

GOVERNMENT OF ODISHA

ST & SC DEVELOPMENT, M & BCW DEPARTMENT

No. STSCD-EEI-CASE1-0017-2023/ 14501 / SSD, Bhubaneswar, Dated 24 June, 2026

From

B. Parameswaran, IAS

Commissioner-cum-Secretary to Government

To

All Collectors & District Magistrates,

Odisha

Sub: Rectification of irregular extension of Grade Pay of Rs. 2800/- in PB-1: Rs. 5200-20200/- under ORSP Rules, 2008 (corresponding to Level-8 under ORSP Rules, 2017) to Physical Education Teachers (PETs) possessing IA/C.P.Ed or higher qualifications.

Madam/Sir,

I am to invite your attention to the subject cited above and to state the following:

Under the provisions of the Odisha Subordinate Tribal Welfare Education (Recruitment and Conditions of Service) Rules, 1993, the prescribed qualification for appointment to the post of Male/Female Physical Education Teacher (PET) under the ST & SC Development, M & BCW Department is **Matriculation with C.P.Ed.** Accordingly, the post of PET under this Department carries the pay level admissible to the said post i.e. presently corresponding to **Level-6 under the ORSP Rules, 2017** (erstwhile PB-1: Rs.5,200-20,200/- with Grade Pay of Rs.2,200/- under the ORSP Rules, 2008).

It has come to the notice of this Department that in certain districts, namely Kandhamala, Sambalpur, Nabarangpur, Kalahandi, Sundaragada and Mayurbhanj, the benefit of higher Grade Pay of Rs. 2,800/- under the ORSP Rules, 2008 (corresponding to Level-8 under ORSP Rules, 2017) has been extended to PETs on the ground that they possess IA/C.P.Ed or higher educational qualifications.

That, the Collector & District Magistrate, Nabarangpur, vide Letter No.1534 dated

29.08.2018, had sought clarification regarding admissibility of higher Grade Pay to PETs possessing higher educational qualifications by referring to certain judicial pronouncements. In response, this Department, vide Letter No.3403 dated 18.02.2019, clarified that such cases may be examined strictly in accordance with the prevailing Recruitment Rules, namely the Odisha Subordinate Tribal Welfare Education (Recruitment and Conditions of Service) Rules, 1993, under intimation to the Department.

However, it has subsequently been observed that the aforesaid clarification dated 18.02.2019 appears to have been misconstrued in certain cases, resulting in extension of higher Grade Pay/Pay Level to PETs without any enabling provision in the Recruitment Rules and without approval of the competent authority or concurrence of the Finance Department.

The matter was thereafter examined by Department in consultation with the Finance Department. The Finance Department has, inter alia, opined as follows:

"Higher qualification in a post having a prescribed lower qualification does not necessarily imply provision of a higher scale of pay, as in Government establishments the post defines the scale. Hence, higher scale of pay in respect of PETs possessing higher qualification is not tenable without change in the cadre rule."

The post of PET under this Department continues to be governed by the Odisha Subordinate Tribal Welfare Education (Recruitment and Conditions of Service) Rules, 1993, wherein Matriculation with C.P.Ed remains the prescribed essential qualification. No provision exists in the said Rules, nor has any amendment been made thereto, authorizing grant of a higher scale of pay solely on the basis of acquisition or possession of higher educational qualifications. In absence of any statutory provision, approval of the competent authority and concurrence of the Finance Department, extension of Grade Pay of Rs.2,800/-/Level-8 to PETs is devoid of legal sanction and cannot be sustained.

In view of the above, it is directed to undertake an immediate review of all such cases where Grade Pay of Rs. 2800/- in PB-1: Rs. 5200-20200/- under ORSP Rules, 2008 (corresponding to Level-8 under ORSP Rules, 2017) has been extended to PETs serving in the schools functioning under ST & SC Development, M & BCW Department contrary to the provisions of the Recruitment Rules, 1993 and without approval of the competent authority.

Upon such review, necessary corrective action shall be taken strictly in accordance with law, the applicable Recruitment Rules and Government instructions. Before passing any rectification order affecting an employee, reasonable opportunity of hearing shall be afforded to the concerned employee in compliance with the principles of natural justice.

It is further impressed upon all concerned that continuation of irregular financial benefits in contravention of the applicable rules will result in avoidable financial burden on the State exchequer. The entire exercise shall be completed within **ninety (90) days** from the date of issue of this letter. You are requested to personally monitor the matter and ensure timely compliance.

This matter shall be accorded TOP PRIORITY. An Action Taken Report indicating district-wise compliance and details of cases reviewed and rectified shall be furnished to this Department immediately on completion of the exercise.

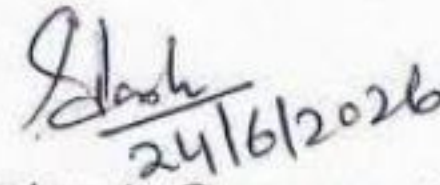
Yours faithfully,



Commissioner-cum-Secretary to Government

Memo No. 14502 /SSD dtd. 24.06.2026

Copy forwarded to all District Welfare Officers for information and immediate necessary action. They shall render all assistance to ensure timely compliance of the above instructions.



Joint Secretary to Government