

**Ministry of Home Affairs O.M. No.10/28/68-Est.(SCT),
dated the 12th September, 1968, to all Ministries/Departments, etc.**

Subject :—Reservations for Scheduled Castes and Scheduled Tribes in services—Confirmation of temporary employees.

As the Ministry of Finance etc. are aware, in posts/services filled by direct recruitment, reservation is required to be made for Scheduled Castes and Scheduled Tribes both at the time of initial appointment on a temporary basis as well as at the time of confirmation. In posts filled by promotion, however, there is no reservation at the stage of confirmation. *vide* para 3(4) of this Ministry's O.M. No. 1/12/67-Est.(C) dated 11-7-1968. Ministry of Finance etc. are requested to ensure that reservation is made for Scheduled Castes and Scheduled Tribes while making confirmations against posts/services filled by direct recruitment.

2. Since according to the general principles of seniority, as laid down in this Ministry's O.M. No. 9/11/55-RPS dated 22-12-1959, all permanent officers of each grade are to be ranked senior to persons who are officiating in that grade, it was clarified in O.M. No. 9/45/60-Est.(D) dated 20-4-1961 (copy enclosed) that after confirmation, the Scheduled Caste/Scheduled Tribe officers shall rank senior to temporary/officiating officers of the grade and amongst the permanent officers of that grade, their seniority will follow the order of their confirmation. The instructions in the aforesaid O.M. dated 20-4-1961 are again brought to the notice of the Ministries etc. for guidance and strict observance.

3. Ministry of Finance etc. are requested to bring the above instructions to the notice of all concerned.
