Department of Personnel and Administrative Reforms O.M. No.36011/9/76-Estt.(SCT),
dated the 14th July, 1976, to all Ministries/Departments, etc.

Subject:—Relaxation of age limit for Scheduled Castes, Scheduled Tribes and other special categories of persons—provision in the Recruitment Rules.

The undersigned is directed to refer to the instructions contained in the Ministry of Home Affairs O.M. No. 42/19/51-NGS dated 25-6-1952 and No. 15/1/55-SCT dated 30-4-1955 according to which the maximum age-limit prescribed for direct recruitment to a service or post is increased by five years in the case of candidates belonging to Scheduled Castes and Scheduled Tribes. Further according to the instructions in Department of Personnel and A.R. O.M. No. 21/9/70-Estt(SCT) dated 8-12-1971 where an upper age-limit not exceeding 30 years is prescribed for promotion to a service/post, it shall be relaxed by 5 years in the case of candidates belonging to Scheduled Castes and Scheduled Tribes, except in posts which have arduous field duties or are meant for operational safety and in posts in para-military organisations. The maximum age-limit prescribed for direct recruitment to a service or post is also relaxable in the case of certain special categories of persons e.g. migrants from East Pakistan (now Bangladesh), migrants from East African countries, ex-servicemen in certain cases etc. according to the various orders issued in this regard. According to the instructions in the Ministry of Home Affairs O.M. No. 4/1/55-RPS dated 12th February, 1955, relaxation of age-limit should normally be made only where the recruitment rules provide for such relaxation. The recruitment rules which inter-alia prescribed the age limit for a post/service, should, therefore, contain the following proviso:—

"Provided that the upper age-limit prescribed may be relaxed in the case of candidates belonging to the Scheduled Castes, Scheduled Tribes and other special categories of persons in accordance with the orders issued from time to time by the Central Government."

The Committee on Subordinate Legislation has however pointed out in para 182 of its 12th Report that the Recruitment Rules for posts under certain Ministries/Departments did not contain the above mentioned proviso. The Committee has desired that all Ministries/Departments should take necessary action to amend their recruitment rules so as to incorporate therein the proviso on the above mentioned lines, wherever it has not already been done. The recommendation of the Committee is accordingly brought to the notice of the Ministries/Departments for implementation. Ministries/Departments are requested to review the recruitment rules in respect of posts under them and to include a proviso therein on the above mentioned lines wherever necessary.