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## FISHERIES & ANIMAL RESOURCES DEVELOPMENT DEPARTMENT

### NOTIFICATION

The 3rd August, 2012

**S.R.O. No. 468/2012**—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Rules / Regulations / Orders / Instructions; except as respects things done or omitted to be done before such supersession, the Governor of Odisha hereby makes the following rules regulating the method of recruitment and conditions of service of the persons appointed to the Odisha Sub-Ordinate Fodder Services, namely:—

### PART - I

#### (PRELIMINARY)

#### 1. Short Title and Commencement:

(1) These rules may be called the Odisha Sub-Ordinate Fodder Service (Recruitment and Conditions of Service) Rules, 2012.

(2) They shall come into force on the date of their publication in *Odisha Gazette*.

#### 2. Definition:

(1) In these rules, unless there is anything repugnant in the subject or context,—

- (a) "ARD Department" means Animal Resources Development Department;
- (b) "Board" means the Selection Board constituted under rule 10;
- (c) "Director" means the Director of Animal Husbandry and Veterinary Services, Odisha;
- (d) "Ex-servicemen" means persons as defined in the Orissa Ex-servicemen (Recruitment to State Civil Services and Posts) Rules, 1985;
- (e) "Government" means the Government of Odisha;
- (f) "Persons with Disabilities" means persons who have been granted with disability certificates by Competent Authority as per the provisions of the

Persons with Disabilities (Equal Opportunities, Protection of Right and Full Participation) Orissa Rules, 2003;

- (g) "Scheduled Castes and Scheduled Tribes" shall have referred to the Scheduled Castes and Scheduled Tribes specified in the Constitution (Scheduled Castes) Order, 1950, and the Constitution (Scheduled Tribe) Order, 1950, as the case may be, made under Articles 341 and 342 of the Constitution of India, respectively and as amended from time to time;
- (h) "SEBC" means the Socially and Educationally Backward Classes of Citizens as referred to in Clause (e) of Section 2 of the Odisha Reservation of Posts and Services (for Socially and Educationally Backward Classes) Act, 2008;
- (i) "Service" means Odisha Sub-Ordinate Fodder Service;
- (j) "Sportsmen" means persons who have been issued with identity card as sportsmen by the Director, Sports as per Resolution No.24808/Gen., dated the 18th November, 1985 of General Administration Department; and
- (k) "Year" means a calendar year.

(2) All other words and expressions used in these rules but not specifically defined shall, unless the context otherwise requires, have the same meaning as respectively assigned to them in the Orissa Service Code.

## PART - II

### (COMPOSITION OF THE SERVICES)

3. The service shall consist of the following categories of posts, namely:-

- |     |              |    |   |
|-----|--------------|----|---|
| (a) | Category-I   | .. | Field Man Demonstrator  |
| (b) | Category-II  | .. | Agriculture Sub-Overseer / Field Assistant                        |
| (c) | Category-III | .. | Junior Fodder Development Overseer                                |
| (d) | Category-IV  | .. | Sub-Assistant Fodder Development Officer/<br>Agriculture Overseer |
| (e) | Category-V   | .. | Assistant Fodder Development Officer                              |

## PART - III

### (METHOD OF RECRUITMENT)

4. Recruitment to the posts of the service shall be made by the following methods, namely:-

- (a) 50% of the posts in respect of Category-I of the service shall be filled up by Direct Recruitment in accordance with rule 6 and the remaining 50% by way of

promotion from amongst employees of Group-'D' posts like; Peons, Chowkidars and Attendants in accordance with sub-rule (1) of rule 9.

- (b) The posts in respect of Category-II of the service shall be filled up by way of promotion from amongst the Field Man Demonstrators in accordance with sub-rule (2) of rule 9.
- (c) The posts in respect of Category-III of the service shall be filled up by way of promotion from amongst the Agriculture Sub-Overseers / Field Assistants in accordance with sub-rule (3) of rule 9.
- (d) The posts in respect of Category-IV of the service shall be filled up by way of promotion from amongst the Junior Fodder Development Overseers / Agriculture Sub-Overseers/ Field Assistants in accordance with sub-rule (4) of rule 9.
- (e) 50% of the posts arising in respect of Category-V of the service shall be filled up by Direct Recruitment in accordance with rule 6 and the remaining 50% by way of promotion from amongst the Sub-Assistant Fodder Development Officers / Agriculture Overseers in accordance with sub-rule (5) of rule 9.

#### **5. Reservations:**

Notwithstanding anything contained in these rules reservation of vacancies or posts, as the case may be, for -

- (a) Scheduled Castes and Scheduled Tribes shall be made in accordance with the provisions of the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules made there under; and
- (b) SEBC, Women, Sportsmen, Ex-servicemen and Persons with Disabilities shall be made in accordance with the provisions made under such Acts, rules, orders or instructions issued in this behalf by the Government from time to time.

