

Department of Personnel and Administrative Reforms O.M. No.27/10/71-
Estt.(SCT),
dated the 5th September, 1975, to all Ministries/Departments, etc.

Subject:—Requirement regarding experience in a particular field or post—Question of relaxation in the case of Scheduled Castes/Tribes candidates.

In this Department's Office Memorandum No. 27/10/71-Estt. (SCT), dated the 28th August, 1971, views of the Ministries/Departments were invited on the question of relaxation of the requirement regarding experience in a particular field or post for recruitment to posts/services under the Government in the case of Scheduled Castes/Scheduled Tribes candidates. This matter has been carefully considered in the light of the views of the Ministries/Departments, and in consultation with the Union Public Service Commission. It has now been decided that where some period of experience is prescribed as an essential qualification for direct recruitment to a post, and where, in the opinion of the Ministry/Department concerned, the relaxation of the experience qualification will not be inconsistent with efficiency, a provision should be inserted under the 'Essential' qualification in column 7 of the Schedule to the relevant Recruitment Rules, as indicated at (a) or (b) below, to enable the UPSC/competent authority to relax the 'experience' qualification in the case of Scheduled Castes/Scheduled Tribes candidates in the circumstances mentioned in the provisions:—

- (a) Where the post is filled by direct recruitment through the Union Public Service Commission, the provision to be inserted will be:—

"The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes, if at any stage of selection the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them."

- (b) Where the post is filled by direct recruitment otherwise than through the UPSC, the provision to be inserted will be:—

"The qualification regarding experience is relaxable at the discretion of the competent authority in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes, if at any stage of selection, the competent authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them".

2. The Ministry of Finance, etc. are accordingly requested to review the Recruitment Rules of all the posts in Class I, Class II, Class III and Class IV under them, and to make suitable provision, wherever necessary, in the Recruitment Rules as mentioned in the preceding paragraph.

3. When any vacancies reserved for Scheduled Castes and Scheduled Tribes are advertised or intimated to the Employment Exchange, it should be specifically mentioned in the advertisement/requisition that the period of experience prescribed is relaxable, at the discretion of the UPSC or the competent authority, as the case may be, in the case of Scheduled Castes/Tribes candidates as provided in the Recruitment Rules. This is intended to ensure that the aspirants who may fall slightly short of the requisite experience come to know about the possibility of relaxation in their regard.

4. Ministry of Finance, etc. are requested to bring the above instructions to the notice of all concerned.