

**Department Of Personnel and Administrative Reforms O.M. No.36011/5/75-Estt.(SCT),  
dated the 3<sup>rd</sup> May, 1975, to all Ministries/Departments, etc.**

**Subject:—**Strict observance of the orders regarding reservations for Scheduled Castes and Scheduled Tribes.

In this Department's O. M. No. 27/2/71-Esu (SCT), dated the 24th March, 1972, the Ministries/Departments were requested to impress upon the appointing authorities the need to observe the reservation and other relating to representation of Scheduled Castes and Scheduled Tribes in services strictly. It was also stated that cases of negligence or lapses in the matter of following the reservation and other orders relating to the Scheduled Castes and Scheduled Tribes coming to light through the inspections carried out by the Liaison Officers or otherwise, should be submitted to the Secretary/Additional Secretary to the Government in the respective Ministries/Departments and to the Head of the Department in respect of offices under a Head of Department and that necessary action should be taken as directed by the Secretary/Additional Secretary/Head of the Department on such reports to ensure strict compliance of the orders by the appointing authority concerned. A suggestion was made by the Commissioner for Scheduled Castes and Scheduled Tribes that in order to ensure proper implementation of reservation orders, suitable instructions should be issued to all concerned emphasising that disciplinary action would be taken against the erring officers. This matter was considered by the High Power Committee set up under the Chairmanship of the Prime Minister to review the representation of Scheduled Castes and Scheduled Tribes in the services, as its meeting held on the 9th April, 1974, when the Committee observed that while there was no need to issue further instructions in this regard, any glaring instances of discrimination or deliberate infraction of the orders relating to reservations and concessions in favour of Scheduled Castes and Scheduled Tribes employees in any office/establishment could be brought to the notice of the appropriate authorities for suitable action.

2. The observations of the High Power Committee indicated above are brought to the notice of the Ministries/Departments etc. with the request that it may be ensured that wherever cases of such nature are brought to the notice of the appropriate authorities, suitable action is taken on them promptly.

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