

**Department of Personnel and Administrative Reforms O.M. No.36011/30/81-Estt.(SCT),
dated the 6th August, 1981, to all Ministries/Departments, etc.**

Subject :—Applicability of reservation orders at the time of confirmation when the mode of direct recruitment has been resorted to due to failure of the main mode—Classification regarding.

The undersigned is directed to refer to the above mentioned subject and to say that reference have been received in this Department as to whether reservations for SC/ST are to be provided at the time of confirmation when the direct recruitment has been resorted to due to the failure of the main mode, i.e. promotion, prescribed in the recruitment rules. It has now been decided that if the recruitment rules do not provide for a specific quota for promotion and direct recruitment respectively and direct recruitment is resorted to only when the main mode of promotion fails, reservation for SC/ST at the time of confirmation will not apply. The direct recruits who are appointed due to the 'failing which' clause in the recruitment rules will be confirmed according to their seniority in relation to promotees. It is further clarified that though for direct recruitment in such cases, a separate roster has to be maintained, the direct recruits of this variety will get the benefit of reservation at the time of appointment only and not at the time of confirmation. In other case of direct recruitment, the reservations for SC/ST have to be provided both at the time of appointment as well as confirmation.

2. Ministry of Finance etc. are requested to bring the contents of this O.M. to the notice of all their attached and subordinate offices.
