

Department of Personnel and Training O.M. No.36022/4/93-Estt.(SCT),  
dated the 1<sup>st</sup> June, 1993, to all Ministries/Departments, etc.

Subject :—Parliamentary Committee on the Welfare of SC/ST—Recommendations contained in  
para 230

The Parliamentary Committee on the Welfare of SC/ST has observed in their 24th Report that in certain Departments, public sector undertakings etc. initially appointments are made on *ad hoc* basis followed by regular appointments. Consequently, posts reserved for SC/ST in regular appointments are not filled up. The Committee has, therefore, recommended that there should be reservation in *ad hoc* appointments also.

2. There are no instructions to the effect that reservations are not applicable in the case of *ad hoc* appointments. In accordance with the instructions contained in M. H. A.'s O. M. No. 31/10/63-SCT (I) dated 27-3-63 and this Department's O. M. No. 36011/12/82-Estt. (SCT) dated 25-6-82, a separate roster should be maintained for purely temporary appointments of 45 days or more but which have no chance whatever of becoming permanent or continuing indefinitely. Reservation do not apply to temporary appointments of less than 45 days only.

3. It is, therefore, brought to the notice of all Ministries/Departments that whenever *ad hoc* appointments of more than 45 days duration are made, reservation should be provided to SC/ST in accordance with the prescribed percentages. A separate roster should be maintained by the appointing authorities in this regard as already indicated in O. M.'s dated 27-3-63 and 25-6-82.

(Hindi Version will follow)