

**Department of Personnel and Administrative Reforms O.M. No.36011/13/83-Estt.(SCT),
dated the 30th September, 1983, to all Ministries/Departments, etc.**

**Subject:—Adhoc promotions consideration of cases of Scheduled Castes/Scheduled Tribes employees—
further clarification.**

The undersigned is directed to refer to the Department of Personnel and A. R. O. M. No. 36011/14/83-Estt. (SCT) dated 30-4-1983 on the subject mentioned above. A doubt arisen with regard to guidelines (3) and (4) of the O. M. dated 30-4-1983 as to the outer limit in the seniority list from which Scheduled Castes/Scheduled Tribes candidates should be located for ad hoc promotions.

2. It has not been decided that the Scheduled Castes/Scheduled Tribes candidates who are within the number of actual vacancies should be considered in accordance with their general seniority on the principle of seniority cum fitness and if they are not adjudged unfit, they should all be promoted on adhoc basis. If, however, the number of Scheduled Castes/Scheduled Tribes candidates found fit within the range of actual vacancies is less than the number of vacancies identified as falling to their share, than additional Scheduled Castes/Scheduled Tribes candidates to the extent required should be located by going down the seniority list but within 5 times the number of vacancies being filled on a particular occasion, subject, of course, to their eligibility and fitness.

3. Ministry of Finance etc. are requested to bring the contents of this O. M. to the notice of all their attached and subordinate offices.
