



GOVERNMENT OF ORISSA

**The Orissa Agricultural Overseers (Recruitment and
Conditions of Service) Rules, 1980**

AGRICULTURE & CO-OPERATION DEPARTMENT

GOVERNMENT OF ORISSA
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NOTIFICATION

The 20th May 1980

S. R. O. No. 622/80—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Orissa is pleased to make the following Rules, regulating the method of recruitment and conditions of service of persons appointed to the posts in the Orissa Agricultural Overseers Service, namely:—

I. PRELIMINARY

1. Short title and commencement—(1) These rules may be called the Orissa Agricultural Overseers (Recruitment and Conditions of Service) Rules, 1980.

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

2. Repeal and Savings—The provisions of the Subordinate Agricultural Service of Orissa Rules, 1973 so far as they correspond to the subject-matter or any of the provisions of these rules are hereby repealed :

Provided that save as otherwise specified in these rules, any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

3. Definitions—In these rules, unless the context otherwise requires—

(a) "Board" means the Selection Board constituted in pursuance of sub-rule (1) of Rule 10 ;

(b) "Cadre" means the cadre of Agricultural Overseers ;

(c) "Director" means the Director of Agriculture and Food Production, Orissa ;

(d) "Government" means the Government of Orissa ;

(e) "Schedule" means a Schedule appended to these Rules ;

(f) "Scheduled Castes" shall have reference to the Scheduled Castes specified in the Constitution (Scheduled Castes) Order, 1950 made under Article 341 of the Constitution of India and as amended from time to time ;

(g) "Scheduled Tribes" shall have reference to the Scheduled Tribes specified in the Constitution (Scheduled Tribes) Order, 1950 made under Article 342 of the Constitution of India and as amended from time to time ; and

(h) "Year" means a calendar year.

4. Constitution of the cadre—The cadre shall comprise of the posts listed in Schedule I :

Provided that the Government may from time to time order the inclusion in, or exclusion from, the cadre such posts as carry equal scales of pay and involve, in their opinion, comparable duties and responsibilities.

II. RECRUITMENT TO THE CADRE

5. *Methods of Recruitment*—(1) Recruitment to the cadre shall be made by the following methods, namely:—

- (a) direct recruitment in accordance with Rules 6 to 11, and
- (b) promotion from amongst Village Agricultural Workers in accordance with the Rules 15 to 19.

(2) The Government, shall, as far as may be, fill up twenty per cent of the vacancies arising in a year after these rules come into force, by direct recruitment and eighty per cent of vacancies by promotion.

(3) If a sufficient number of candidates is not available for direct recruitment, the unfilled vacancies shall be carried forward to the next year and shall be filled up by direct recruitment along with the vacancies to be filled up by direct recruitment in that particular year. If, however, a sufficient number of candidates is not available for filling up the vacancies carried forward and the vacancies of that particular year, the candidates selected for direct recruitment shall first be shown against the carried forward vacancies and the unfilled vacancies out of the total vacancies shall be carried forward for the next year. The vacancies left unfilled and carried over in the direct recruitment quota, however, may be filled up purely on provisional basis by way of *ad hoc* promotions to be terminated on availability of direct recruits as per the procedure laid down in the Rules 7 to 13. Provided that no *ad hoc* appointments shall be made against the reserved vacancies by general candidates.

(4) Period of service during *ad hoc* appointment of the promotees will not count towards seniority in the cadre.

6. *Direct Recruitment to the cadre*—(1) An examination for direct recruitment under Clause (a) of Rule 5 shall be held at such intervals as the Director may, having regard to the likely number of vacancies in any year, determine.

(2) The said examination shall be conducted in the manner indicated in Schedule II.

7. *Conditions of eligibility for direct recruitment*—(1) In order to be eligible for appointment to the cadre by direct recruitment, a candidate must fulfil the following conditions, namely:—

- (a) He must be a citizen of India or be a repatriate from Burma/Sri Lanka who has migrated to India on or after the 1st day of March, 1966 or 1st day of November, 1964 as the case may be:—

Provided that the eligibility of persons other than citizens of India shall cease on such date as the Government may by order appoint in that behalf.

