

**Department of Personnel and Administrative Reforms O.M. No.36011/13/83-Estt.(SCT),
dated the 2nd May, 1983, to all Ministries/Departments, etc.**

Subject:—Principles for promotion to selection posts—further clarification regarding Application to Scheduled Castes/Scheduled Tribes employees.

The undersigned is directed to refer to this Department's O.M. No. 22/11/3/76-Estt.(D), dated the 24th December, 1980, wherein the field of choice in respect of the posts to be filled by promotion on selection basis and the system of preparing select list have been revised. It has been mentioned therein that if adequate number of candidates belonging to Scheduled Castes/Scheduled Tribes are not available, the field of choice could be extended to five times the number of vacancies but Scheduled Castes/Scheduled Tribes officers so considered in the extended field will be placed enbloc at the bottom. Various Ministries/Departments have been seeking clarifications in the matter of applications of these orders to the Scheduled Castes/Scheduled Tribes employees particularly in the context of the earlier orders contained in this Department O.M. No. 1/12/67-Estt.(C) dated the 11th July, 1968: After careful examination of the issues, it is clarified as follows :

- (a) In promotions by selection in Groups 'C' and 'D', the earlier instructions contained in the O. M. No. 1/12/67-Estt. (C), dated 11-7-1968 would continue to apply in the case of Scheduled Castes/Scheduled Tribes employees as these are not superseded by the instructions of 24-12-1980. However, the procedure for identifying year-wise vacancies and preparation of year-wise panels as contained in the O. M. dated 24-12-1980 will be applied for preparation of separate panels for Scheduled Castes and Scheduled Tribes.
- (b) As regards promotion by selection from Group 'C' to Group 'B' within Group 'B' and from Group 'B' to the lowest rung of Group 'A' the principles enunciated in the O. M. of 24-12-1980 will apply to Scheduled Castes and Scheduled Tribes officials subject to the modification that meritorious Scheduled Castes/Scheduled Tribes candidates, even in the extended field of choice should not be made to lose the advantage earned by virtue of their superior merit in comparison to others in the normal zone. It has, therefore, been decided that such of the meritorious Scheduled Castes/Scheduled Tribes candidates who are in the extended field and get selected should retain their position in the panel in accordance with their gradation by the D. P. C. To this extent, para 3 (c) of the O. M. dated 24-12-1980 may be deemed to have been amended.

2 Ministry of Finance etc. may circulate this to all other offices for appropriate necessary action.