

**Department of Personnel and Administrative Reforms O.M. No.8/1/74-Estt.(SCT),
dated the 12th December, 1974, to all Ministries/Departments, etc.**

Subject :—Grouping of isolated posts for purpose of orders regarding reservation for Scheduled Castes and Scheduled Tribes.

The undersigned is directed to invite reference to para 6 and Appendix E to the Ministry of Home Affairs O.M. No. 42/21/49-NGS, dated 28-1-1952 which inter-alia provides that whenever a cadre or a grade or division of service to which direct recruitment is made consists of less than twenty posts, steps should be taken to group these posts with prior approval of the Ministry of Home Affairs (now Department of Personnel & Administrative Reforms) with similar posts in the Service, Ministry or Office which are filled by direct recruitments, for purpose of providing for reservations for Scheduled Castes and Scheduled Tribes. With the extension of the scheme of reservations to posts filled by promotion, enquiries have been received whether such a grouping of posts should be done in the case of posts filled by promotion also. The Ministries/Departments concerned have been advised by this Department that the grouping would be operative only in the case of posts filled by direct recruitment and that no such grouping was necessary in the case of posts filled by promotion, as there will be practical difficulties in applying the scheme of grouping, to posts filled by promotion. It is now clarified for the information of all concerned that the instructions regarding grouping of posts for purpose of orders regarding reservation for Scheduled Castes and Scheduled Tribes apply only to posts filled by direct recruitment. In the case of posts filled by promotion, the reservation orders, wherever applicable, should be applied to each grade or post filled by promotion separately. Past cases need not, however, be reopened.
