

**Department of Personnel and Training O.M. No.22011/1/90-Estt.(D),
dated the 12th October, 1990, to all Ministries/Departments, etc.**

Subject:—Zone of consideration for promotion by selection—Revised instructions.

Attention of the Ministry of Finance etc. are invited to this Department's OM No. 22011/3/76-Estt.(D) dated 24-12-80 in which the zone of consideration of officers for promotion by selection is prescribed as under:

No of vacancies	No. of officers to be considered
1	5
2	8
3	10
4	three times the number of vacancies

It is also laid down that where adequate number of SC/ST candidates are not available whether the normal field of choice as indicated above, the field of choice may be extended to five times the number of vacancies and the SC/ST (and not any other) coming within the extended field of choice be considered against the vacancies reserved for them.

2. The existing zone of consideration for promotion to selection posts has been examined in the light of the concepts of 'benchmark' introduced in the revised DPC guidelines vide O.M. No. 22011/5/86-Estt.(D), dated 10-3-89 and dated 10-4-89 and it has been decided to modify the zone of consideration as under:

Number of vacancies	Number of officers to be included in the zone of
1	5
2	8
3	10
4	10+twice the number of vacancies in excess of three vacancies.

(see statement attached)

The existing provision relating to extension of the field of choice to five times the number of vacancies in respect of SC/ST will, however, continue.

3. These instructions will take effect from 1-11-1990.

4. Ministries/Departments are requested to bring these instructions to the notice of all concerned, including their attached and subordinate offices, for guidance and also to ensure their compliance.

Statement Referred to in Para 2

Vacancies	Zone of Consideration	Vacancies	Zone of Consideration
1	5	15	34
2	8	16	36
3	10	17	38
4	12	18	40
5	14	19	42
6	16	20	44
7	18	30	64
8	20	40	84
9	22	50	104
10	24	60	124
11	26	70	144
12	28	80	164
13	30	90	184
14	32	100	204
		x	2x + 4