

No. AB.14017/38/90-Estt.(RR)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel and Training

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New Delhi, the 13 May, 1990

OFFICE MEMORANDUM

Subject:- Guidelines relating to isolated posts in Group 'A' in various Ministries/Departments of the Government of India.

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Attention is invited to this Department's O.M. No. AB.14017/10/86-Estt.RR dated 11th March, 1986 (copy enclosed) in which Ministries/Departments were requested to carry out a detailed review of the isolated posts existing in the Ministries proper and in the attached and subordinate offices under their control with a view to examining whether such isolated posts could be encadred in any of the existing organised services.

2. The Personnel Research Division of the Department of Administrative Reforms and Public Grievances recently conducted a detailed study on the position of isolated Group 'A' posts in various Ministries/Departments of the Government of India. A number of measures were suggested by them for reduction in the number of such posts. Keeping in view the proposals made in the study, the following guidelines are suggested with regard to the isolated posts existing in various Ministries/Departments including attached and subordinate offices:-

- i) Wherever the Ministries/Departments have already initiated action for inducting the isolated posts into the existing cadres on the basis of the instructions issued by this Department earlier, the process of encadrement may be expedited.
- ii) A review may be carried out immediately, wherever it has not been done and isolated posts which have duties and responsibilities similar to the posts which form part of any of the existing cadres may be encadred in those organised cadres.
- iii) It may be possible to combine isolated posts in Ministries/Departments and their attached and subordinate offices having similar duties and responsibilities to form a viable new cadre. The feasibility of forming such new cadres may please be examined.
- iv) Even after the review as proposed in (ii) & (iii) above is carried out, some isolated posts may still remain which cannot be included in any organised cadre. As far as possible, direct recruitment should not be

prescribed for recruitment to such posts which are without any promotional avenues. Wherever possible, transfer on deputation and/or short term contract may be prescribed for recruitment to such posts. The recruitment rules of all such isolated posts may be reviewed and suitably amended wherever necessary on the lines proposed above.

2. All Ministries/Departments are accordingly requested to conduct a review of the isolated posts existing in the Ministry/Department proper and in the attached and subordinate offices under their control and take necessary action accordingly. The result of such review may be intimated to this Department by 31.12.1990.



(M. V. KESAVAN)
Director

To

All Ministries/Departments of Government of India
(as per standard list)