

**Department of Personnel and Administrative Reforms O.M. No.8/11/73-Estt.(SCT), dated the 12<sup>th</sup> September, 1974, to all Ministries/Departments, etc.**

**Subject:—Reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion/ Appointment to Selection Grade posts.**

The undersigned is directed to say that in this Department's O.M. No. 27/2/71-Est (SCT) dated the 27th November, 1972, reservation have been provided at 15% for Scheduled Castes and 7½% for Scheduled Tribes in posts filled by promotion on the basis of seniority subject to fitness in grades or services in which the element of direct recruitment, if any, does not exceed 50%. In Ministry of Home Affairs O.M. No. 1/12/67-Est (C) dated the 11th July, 1963 read with O.M. No. 27/25/68-Est (SCT) dated the 25-3-1970 and this Department O.M. No. 10/41/73-Est. (SCT) dated the 20th July, 1974, reservations at 15% for Scheduled Castes and 7½% for Scheduled Tribes have been provided in posts filled by promotions on the basis of selection to and/or in posts belonging to class IV, III and II, and from Class II to the lowest rung or category in Class I, in grades or services in which the element of direct recruitment, if any does not exceed 50%. In Ministry of Home Affairs O.M. No. 1/9/69-Estt. (SCT) dated the 26th March, 1970. Certain concessions have been provided to Scheduled Castes and Scheduled Tribes for promotion by selection to posts within Class I which carry an ultimate salary of Rs. 2000 p.m. or less. References have been received in this Deptt. seeking clarification whether the above orders regarding reservations/concessions for Scheduled Castes and Scheduled Tribes in promotion would apply to appointments made to the Selection Grades in various services/posts. The matter has been carefully examined and it is now clarified that since appointment to Selection Grade also constitutes promotion, the appropriate orders relating to reservations/concessions for Scheduled Castes and Scheduled Tribes in promotions made by 'selection' or on the basis of 'seniority subject to fitness' would apply to appointments to the Selection Grade, according as such appointments are made on the basis of "Selection" or "Seniority-cum-fitness".

2. Ministries/Departments etc. may kindly take note of the above clarification for appropriate action.

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