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## THE HIGH COURT OF ORISSA, CUTTACK

### NOTIFICATION

The 21st March, 2022

**No. 734/ R---** In exercise of the powers conferred under Article 229 of the Constitution of India, the Chief Justice of the High Court of Orissa has been pleased to amend "The High Court of Orissa (Appointment of Staff and Conditions of Service) Rules, 2019" as follows:

**1. Short Title:-**

These Rules may be called "The High Court of Orissa (Appointment of Staffs and Conditions of Service) (Amendment) Rules, 2022"

**2. Commencement:-**

They shall come into force on the date of publication in the Official Gazette.

**3. The Existing Rule 32 be substituted by the following:-**

**"32. Confirmation :-**

(1) All appointments by way of direct recruitment at the entry level to Group-'C' and 'D' posts, except the posts of Junior Stenographers, shall be on contractual basis for a period of three years from the date of initial joining.

(2) After completion of such period of three years on contractual basis, the incumbents shall be absorbed in the permanent establishment of the Court in the scale of pay admissible to the post.

(i) Provided that such appointments on contractual basis may be extended for a further period of two years in case the performance of the candidates is not satisfactory in the opinion of the Appointing Authority.

- (ii) Provided further that if during the period of contractual appointment, the work or conduct of the candidate is found unsatisfactory in the opinion of the Appointing Authority, his service may be terminated at any point of time without assigning any reason and without servicing any prior notice.
- (3) In reckoning the period of contractual appointment, the periods relating to extra ordinary leave, unauthorised absent or any other period not on actual duty, shall not be taken into consideration.
- (4) The pay and allowance during the period of appointment on contractual basis shall be as per the norms issued from time to time.
- (5) The seniority among the incumbents to the posts shall be determined on the date of confirmation subject to their respective placement in the select list prepared at the time of recruitment.

*Explanation (I):* If for reasons to be indicated in Sub-Rule (2) of this Rule, the confirmation of an employee is delayed, his serial number in the Gradation List shall slip accordingly, irrespective of his placement in the select list prepared at the time of recruitment.

*Explanation (II):* The continuous service during the contractual employment under this Rule shall be counted towards retiral benefits, if any."

4. The Existing Sub- Rule (1) of Rule 33 be substituted by the following:-

**"33. Fixation of Seniority and Gradation :-**

- (1) The Gradation List of the candidates (employees) belonging to Group-'A', Group-'B' and posts of Junior Stenographers under Group-'C' shall be prepared in order of the position secured by them in the competitive examination/assessment test, as the case may be."

BY ORDER OF THE CHIEF JUSTICE  
SUMAN KUMAR MISHRA  
REGISTRAR (JUDICIAL)