- (b) He is able to speak, read and write Oriya and has passed either the Class VII examination with Oriya as a subject or an examination conducted by the competent authority under the Education Department to examine the proficiency of persons in the Oriya language.
- (c) He is under twenty-eight years and over twenty-one years of age on the 1st day of August of the year in which applications are invited:

Provided that the maximum age-limit may be relaxed by five years in respect of candidates belonging to the Scheduled Castes and the Scheduled Tribes and to such extent in respect of candidates of such other categories as the Government may by general or special order specify from time to time.

- (d) He must have a Bachelor's Degree in Agriculture or a degree recognized by the Government as equivalent thereto.
- (e) He must be of good character and shall submit along with his application certificates of good character from:—

- (i) a teacher of the Institution, in which he last studied; and
- (ii) two respectable persons (not being his relatives), who are well acquainted with him in private life and are unconnected with his College or University career.

NOTE—The candidate shall furnish with his application copies of certificates of his academic qualifications beginning with and including the High School Certificate or equivalent examination (and where he did not have Oriya as a subject of examination in the High School Certificate Examination, the certificate of his passing the Class VII examination with Oriya as a subject) and of good character and mark list of his Bachelor's Degree examination. The copies must be attested by a Gazetted Officer. The candidate shall have to produce the originals of these certificates at the time of the examinations failing which he shall be disqualified.

(f) He must be of sound health, good physique and active habits and free from organic defects, physical and mental infirmity and shall be required to produce a certificate of fitness from the Chief District Medical Officer or a Medical Officer of equivalent rank.

(2) A person already in the service of the Government shall be eligible to compete in the examination subject to his being within the prescribed age-limits and being otherwise eligible and subject further to the condition that his application is received through proper channel within such time as may be determined by the Director:

Provided that the Director may entertain advance copies of applications on the condition that original copies together with "no objection" certificates from the competent authority are received within such time as may be fixed by the Director.

Provided further that it shall not be necessary for a person already employed under the Department of Agriculture to submit application through proper channel or furnish a "no objection certificate".

(3) The application shall be submitted in the form set forth in Schedule III:

Provided that the Director may entertain an application submitted otherwise than in the form set forth in Schedule III but the candidate shall submit within such time as he may fix an application in the said form.

8. *Disqualification*—(1) A candidate shall be considered to be ineligible for selection, if—

(a) There is an attempt on his part to obtain support for his candidature, or

(b) he has not paid except where the Government by order have reduced or waived it, a non-refundable application fee of rupees five (Rupee one and paise twenty-five only if the candidate belongs to any of the Scheduled Castes or Scheduled Tribes).

NOTE—The fee referred to in Clause (b) of Sub-rule (1) shall be deposited in a Government Treasury or Sub-Treasury under such head of account as may be indicated in the advertisement inviting application. The treasury challan in respect of the application fee shall be enclosed to the application of the candidate.

(2) The decision of the Board as to the eligibility or otherwise of a candidate shall be final

(3) No person who—

(a) has more than one wife living, or

(b) being a woman candidate, has already married a person who has more than one wife living at the time of such marriage, shall be eligible for appointment :

Provided that the Government may, if satisfied that there are special reasons for doing so, exempt any person from the operation of this sub-rule.

9. *Admission to the Examination*—(1) A candidate found eligible by the Board to appear at the examination shall receive from the Secretary to the said Board a certificate for admission to the said examination along with an intimation as to the date and place of the examination.

(2) The certificate of admission shall be produced by the candidate before appearing for the examination.

10. *Constitution of a Selection Board*—(1) The Government shall constitute a Selection Board comprising the Director, two officers of or above the rank of Deputy Director of Agriculture nominated by the Government and the Joint Director of Agriculture in charge of Administration.

(2) The Director shall be the Chairman of the Board and the Joint Director of Agriculture in charge of Administration shall be the Secretary thereof.

(3) The tenure of membership of the officers nominated by the Government shall be as may be determined by the Government from time to time.

11. *List of candidates*—(1) The Board shall conduct examination and forward to the Director a list arranged in order of merit of those candidates who have qualified by such minimum standard of suitability as the Board may fix including the candidates belonging to the Scheduled Castes and Scheduled Tribes who satisfy the said minimum standard.

(2) If two or more candidates obtain equal marks, the order of merit shall be determined in accordance with the higher marks secured in the Bachelor's degree examination.

