Department of Personnel and Administrative Reforms O.M. No.D-1458/81-Estt.(SCT),
dated the 21st May, 1981, to all the Ministries/Departments, etc.

Subject:—Recruitment regarding experience in a particular field or post—question of relaxation in the
case of SC/ST candidates—further clarification read.

Attention is invited to Department of Personnel & A. R. O.M. No. 27/10/71-Estt. (SCT), dated 5th September,
1975 on the above subject by which a provision should be inserted under the 'essential' qualification in
column 7 of the schedule to the relevant Recruitment Rules for relaxing the essential qualification in favour of
candidate in direct recruitment to a post. The Committee on Subordinate Legislation has recommended
that the foot-note in column 7 of the Recruitment Rules should be further expanded by adding the
following sentence.

"The appointing authority shall record the reasons for relaxing the qualifications regarding experience in
writing while doing so."

Ministries/Departments etc. are requested to bring the above recommendation to the notice of all
concerned.