

**Department of Personnel and Administrative Reforms O.M. No.41013/16/80-Estt.(SCT)  
dated the 10<sup>th</sup> August, 1981, to all Ministries/Departments, etc.**

**Subject :—**Departmental Promotion Committee—Association of an officer belonging to Scheduled Caste/  
Scheduled Tribe in Departmental Promotion Committees.

The question of providing adequate safeguards to officers belonging to Scheduled Castes/Scheduled Tribes community in the matter of consideration for promotion came up for discussion at the meeting of the Parliamentary Consultative Committee for the Ministry of Home Affairs sometime ago. A point was then made that the person representing the Scheduled Caste/Scheduled Tribe Community on a Departmental Promotions Committee was usually an officer of the Department and hence was unable to express his views fearlessly in the presence of his senior officers. It was, therefore, suggested that this lacuna should be remedied.

2. This matter has been examined in all its aspects. In the Department of Personnel and A.R. Office Memorandum No. 27/4(iii)/70-Estt. (SCT), dated the 2nd September, 1970 and No. 16/1/74-Estt. (SCT), dated 23rd May, 1975, it has been suggested that Ministries/Departments may endeavour to the maximum extent possible, to nominate a Scheduled Caste/Scheduled Tribe officer while constituting the Departmental Promotions Committee, Selection Boards etc. for recruitment/promotions to posts/services under them. Particularly where a Selection Board or a Departmental Promotions Committee has to make bulk Selections for a large number of vacancies say, for thirty or more at a time, no effort should be spared in finding a Scheduled Caste or Scheduled Tribe officer for inclusion in the Selection Board/Departmental Promotions Committee. According to the Department of Personnel & A.R. Office Memorandum No. 1/9/72-Estt. (D), dated the 29th January, 1973 in respect of a Departmental Promotions Committee for a Group C or Group D post, one of the members of the Committee should be an officer from a Department not connected with the one in which promotions are considered. It has been provided in the Department of Personnel & A.R. O.M. No. 16/1/74-Estt. (SCT), dated the 8th April, 1974 that in the event of a Scheduled Caste/Scheduled Tribe Officer not being available in the Ministry/Department itself for nomination in the Departmental Promotions Committee, there is no objection to nominating, to the extent possible, a Scheduled Caste/Scheduled Tribe officer from another Ministry/Department.

3. Having regard to the point made in the Consultative Committee for the Ministry of Home Affairs, it has now been decided that in cases where an outside representative is inducted as a member of a Departmental Promotions Committee, he should invariably be an officer belonging to Scheduled Caste/Scheduled Tribe community and only where this is impracticable, should an officer belonging to Scheduled Caste/Scheduled Tribe from the same Department be nominated to the DPC. In the event of an officer belonging to Scheduled Caste/Scheduled Tribe not being available for nomination to the DPC, either from outside organisations or from the same department, an endorsement to this effect should be obtained *before holding the meeting of the DPC* from the liaison officer of the Ministry/Department/Office concerned with the DPC to the effect that all efforts have been made to find a Scheduled Caste/Scheduled Tribe officer for the DPC, but with no success.

4. Ministry of Finance etc. are requested to ensure compliance of these instructions and also bring it to the notice of all its attached and subordinate offices for strict compliance.