#### **6. Recruitment Procedure:**

(1) Direct Recruitment as well as promotion to the different categories of posts in the service shall be conducted by the Board constituted under rule 10.

(2) In each year, the Board shall announce the number of vacancies along with data's indicating the posts reserved for candidates belonging to the different reserved categories and invite application from the eligible candidates through open advertisement at least in two vernacular dailies.

(3) The manner of submission of application, the date and place of the interview shall be as may be decided and notified by the Board.

### **7. Eligibility Criteria for Direct Recruitment:**

In order to be eligible for Direct Recruitment, a candidate shall have to satisfy the following conditions:—

- (a) **Nationality:** A candidate must be a citizen of India.
- (b) **Age Limits:** A candidate must have attained the age of 18 / 21 years and must not be above the age of 32 years:

Provided that the upper age limit in respect of reserved categories of candidates referred to in rule 5 shall be relaxed in accordance with the provisions of the Act, rules, orders or instructions, for the time being in force, for the respective categories.

- (c) **Knowledge in Odia:** He must be able to read, write and speak Odia; and have –
- (i) passed Middle School examination with Odia as a language subject; or
  - (ii) passed Matriculation or equivalent examination with Odia as medium of examination in non-language subject; or
  - (iii) passed in Odia as language subject in the final examination of Class-VII from a school or educational institution recognized by the Government of Odisha or the Central Government; or
  - (iv) passed a test in Odia in Middle English School Standard conducted by the School & Mass Education Department.
- (d) **Marital Status:** A candidate if married must not have more than one spouse living:

Provided that the State Government may, if satisfied that such marriage is permissible under the personal law applicable to such person or there are other grounds for doing so, exempt any person from the operation of this rule.

- (e) **Physical Fitness:** A candidate must be of good mental condition and bodily health and free from any physical defect likely to interfere with the discharge of his duties in the service. A candidate, who after such medical examination as the Government may prescribe, is not found to satisfy these requirements shall not be appointed to the service.

**(f) Minimum Educational Qualification:**

- (i) For the post of Field Man Demonstrator, a candidate must have passed High School Certificate or equivalent examination from any of the Board of Secondary Education or such other recognized Institution of India:

Provided that preference shall be given to the candidates passing +2 Vocational Course under Orissa Higher Secondary Council in Agriculture and Animal Husbandry streams.

- (ii) For the post of Assistant Fodder Development Officer, a candidate must have passed at least a Bachelors Degree in Agriculture Science from any recognized Universities in India or abroad.

**8. Manner of Selection:**

(1) On receipt of applications, the Board shall evaluate the career marks of all eligible candidates and the candidates, who secure such minimum marks in career evaluation, as may be fixed by the Board, shall be called to appear at the interview.

(2) On the basis of the career marks and the marks secured in the interview taken together, the Board shall prepare a common list of successful candidates found suitable for appointment to each category of service i.e. for Category-I and for Category-V in order of merit. In case of two or more candidates securing the same marks in aggregate, the candidate securing higher marks in career evaluation shall be assigned higher position over the others. In case of securing same marks in career evaluation, final ranking shall be determined on the basis of age, i.e., those elder in age shall be placed above others. This list shall also be published by the Board for general information.

(3) The list prepared under sub-rule (2) for any of the above two categories of the service shall include the names of successful candidates equal to the number of vacancies.

(4) The merit list prepared by the Board shall form the select list from the date of its approval by the Secretary of the Department and shall remain valid for one year from the date of its approval or until another select list is prepared afresh, whichever is earlier.

(5) Appointment shall be made in the order in which the names appear in the select list.

**PART - 'IV'****(RECRUITMENT BY PROMOTION)****9. Eligibility Criteria for Promotion:**

(1) In order to be eligible for promotion to the post of Field Man Demonstrators, the Group-'D' employees working in ARD Sector must have passed High School Certificate examination / Matriculation examination or equivalent examinations from any recognized Board / University in India or abroad and completed at least ten years of continuous service as such.

(2) In order to be eligible for promotion to the posts of Agriculture Sub-Overseers and Field Assistants, the Field Man Demonstrators must have completed at least five years of continuous service as such and successfully completed Departmental Fodder Training in respect of ARD Sector.

(3) In order to be eligible for promotion to the post of Junior Fodder Development Overseers, the Agriculture Sub-Overseers / Field Assistants having five years of service experience as such and Field Man Demonstrators having ten years of service experience as such shall be eligible for promotion to the post of Junior Fodder Development Overseer in case of non-availability of required numbers of eligible persons in Category-II of the service. Further, the candidate must have successfully completed the in-service Departmental Fodder Training in respect of ARD Sector.