(3) The list referred to in sub-rule (1) shall be published in the office of the Director and shall also be forwarded to the Government for their information.

(4) The list shall ordinarily be in force for a period of one year from the date of publication.

12. *Appointment of selected candidates*—(1) The candidates shall, in order in which their names appear in the list referred to in Rule 11, be appointed in the cadre by the Director subject to availability of the vacancies.

(2) Notwithstanding anything contained in these Rules, vacancies shall be reserved in direct recruitment and promotion in favour of candidates belonging to the Scheduled Castes and Scheduled Tribes and shall be filled up in the manner prescribed in the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Caste and Scheduled Tribes) Act, 1975 and Rules made thereunder.

13. *Penalties for misrepresentation or fraud*—A candidate who has been declared by the Board guilty of impersonation or of submitting fabricated document or documents which have been tampered with or of making statements which are incorrect or false or of suppressing material information or of using or attempting to use unfair means in the examination or otherwise resorting to any other irregular or improper means for obtaining admission to the examination or for attempting to obtain support in his favour by any means may, in addition to rendering himself of no other liability, be debarred either permanently or for a specified period.

(a) by the Board from admission to any examination or appearance at any interview held by the Board for selection of candidates; and

(b) by the Government from employment under the Government.

14. *Inclusion in the list confers no right to appointment*—The inclusion of a candidate's name in the list referred to in Rule 11 shall confer no right to appointment unless the Director is satisfied after such enquiry as may be considered necessary that the candidate is suitable in all respects for appointment.

15. *Meeting of the Selection Board for promotion*—The Selection Board constituted under rule 10 shall ordinarily meet before the 15th day of August each year to prepare the list of officers suitable for promotion to the cadre under these rules.

16. *Conditions of eligibility for promotion*—No Village Agricultural Workers shall be considered for promotion to the cadre unless he—

(a) has rendered service in the said post for at least six years; and

(b) has undergone such training and has passed such departmental examination as may be prescribed by the Government in that behalf.

17. *Preparation of a list of Village Agricultural Workers for consideration for promotion*—(1) The Director shall cause to be prepared a list of Village Agricultural Workers eligible for promotion according to rule 16 arranged in order of their seniority *inter se* and containing their names and particulars of service which shall be accompanied with their up-to-date character roll.

(2) The list shall ordinarily contain names numbering two times of the number of vacancies set apart for being filled up by Village Agricultural Workers and shall be prepared in the form set forth in Schedule IV.

18. *Consideration by Selection Board*—(1) The Board shall consider the names of persons included in the list prepared in pursuance of sub-rule (1) of rule 17 as well as their character rolls and shall draw up a list of candidates arranged in order of merit with due regard to seniority.

(2) The list shall ordinarily be in force for one year from the date of its preparation;

Provided that the Director may at any time for a grave lapse in the conduct or deterioration in the standard of performance of the duties on the part of any person included in the list remove the name of such person from that list.

19. *Appointment of candidates on promotion*—The list prepared in pursuance of rule 18 shall be forwarded to the Director, who shall, against the vacancies set apart for being filled up by promotion in that year, appoint person in the order in which their name occur in the said list.

20. *Probation and Probationers*—(1) Every person appointed to the cadre by either method of recruitment shall be on probation which shall be for two years from the date he actually joins the post:—

Provided that the Director may extend the period of probation in any case or class of cases.

(2) A probationer shall undergo such training and shall pass such examination as the Government may from time to time prescribe.

(3) If the Director is satisfied either in the course of the Probation or at the end of the extended period thereof that an officer's continuance in the cadre would not be in public interest, he may order the termination of the probation whereupon the person concerned shall, if appointed through direct recruitment be deemed to have been discharged from the cadre service and, if appointed on promotion, be deemed to have been reverted to his parent post.

Explanation—The Director shall be the sole judge of a probationer's performance consistent with public interest.

21. *Seniority*—The seniority of officers appointed to the cadre in any year shall be regulated in the following manner, namely:—

(a) Officers appointed by direct recruitment in a particular year in pursuance of clause (a) of sub-rule (1) of rule 5 shall be ranked *inter se* in the order in which their names are arranged under rule 11 by the Board.

