

Department of Personnel and Administrative Reforms O.M. No.36011/33/81-Estt.(SC I),  
dated the 5<sup>th</sup> October, 1981, to all Ministries/Departments, etc.

**Subject:**—Application of two 40-point rosters for recruitment on all India basis by open competition and otherwise than open competition clarification regarding—

The undersigned is directed to say that the Commissioner for SCs & STs has expressed a doubt about the maintenance and application by the Ministries and Departments of the 40-point rosters contained in Appendices I & II in the Brochure on Reservation for SCs & STs in services (1978 ed.). The existing position in the Brochure is given below:

<i>Method of recruitment</i>	<i>Roster to be followed</i>
Direct recruitment made on all-India basis by open competition, i.e., through UPSC or by means of open competitive tests held by any other authority.	40-point roster as given in Appendix 1 for reservation @ 15% for SCs and @ 7% for STs.
Direct recruitment made on all-India basis otherwise than by open competition.	40-point roster as given in Appendix 2 for reservation @ 16% for SCs and 7% for STs.
Direct recruitment to Group C & D posts normally attracting candidates from a locality or a region.	100-point roster as given in Appendix 3 for percentages of reservation based on the population of SCs/STs in these areas/regions.

1. The expression 'by open competition' occurring in the above paragraph would mean all recruitment by U.P.S.C. whether through written examination or by interview or both and recruitment made by other authorities including Staff Selection Commission or any other appointment authority through written competitive examination or tests (but not by interview alone). Any recruitment not made by the U.P.S.C. or not made through written competitive tests held by any other authority would mean direct recruitment otherwise than by open competition.

3. Ministry of Finance, etc. may kindly see for their future guidance and subordinate the contents of this Office Memorandum to the notice of all the attached and subordinate offices under their control.