

**GOVERNMENT OF INDIA
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA**

UNSTARRED QUESTION NO:1082
ANSWERED ON:01.03.2000
GUIDELINES FOR DEPARTMENTAL PROMOTIONS
RADHA MOHAN SINGH

Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

- (a) the details of the guidelines in regard to departmental promotion and provisions regarding preparation of the select panels of the vacancies being filled by the direct recruitment for the Government employees;
- (b) whether these guidelines/provisions are also applicable to the employees of instrumentalities of the Government; and
- (c) if not, the reasons therefor?

Answer

MINISTER OF STATE OF DEPARTMENT OF PERSONNEL AND TRAINING AND DEPARTMENT OF PENSION AND PENSIONERS' WELFARE THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SMT. VASUNDHARA RAJE)

(a): Promotions in the jobs of the Central Government have been linked to availability of vacancies in the higher grade except in the case of technical and scientific personnel where the Government of India introduced the Flexible Complementing Scheme. The promotion policy is based on the premise that the more competent amongst employees should get faster promotion. This has reflected itself in adoption of the Limited Departmental Competitive Examination as a mode of promotion, introduction of concept of 'selection' in promotion against the predominant mode of promotion by seniority subject to rejection of unfit and the concept of 'bench mark' for grading Confidential Reports for promotion purposes.

In case of direct recruitment in the Central Government, a list of selected candidates is prepared to the extent of number of vacancies and other persons found suitable are put on a reserve list, which is meant to be utilized, in case some of the persons on the list of selected candidates do not become available for appointment. The reserve list is operated in case a vacancy is created by a candidate resigning the post or in the event of his death within the period of six months from the date of joining the post, subject to other conditions stipulated in this regard.

(b) & (c): An instrumentality of the Government can make rules in accordance with the provisions of the statute or charter of its constitution, pursuant to which it was created/set up. The concerned instrumentality can also adopt the rules of the Central Government wholly or with suitable amendments as may be permissible within the legal framework governing such instrumentality. However, the rules framed by the Central Government, in any case, do not extend automatically to instrumentalities.