(b) Officers appointed by promotion in a particular year in pursuance of clause (b) of sub-rule (1) of rule 5 shall be ranked in the order in which their names are arranged under rule 18 by the Board; and

(c) as between officers referred to in clause (a) and those referred to in clause (b) the former shall rank junior to the latter in that year.

III. MISCELLANEOUS

22. *Publication of Graduation List*—The Director shall publish at intervals not exceeding three years a graduation list of officers in the cadre in such form as the Government may determine.

23. *Relaxation*—Where the Government are of the opinion that it is necessary or expedient so to do they 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 persons or posts.

24. *Interpretation*—If any question arises relating to the interpretation of these rules, the same shall be referred to the Government for decision.

SCHEDULE I

(See RULE 4)

1. Agricultural Overseer
2. Plant Protection Assistant
3. Field Assistant
4. Laboratory Assistant
5. Water Management Assistant
6. Junior Research Assistant
7. Surveyor
8. Chemical Assistant

SCHEDULE II

[See SUB-RULE (2) OF RULE 6]

1. The examination for direct recruitment to the cadre shall carry 60 marks. These marks shall be awarded as follows—

Examination	Class/Division *		
	I (2)	II (3)	III (4)
High School Certificate or equivalent Examination	6	4	2
Intermediate or equivalent Examination	8	6	4
B. Sc. (Agriculture) Examination	10	8	4

*Where a candidate's performance in the examination is reckoned in terms of grade points, the Director shall work out the equivalence between grade points and Class/Division, if necessary in consultation with University concerned.

2. The Board may award up to 2 marks to a candidate who has acquired any other diploma/degree in any branch of agricultural science. A maximum of 4 marks may also be awarded over and above the marks indicated above for the B. Sc. (Agriculture) Examination so as to give weightage to candidates who have secured more marks than others who have secured the same Class/Division.

3. A maximum of 5 marks shall be awarded for proficiency in extra curricular activities.

4. There shall be a viva voce test for candidates. The viva voce test shall carry 25 marks.

5. The viva voce test shall be directed towards an assessment of the candidate's knowledge of the subject-matter, intelligence, alertness of the mind, capacity for expression, personality and potential for development.

6. The Selection Board shall be competent to deduct up to 5 marks from the marks obtained by the candidate in the course of examination if his knowledge of the subject-matter is found superficial or his conduct in the course of the viva voce test is indecorous.

SCHEDULE III

(See SUB-RULE 3 OF RULE 7)

To

The Director of Agriculture and Food Production, Orissa, Bhubaneswar

SUBJECT—Direct Recruitment to the Cadre of the Agricultural Overseers—Application for admission to the examination.

SIR,

I beg to submit herewith an application for admission to the examination for direct recruitment to the aforesaid cadre for the year.....

I am furnishing below the required information in respect of my candidature—

- (1) Name (Surname first)
- (2) Date of birth
- (3) Permanent home address
- (4) Nationality
- (5) Father's name and occupation
- (6) Whether belonging to a Scheduled Tribe/Caste.
(Specify the Tribe/Caste)
- (7) Whether a refugee from the former East Pakistan on or after 1st January 1964.
- (8) Whether a repatriate from Burma/Sri Lanka on or after 1st June 1963/1st November 1964.
- (9) Last examination passed with Oriya as a subject (if the candidate has passed examination conducted by the Education Department to test the proficiency in the Oriya language, the information should be furnished against this column).
- (10) Particulars of academic attainments (copies of certificates and mark lists attested by a Gazetted Officer should be enclosed).

Examination

High School Certificate or equivalent examination
Intermediate or equivalent examination
Bachelor of Science (Agriculture)
Any other examination.

Division/Class obtained

- (11) Particulars of extra curricular activities
- (12) Names and addresses of persons who have issued certificates of good character to the candidate.
- (13) Address to which communications regarding admission to the examination may be sent.

I have deposited Rs. 5 towards the application fee and the relevant treasury chalan is enclosed herewith.
Rs. 1-25

Date

Signature of the candidate

(The candidates should, in their own interest, send the applications by registered post with acknowledgement due).

SCHEDULE IV

[See SUB-RULE (2) OF RULE 17]

Serial No.	Name of Village Agricultural Worker	Date of birth	Length of service as Village Agricultural Worker	Particulars of inservice training received	Academic qualification	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)

[No. 20842-A. C.]

By order of the Governor

M. P. MODI

Secretary to Government