

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

UNSTARRED QUESTION NO:3479
ANSWERED ON:22.12.2004
INSTRUCTIONS/GUIDELINES FOR PROMOTION
Paswan Shri Sukdeo; Tirath Smt. Krishna

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

- (a) whether the Government had issued instructions/guidelines to adjust SC/ST candidates appointed by promotion on their own merit without any relaxation against unreserved point of roster and not to be adjusted against reserved points of roster in promotion;
- (b) if so, the details thereof;
- (c) whether the Assistants and Section Officers of Central Secretariat Services were appointed by promotion as section officers and Under Secretaries on the cadre structure of Central Secretariat Services;
- (d) if so, whether instructions issued by the Government for having roster system have not been followed in letter and spirit;
- (e) if so, the reasons therefor;
- (f) whether responsibility has been fixed for not following the instructions of the Government;
- (g) if so, the details thereof;
- (h) if not, the reasons therefor;
- (i) whether the representations have been received from various welfare organisations/associations and Member of Parliament in this regard;
- (j) if so, the details thereof; and
- (k) the action taken/proposed to be taken by the Government in this regard?

Answer

MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS AND MINISTER OF STATE IN THE MINISTRY OF PARLIAMENTARY AFFAIRS. (SHRI SURESH PACHOURI)

(a) to (e): A Statement is annexed.

(f) to (h): Does not arise.

(i) to (k): Representations/references received in this regard are replied from time to time.

ANNEXE

STATEMENT REFERRED TO IN PARTS (a) TO (e) OF THE LOK SABHA UNSTARRED QUESTION No. 3479 FOR ANSWER ON 22.12.2004.

(a) & (b): Government issued instructions vide Department of Personnel & Training (DOP&T) O.M. No. 36028/17/2001-Estt. (Res), dated 11.7.2002 clarifying the position about SC/ST candidates promoted on their own merit as under:

(i) The SC/ST candidates appointed by promotion on their own merit and not owing to reservation or relaxation of qualifications will not be adjusted against the reserved points of the reservation roster. They will be adjusted against unreserved points.

(ii) If an unreserved vacancy arises in a cadre and there is any SC/ST candidate within the normal zone of consideration in the feeder grade, such SC/ST candidate cannot be denied promotion on the plea that the post is not reserved. Such a candidate will be considered for promotion alongwith other candidates treating him as if he belongs to general category. In case he is selected, he will be appointed to the post and will be adjusted against the unreserved point.

(iii) SC/ST candidates appointed on their own merit (by direct recruitment or promotion) and adjusted against unreserved points will retain their status of SC/ST and will be eligible to get benefit of reservation in future/further promotions, if any.

(iv) 50% limit on reservation will be computed by excluding such reserved category candidates who are appointed/promoted on their own merit.

(c), (d) & (e): Ad-hoc promotions were made purely as a stop gap measure to meet the immediate aspirations of the Assistants and Section Officers of the Central Secretariat Service (CSS) on the cadre restructuring of CSS. These ad hoc promotions were so made under peculiar circumstances when specific number of posts which became available under restructuring of CSS in various grades had not been allocated to different Cadres/Ministries and promotions were made on 'as is where is basis', initially.

In the adhoc promotions from the grade of Section Officer to the grade of Under Secretary which is a centralised grade, adequate representation for SC/ST was provided. In so far as the grades of Assistant and Section Officer are concerned, these are decentralised grades and the respective 33 cadre authorities are required to ensure adequate representation to these reserved categories. However, in the DOP&T's O.M. No. 21/9/2004-CS.I dated 25.3.2004 relating to ad-hoc promotion from the grade of Assistant to Section Officer, it was specifically provided that those Assistants of SC/ST categories who were promoted against the reserved posts of SC/ST and who may not be within the Supplementary Common Seniority List (SCSL) upto 1989 will not be terminated. As against this, ad hoc promotions of the general candidates beyond the SCSL of 1989 was to be terminated forthwith. Further, the position in respect of the ad hoc promotions which have been actually made by various cadre authorities is being ascertained.