

**GOVERNMENT OF ODISHA
GENERAL ADMINISTRATION & PUBLIC GRIEVANCE DEPARTMENT**

NOTIFICATION

Bhubaneswar, Dated 18th August, 2026

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and in supersession of the Odisha Civil Service (Rehabilitation Assistance) Rules, 2020; except as respects things done or omitted to be done before such supersession, the Governor of Odisha is pleased to make the following rules to regulate the recruitment to the Group-D posts as a measure of Rehabilitation Assistance, namely:—

1. **Short Title and Commencement.**—(1) These rules may be called the Odisha Civil Services (Rehabilitation Assistance) Rules, 2026.
(2) They shall come into force on the date of their publication in the Odisha Gazette.
2. **Definitions.**— In these rules, unless the context otherwise requires,-
 - (a) "Appointing Authority" means the appointing authority of the deceased Government servant who held the substantive post at the time of his death;
 - (b) "Compassionate Appointment" means appointment of any family member of the deceased Government servant under the Rehabilitation Assistance Scheme;
 - (c) "Family Members" means and include,-
 - (i) spouse of the deceased Government servant;
 - (ii) sons or step sons or sons legally adopted through a registered deed executed before the death of the Government servant;
 - (iii) daughters and step daughters:

Provided that daughters or step daughters of the deceased Government employee, irrespective of her marriage, can be considered for appointment under these rules subject to the conditions that her

"dependency" on her parents is proved and she fulfills other conditions as prescribed in these rules.

(iv) widowed daughters or daughters-in-law residing permanently with the family of the deceased Government servant;

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

(e) "Form" means the Forms appended to these rules;

(f) "Medical Board" means the Medical Board constituted under the Chairmanship of the Chief District Medical Officer and two other senior Government doctors and an Administrative Officer nominated by the District Collector of the concerned district of permanent residence of the deceased Government employee;

(g) "Medically Unfit" means absolutely incapable of performing Government service as certified by the Medical Board;

(h) "Rehabilitation Assistance" means assistance provided under these rules to a member of the family of a Government servant who dies while in service; and

(i) "Year" means a calendar year.

3. Nature of Compassionate Appointment.— (1) Subject to provisions contained in these rules, one eligible family member of the deceased Government servant shall be considered for compassionate appointment only against a base-level Group-D post.

(2) Appointment under these rules shall not be claimed as a matter of right.

(3) Appointment shall be made without following the regular recruitment procedure, subject to fulfillment of the educational qualification and other eligibility conditions prescribed for the post:

Provided that the widow of the deceased Government Servant, is not required to satisfy the educational qualification prescribed for the said post if the appointing authority is satisfied that the duties attached to the post can be satisfactorily performed without having the requisite educational qualification.

4. Applicability.— (1) Compassionate appointment under these rules, shall ordinarily be available to the spouse of the deceased Government servant:

Provided that where the spouse is above fifty years of age as on the date of death of the deceased Government servant, and is unwilling to accept appointment, or is found medically unfit irrespective of age by the Medical Board, he may nominate any other eligible family member in Form-A for appointment under these rules.

Provided further that where the spouse is not alive, the surviving family members may nominate one eligible family member in Form-A for appointment under these Rules.

(2) Compassionate appointment under these rules, shall not be available where the spouse of the deceased Government servant is serving under the Central Government, State Government, Public Sector Undertaking, Statutory Body, Autonomous Organisation, or any other Central or State Government-controlled institution.

(3) Family members of a Government servant who dies while serving on re-employment after retirement or during extension of service shall not be eligible for Compassionate appointment under these rules.

5. Authority Competent to Make Appointment.—The authority competent to make substantive appointment to the post identified for appointment of the applicant shall be the authority competent to make appointment under these rules.

6. Application procedure.— (1) Application for appointment under these rules shall be submitted by the eligible family member in Form-B together with the following documents, to the Appointing Authority, namely:—

- (a) 'Legal Heir' certificate issued by the Tahasildar concerned;
- (b) 'Medically Unfit' certificate issued by the Medical Board of the district of permanent residence of the deceased Government employee, in Form -C of these rules, in case the spouse of the deceased Government employee is medically unfit for appointment under these rules;
- (c) Nomination by the spouse or by other family members (where the spouse is not alive) of the deceased Government employee, in Form-A of these rules

nominating the applicant for compassionate appointment under these rules, if applicable;

(2) Application for appointment under these rules shall be considered, if it is received within one year from the date of death of the Government servant:

Provided that if the applicant fails to apply within the prescribed period of one year from the date of death of the deceased Government employee, he has to furnish sufficient justification along with supporting documents for such delay while submitting the application Form and in all such cases, the Appointing Authority shall examine the case with reference to the reasons advanced and documents furnished and if he is satisfied that delay is justified, he shall verify the application as specified under rule 7 of these rules and shall recommend the case for condonation of delay to the concerned Administrative Department through proper channel.

