

**Department of Personnel and Training O. M. No. 36011/8/84-Estt.(SCT),
dated the 17th October, 1986, to all the Ministries/Departments, etc.**

Subject :—Educational qualification and standard prescribed in the recruitment rules-relaxation for SC/ST.

Instructions were issued in the Ministry of Home Affairs O.M. No. 1/1/70-Estt. (SCT) dated 25-7-70 regarding selection of SC/ST candidates against the reserved vacancies by direct recruitment. Subsequently certain clarification were issued in the Ministry of Personnel, Public Grievances and Pensions O.M. No. 36011/8/84-Estt. (SCT) dated 29-5-85. A number of references have been received enquiring whether the OM dated 25-7-70 has been modified or amended by the OM dated 29-5-85. While clarifying that the OM dated 25-7-70 has not been modified or amended by the OM dated 29-5-85, in order to remove all doubts it has been decided to supercede the OM dated 29-5-85 and to state the correct position regarding concession to SC & ST candidates in direct recruitment :

- (i) Where an educational qualification has been prescribed in the recruitment rules, all candidates including the SC & ST candidates shall satisfy the said qualification. Sometimes, a minimum number of marks or a minimum grade is also prescribed as part of the educational qualification in the recruitment rules. In such cases, the minimum marks/grade so prescribed shall also uniformly apply to all candidates including SC & ST candidates.
- (ii) In case of direct recruitment through an examination or an interview, the selecting authority shall determine the minimum standard for purpose of selection at the examination or at the interview.
- (iii) Selection shall be made according to the place or rank obtained in the examination or at the interview, subject to fulfilling the minimum standard referred to above
- (iv) However, if adequate number of SC and ST candidates who satisfy the minimum standard are not available to fill the reserved vacancies, then SC and ST candidates may be selected to the extent of shortfall in vacancies by relaxing the minimum standard, provided that they are not considered unfit to hold the post.