appointees as per Rule will be placed below the regular/ contractual candidates joining in a particular calendar year.

4. Candidates of inter- district transfer as per extant principles will be placed below the incumbents already in the cadre/ deemed to be in the cadre as per GA & PG Department Repeal Rules, 2022 of that district.

5. The gradation is to be prepared in a uniform format across districts and across the Cadres. Accordingly, the format of the Gradation list, to be prepared by the respective Appointing Authorities, is attached at **Annexure-1**.

6. The point No. 2 and point No. 3 of this Department Notification No.18186 dated 22.07.2024 mentions the regularization date of the Nursing Officers and other



Paramedics who have been contractually engaged prior to the introduction of the GA Department Contractual Rules, 2013 and have been regularized on completion of six years of service before/ after **the date of the first appointment/ joining of the Nursing Officer and respective paramedics recruited as per the Rules, 2013, respectively.**

It is hereby clarified that the first appointment/ joining of the Nursing Officer and paramedics recruited as per the GA Department Contractual Appointment Rules, 2013 in the respective cadres is fixed after due examination of the data obtained from the respective Appointing Authorities is as follows:

Sl. No.	Name of the Cadre	Date of the first appointment/ joining of the Nursing Officer and respective paramedics recruited as per GA Department Contractual Appointment Rules, 2013.
1	2	3
1	MPHW(F)	05.01.2016
2	MPHW(M)	08.09.2016
3	Nursing Officer	25.09.2014
4	Pharmacists	21.08.2015
5	Lab Technician	30.05.2016
6	Radiographer	09.06.2016

7. The following illustration describes the principle to determine regularization date of the Nursing Officers and other Paramedics who have been contractually engaged prior to the introduction of the GA Department Contractual Rules, 2013. The illustration has been made in case of MPHW(M) Cadre of 3 different types of employees of a particular district, of the same cadre, placed in three different situations.

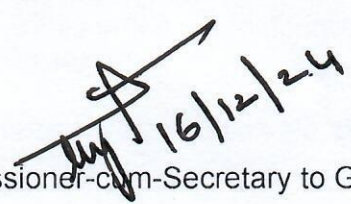
Sl. No.	Candidate— MPHW(M)	Date of Initial Contractual Appointment prior to commencement of GA Department Contractual Appointment Rules, 2013	Date of regularization	Date of first Contractual Appointment as per GAD Rules, 2013 across the state in corresponding Cadre (MPHW(M))	Effective date of Regularization as per this Department Notification No. 18186/ 22.07.2024
1	2	3	4	5	6
1	A	02.01.2006	18.09.2013	08.09.2016	18.09.2013
2	B	31.12.2007	30.12.2013	08.09.2016	30.12.2013
3	C	12.09.2011	11.09.2017	08.09.2016	08.09.2016

8. The situation at 'C' of the table above depicts protection of pay notionally vis-a-vis the junior who had the advantage of retrospective regular pay calculation on notional basis as per Repeal Rules, 2022. Nevertheless, the actual pay is due only from 17.10.2022 i.e. the day of gazette publication of Repeal Rules, 2022.

9. This Department Notification No.18186 dated 22.07.2024, however, is not applicable to candidates inducted from Schemes/ Societies and regularized as per corresponding Cadre Rules, 2019.

10. "Rule 12 of their Cadre Rules, 2019" as mentioned in H&FW Department Notification No.18186 dated 22.07.2024 shall be read as "Relevant Rules of respective Cadre Rules, 2019, of Nursing Officers and other paramedics, as applicable".

(This has been concurred in by Finance Department in OSWAS File No.PT1-HFW-FW-FWMISC-0038-2024)


Commissioner-cum-Secretary to Government

Memo No 34274 /H&FW

Date 16.12.24

Copy forwarded to All CDM&PHOs/ All Superintendents/ Principals of MCHs and PG Institutes for information and necessary action.

Joint Secretary to Government

Memo No 34275 /H&FW

Date 16.12.24

Copy forwarded to All Directors of H&FW Department for kind information and necessary action.

Joint Secretary to Government

Memo No 34276 /H&FW

Date 16.12.24

Copy forwarded to FA-cum-Special Secretary to Government, H&FW Department/
Additional Secretary to Government, MS-III Section, H&FW Department / Additional
Secretary to Government, Legal Section, H&FW Department for kind information and
necessary action.

Joint Secretary to Government

Annexure-1

Sl No	Name of employee	Recruitm ent Year	Advertis ement No./Dt.	Appoint ment Order No./ Dt.	SI No in the merit list	Date of Initial Joining in Government service as contractual/ Regular Nursing Officer & Paramedics (LT, Radiographe r, Pharmacists, MPH(W)(M) and MPH(W)(F)	Date of Initial Joining in Scheme/ Society as contractual Nursing Officer & Paramedics (LT, Radiographe r, Pharmacists, MPH(W)(M) and MPH(W)(F)	Date of birth	Category under which appointed	Date of completion of six years of service	Date of regularisa tion	Govt. Rule/ Resolution/ Regulation/ Notification/ Order under which regularisatio n was effected	Whether it is a case of inter district transfer/ RA	REMARK S
1		3	4	5	6	7	8	9	10	11	12	13	14	15