(3) If the application, duly forwarded, and received through proper channel for condonation of delay, the same may be considered by Government in concerned Administrative Department, if delay has been justified properly.

(4) The application submitted after two years of death of deceased Government employee shall not be entertained.

(5) In the case, where the spouse is above fifty years of age as on the date of death of the deceased Government servant, and is unwilling to accept appointment, or is found medically unfit irrespective of age by the Medical Board, and there is minor child of sixteen years of age or above, he can apply for appointment under these rules immediately after attaining the age of eighteen years.

7. Scrutiny and consideration of Applications.— (1) On receipt of the application, the Appointing Authority shall verify the particulars furnished and determine the eligibility of the applicant under these rules. The Appointing Authority shall appoint the eligible applicant against a suitable post available under his administrative control.

(2) All eligible applications shall be considered strictly in order of the date of death of the deceased Government servant.

- (3) Where two or more applications relate to the same date of death, the older applicant shall be accorded priority.
- (4) Where vacancy does not exist under the administrative control of Appointing Authority, he shall forward the application to the Head of the Department with request for appointment of applicant against vacant posts available in his control. On receipt of such request, the Head of the Department shall locate vacancies in his own office or other offices under his administrative control and direct Head of the Office where there is such vacant posts to appoint the applicant. If no vacancy is immediately available, the application shall be considered for the subsequent vacancy arising in the offices of Heads of Departments or in the offices Sub-ordinate thereto.
- (5) In the case of the Departments of Government in the Secretariat or their attached offices, the Appointing Authority shall follow the procedure as specified hereunder, namely:-
- (a) the concerned Department shall appoint the candidate against any base level Group-D vacant post available under its control in the Department.
- (b) in case of non-availability of post, the Department shall direct the Heads of Departments to appoint the applicant against any suitable base level Group-D post under their administrative control.
- (6) If the applicant does not join the post offered, he shall forfeit all claims under these rules for all times to come and no choice will be offered to the applicant to exercise an option to select any compassionate appointment.
- (7) The process of consideration and appointment shall ordinarily be completed within one year from the date of receipt of complete application.

8. Special Provision for Pending and Rejected Cases.— (1) All applications pending for consideration under the Odisha Civil Services (Rehabilitation Assistance) Rules, 2020 as on the date of commencement of these rules shall be considered afresh in accordance with the provisions of these rules.

(2) All applications rejected solely on the grounds of ineligibility arising out of 100 point evaluation system, under the Odisha Civil Services (Rehabilitation Assistance) Rules, 2020, shall be reconsidered by the appointing authority in accordance with the provisions of these rules.

(3) Such applications shall be considered in order of date of death of the deceased Government servants.

(4) Where two or more applications relate to the same date of death, the older applicant shall be accorded priority.

9. Conditions of Service.— (1) Before issue of appointment order, the applicant shall furnish,-

(a) Medical Certificate of Health; and

(b) undertaking to the effect that he shall maintain the family members of the deceased Government servant excepting the member who is self-sufficient as an earner and who is otherwise separate from the family after partition through a registered deed or after marriage as on the death of the deceased Government servant.

(2) Persons appointed under these rules shall be governed by the recruitment rules and other service conditions applicable to the posts against which they are appointed.

(3) Once a person has been appointed under these rules, no claim for appointment to any other post under the Rehabilitation Assistance Scheme shall thereafter be entertained.

(4) Resignation from service after appointment under these rules shall not confer any right upon any other member of the family of the deceased Government servant to seek appointment under the Rehabilitation Assistance Scheme.

10. Termination of Service.— (1) Suppression of correct information or furnishing of false information in the application shall render the applicant liable for removal from service in addition to other legal action to which he may be liable under the existing laws and this will also debar other members of his family from getting appointment under these rules.

(2) Any person who, after executing an undertaking under clause (b) of sub-rule (1) of rule 9, violates any of the terms and conditions specified therein shall be deemed to have committed gross misconduct and shall be liable for imposition of a major penalty under the Odisha Civil Services (Classification, Control and Appeal) Rules, 1962.

11. Inter-se-Seniority.— (1) Seniority of persons, appointed under these rules, shall be fixed below the persons appointed to the posts as per the provisions of the relevant recruitment rules in a particular Department or Office in that year.

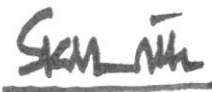
(2) The relative seniority of each person appointed under the Rehabilitation Assistance Scheme in a particular year shall be determined with reference to their date of appointment:

Provided that in case their date of appointment is same, the date of death of the Government servant shall be the factor for determination of relative seniority:

Provided further that in case the date of death of the Government servant is also same, the persons older in age shall be placed higher.

12. Interpretation.— If any question arises relating to interpretation of these rules, it shall be referred to Government in the General Administration & Public Grievance Department whose decision shall be final.

