

**Department of Personnel and Administrative Reforms O.M. No.D-1458/81-  
Estt.(SCT),  
dated the 21<sup>st</sup> May, 1981, to all the Ministries/Departments, etc.**

**Subject :—**Recruitment regarding experience in a particular field or post—question of relaxation in the case of SC/ST candidates—further clarification read.

Attention is invited to Department of Personnel & A. R. O.M. No. 27/10/71-Estt. (SCT), dated 5th September, 1975 on the above subject by which a provision should be inserted under the 'essential' qualification in column 7 of the schedule to the relevant Recruitment Rules for relaxing the essential qualification in favour of SC/ST candidates in direct recruitment to a post. The Committee on Subordinate Legislation has recommended that the foot-note in column 7 of the Recruitment Rules should be further expanded by adding the following sentence.

**"The appointing authority shall record the reasons for relaxing the qualifications regarding experience in writing while doing so."**

Ministries/Departments etc. are requested to bring the above recommendation to the notice of all concerned.

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