(4) In order to be eligible for promotion to the posts of Sub-Assistant Fodder Development Officers and Agriculture Overseers, a Junior Fodder Development Overseer having five years of service experience as such and Agriculture Sub-Overseers / Field Assistants having minimum ten years of service experience as such will be considered for promotion who must have successfully completed the in-service Departmental Fodder Training in respect of ARD Sector:

Provided that the case of Agriculture Sub-Overseers / Field Assistants would be considered in case of non-availability of required numbers of eligible persons in Category-III of the service.

(5) In order to be eligible for promotion to the posts of Assistant Fodder Development Officers, the Sub-Assistant Fodder Development Officers and Agriculture Overseers must have rendered at least three years of continuous service as such, undergone Departmental Fodder Training and have passed such Departmental examination as may be prescribed by the Government from time to time. Officers who have acquired higher qualification, such as: National Diploma in Fodder Line shall be given preference during the selection for promotion to the post of Assistant Fodder Development Officer.

(2) The lists referred to under sub-rule (1) shall ordinarily be in force for a period of one year from the date of its approval by the Selection Board or until another select list is prepared afresh, whichever is earlier.

(3) Appointment to any post in the service shall be in the order in which their names appear in the select list.

### 13. Probation and Confirmation:

(1) Every person appointed to any grade in the service by direct recruitment shall be on probation for a period of two years and when appointed on promotion shall be on probation for a period of one year from the date of joining the post:

Provided that the appointing authority may, if think fit in any case or class of cases, extend the period of probation:

Provided further that such period of probation shall not include –

- (a) extraordinary leave;
- (b) period of unauthorized absence; or
- (c) any other period held to be not being on actual duty.

(2) The appointment of a probationer may for good and sufficient reasons to be recorded in writing, be terminated by Government at any time without previous notice during the period of probation including extension of such period, if any, and after such termination, the employee shall deem to be reverted to his / her former cadre / post, if he / she is a promotee.

(3) A probationer after completing the period of probation to the satisfaction of Government shall be eligible for confirmation subject to the availability of substantive vacancy in the service.

### 14. Inter-se Seniority:

The *inter-se* seniority of officers in a recruitment year shall be in the following order and in each category the *inter-se* seniority shall be determined in the following manner:—

(1) Promotee officers shall be ranked *inter-se* in the order of their dates of appointment to the service.

(2) Direct recruit officers shall be ranked *inter-se* in the order in which their names appear in the merit list prepared by the Commission.

### 10. Constitution of Selection Board:

(1) There shall be constituted a Board for selection of candidates on promotion as well as through direct recruitment to the posts under different categories of the service with the following Members, namely:-

- |     |  |     |                 |
|-----|--|-----|-----------------|
| (a) | Director, AH&VS, Odisha, Cuttack       | --- | Chairman        |
| (b) | Joint Director, AH&VS, Odisha, Cuttack | --- | Member          |
| (c) | Deputy Director (Fodder Development)   | --- | Member          |
| (d) | Establishment Officer                  | --- | Member Convener |

### 11. Procedure for Selection by the Board:

(1) The Board shall meet at least once in a year preferably in the month of January to prepare a list of Officers, as are held by them, suitable for promotion to the next higher grade.

(2) The Board, while considering the promotion cases of suitable Officers and for preparing the select list shall follow the provisions of —

- (a) the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules made there under;
- (b) the Orissa Civil Services (Zone of Consideration for Promotion) Rules, 1988;
- (c) the Orissa Civil Services (Criteria for Promotion) Rules, 1992; and
- (d) the Orissa Civil Services (Criteria for Selection for Appointment including Promotion) Rules, 2003.

(3) The recommendation of the Board shall be valid and can be operated upon notwithstanding the absence of any one of its members other than the Chairman:

Provided that the member so absenting was duly invited to attend the meeting of the Board and the majority of members of the Board attended the meeting.

### 12. Select List:

(1) The recommendations of the Board under sub-rule (2) of rule 12 and sub-rule (1) of rule 13, as the case may be, shall be treated as final select list after being approved by Government from the select list.



**15. Training:**

Training is compulsory for all categories of officers recruited under these rules. Sub-Assistant Fodder Development Officers having B.Sc. Qualification will be sent for short-term training and Assistant Fodder Development Officers having B.Sc. or B.Sc. (Agriculture) Qualification will be sent to undergo Diploma Training on forage production and utilization.

**16. Other Conditions of Service:**

The conditions of service in regard to matters not covered by these rules shall be the same as are or as may from time to time be prescribed by the State Government.

**17. Relaxation:**

When it is considered by the Government that it is necessary or expedient so to do in the public interest, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules in respect of any class or category of the employees.

**18. Interpretation:**

If any question arises relating to the interpretation of these rules, the same shall be referred to the Government, whose decisions thereon shall be final.

[No.7920-16-VE-05/2012/FARD.]

By Order of the Governor

SATYABRATA SAHU

Commissioner-cum-Secretary to Government