By order of the Governor



Principal Secretary to Government

FORM-B

[See sub-rule (1) of Rule 6]

PART-I

1. Name of the deceased Government Servant :
2. Designation and Office/Department of the Government Servant at the time of death :
3. Employment status (Permanent/Temporary) :
4. Total length of service rendered :
5. Date of death (Attested copy of Death Certificate to be enclosed) :
6. Details of family members :

Sl. No.	Name of the family members	Age	Alive/Dead	Qualification	Marital Status (Married/Un-married/Widow)	Relationship with deceased

7. Whether any member of the family has already been appointed under the Rehabilitation Assistance Scheme? If yes, furnish details.

PART-II

1. Name of applicant :
2. Aadhaar Number :
3. Gender :
4. Relationship with the deceased Government Servant :
5. Date of Birth :
6. Educational Qualification (Certificates to be enclosed) :
7. Category, if applicable :
 - (a) SC/ST/SEBC
 - (b) Ex-Serviceman
 - (c) Person with Disability
 - (d) Sportsperson
8. Mobile Number :
9. Present Address :

10. Permanent Address :

DECLARATION

I, Shri/Smt./Kumari _____, son/daughter/spouse of Late _____, do hereby declare that the information furnished above is true and correct to the best of my knowledge and belief. In the event of any information being found false or incorrect, my appointment shall be liable for termination unilaterally without any notice.

Date :

Place :

Signature of Applicant

Mandatory documents to be enclosed

- (i) Death Certificate of the deceased Government Servant.
- (ii) Legal Heir Certificate issued by the Tahasildar.
- (iii) Proof of age of spouse, if applicable.
- (iv) Death Certificate of spouse, if applicable.
- (v) Medical Unfitness Certificate in Form-C, if applicable.
- (vi) Nomination in Form-A, if applicable.
- (vii) Aadhaar Card of applicant.
- (viii) Educational qualification certificates.
- (ix) Registered deed of adoption, where applicable.
- (x) Death certificate of husband, in case of widowed daughter or widowed daughter-in-law.

FORM-C

[See clause (b) of sub-rule (1) of Rule 6]

MEDICAL UNFITNESS CERTIFICATE

(As per format prescribed by the Government of Odisha in Health & Family Welfare Department from time to time)

FORM-A

[See clause (c) of sub-rule (1) of Rule 6]

NOMINATION

(A) Nomination by Spouse

I, Shri/Smt. _____, spouse of Late _____, being aged more than 50 years of age as on the date of death of the deceased Government servant / being medically unfit for taking up any job (strike out whichever is not applicable), do hereby nominate Shri/Smt./Kumari _____, who is my son/daughter/widowed daughter/widowed daughter-in-law (strike out which one is not applicable), for compassionate appointment under these rules on my behalf.

Date :

Place :

Signature of Spouse

(B) Nomination by Family Members where Spouse is not Alive

We, all the surviving family members of the deceased Government employee Late _____, as listed below, do hereby nominate Shri/Smt./Kumari _____, who is the son/un-married daughter/widowed daughter/widowed daughter-in-law (strike out which one is not applicable) of the deceased Government servant, for compassionate appointment under these rules on our behalf.

Sl. No.	Name of the Family Member	Age	Relationship with Deceased	Marital Status(Married /Unmarried/ Widowed)	Signature

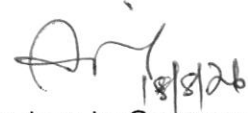
Date :

Place :

Memo No. 26213 /Gen., Bhubaneswar

Dated the 18th Aug, 2026

Copy forwarded to the Odisha Gazette Cell in-charge, Odisha Gazette Cell, C/o. Commerce Department for information with a request to publish the Notification in the extraordinary issue of the Odisha Gazette and supply 200 copies of the same to this Department for official use.



Additional Secretary to Government

Memo No. 26214 /Gen., Bhubaneswar

Dated the 18th Aug, 2026

Copy forwarded to all Departments of Government/ all Heads of Departments/ all RDCs. / all Collectors/ The Registrar, Orissa High Court, Cuttack/ Odisha Public Service Commission, Cuttack/ Odisha Staff Selection Commission, Bhubaneswar/ Odisha Sub-Ordinate Staff Selection Commission, Bhubaneswar/ Odisha Uniform Services Staff Selection Commission, Bhubaneswar for information and necessary action.



Additional Secretary to Government

Memo No. 26215 /Gen., Bhubaneswar

Dated the 18th Aug, 2026

Copy forwarded to all sections of G.A. & P.G. Department/ G.A. & P.G. Department Library (20 copies)/ Guard file (S.C. Branch) (20 copies) for information and necessary action.

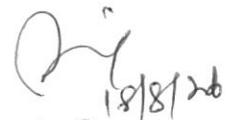


Additional Secretary to Government

Memo No. 26216 /Gen., Bhubaneswar

Dated the 18th Aug, 2026

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Additional Secretary to Government