

**Ministry of Home Affairs O.M. No.24/7/(I)-Estt.(SCT),
dated the 24th September, 1968, to all Ministries/Departments, etc.**

Subject :—Recommendation No. 13 of the Working Group to study the progress of measures for land allotment to Scheduled Castes and Scheduled Tribes and their representation in services—in-service training.

The Working Group set-up under the Chairmanship of Shri M. R. Yardi, Additional Secretary, Ministry of Home Affairs, to study the progress of measures for land allotment to Scheduled Castes and their representation in services has *inter-alia* made the following recommendation :—

Recommendation No. 13

“As an experimental measure, it would be desirable to select the best among the candidates being considered for selection, give them in-service training and confirm them only after they have acquired the requisite proficiency. In the initial stages this could be confined to the non-technical and quasi-technical posts.”

2. Under the existing orders in respect of direct recruitment by competitive examination or by qualifying examination, the recruiting authorities have the discretion to select Scheduled Caste/Scheduled Tribe candidates by applying relaxed standards. The exact position in this regard has been explained in paragraphs 3 and 4 of this Ministry's Office Memorandum No. 16/17/67-Est. (C) dated the 8th February, 1968 (Copy enclosed). The provisions of these paragraphs are again brought to the notice of the Ministries/Departments and other recruiting authorities with the request to ensure that the orders in this regard are strictly complied with.

3. The Government have considered the recommendation of the Working Group reproduced in paragraph 1 above and it has been decided to accept it in regard to non-technical and quasi technical Class III and Class IV services/posts filled by direct recruitment otherwise than through a written examination *i.e.*, by direct recruitment on the basis of applications, nominations from Employment Exchange, whether followed by interview or not. Accordingly, in addition to the existing concessions referred to in para 2 above it has been decided that with effect from the date of issue of this Office Memorandum until further orders in cases where the requisite number of Scheduled Caste/Scheduled Tribe candidates fulfilling even the lower standards are not available to fill the vacancies reserved for them, the selecting authorities should, to the extent of the vacancies reserved for Scheduled Castes/Scheduled Tribes in non-technical and quasi technical Class III and Class IV Services/posts requiring to be filled by direct recruitment otherwise than by written examination, select for appointment the best among the Scheduled Caste/Scheduled Tribe candidates who fulfil the minimum educational qualifications laid down in the notice for recruitment/advertisement, and in order to bring them up to the minimum standard necessary for the posts and for the maintenance of efficiency of administration, they should be given in-service training. The in-service training will be provided by the appointing authorities within their own offices. Such candidates will, on their appointment, be placed on probation and the rules/orders regarding probation will apply to them.

4. All Ministries/Departments are requested to bring these instructions to the notice of all authorities under them.

5. This issues with the concurrence of the Comptroller and Auditor General of India in so far as persons serving under him are concerned.