

Department of Personnel and Administrative Reforms O.M. No.36011/6/79-
Estt.(SCT),
dated the 19th April, 1979, to all Ministries/Departments, etc.

Subject :—Relaxation of standards in the case of Scheduled Caste/Scheduled Tribe candidates in qualifying examinations for promotion.

The undersigned is directed to refer to this Department's O.M. No. 36021/10/76-Estt.(SCT), dated 21-1-77 in which it has been provided that in promotions made on the basis of seniority subject to fitness where there is reservation for Scheduled Castes and Scheduled Tribes in accordance with the Department of Personnel & A.R. O.M. No. 27/2/71-Estt.(SCT), dated the 27th November, 1972, and where a qualifying examination is held to determine the fitness of candidates for such promotion, suitable relaxation in the qualifying standards in such examinations should be made in the case of Scheduled Caste/Scheduled Tribe candidates. The extent of relaxation in such cases is to be decided on each occasion taking into account all relevant factors including (i) the number of vacancies reserved; (ii) the performance of Scheduled Caste/Scheduled Tribe candidates as well as general candidates in that examination; (iii) the minimum standard of fitness for appointment to the post; and also (iv) the overall strength of the cadre and that of the Scheduled Castes and Scheduled Tribes in that cadre. A question has been raised whether similar relaxation of standards could be made in favour of Scheduled Caste/Scheduled Tribe candidates in departmental qualifying examinations for promotion in cases where promotion is made by selection (and not on the basis of seniority subject to fitness). It has now been decided that in the case also of departmental qualifying examinations held for promotion to be made on the basis of selection in which there is reservation for Scheduled Castes and Scheduled Tribes in accordance with para 2(B)(b) of this Department's O.M. No. 1/12/67-Estt.(C) dated 11-7-68 and No. 10/41/73-Estt.(SCT), dated 20-7-74 (read with relevant amending orders viz. O.M. No. 27/25/68-Estt.(SCT), dated 25-3-70 and O.M. No. 36021/7/75-Estt.(SCT), dated 25-2-76 suitable relaxation should be made in the case of Scheduled Caste/Scheduled Tribe candidates in the Departmental qualifying examinations in question. In such cases the extent of relaxation should be decided on each occasion whenever a qualifying examination is held taking into account all relevant factors such as those referred to at items (i) to (iv) in this Office Memorandum.