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INTRODUCTION

Various orders have been issued regarding the rehabilitation of ex-servicemen after their release from the Armed Forces. The Salient Features of the reservation and concessions given to ex-service-men in appointment to posts in the Civil Services are indicated in this Booklet.

Definition of Ex-serviceman

The Ex-serviceman (Re-employment in Central Civil Services and Posts) Rules, 1979 as modified by the Gazette Notification dated 27th Oct. 1986., defines ex-serviceman as a person who has served in any rank whether as combatant or non-combatant in the Regular Army, Navy and Air force of the Indian Union and

- (i) Who retired from such service after earning his/her pension; or
- (ii) who has been released from such service on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension ; or
- (iii) who has been released, otherwise than on his own request, from such service as a result of reduction in establishment ; or
- (iv) who has been released from such service after completing the specific period of engagements, otherwise than at his own request or by way of dismissal or discharge on account of misconduct or inefficiency, and has been given a gratuity ; and includes personnel of the Territorial Army of the following categories, namely :
 - (i) pension holders for continuous embodied service
 - (ii) persons with disability attributable to military service ; and

(iii) gallantry award winners.

As per the clarification issued in the Notification No. 36034/5/85-Estt. (SCT) dated 27.3.1987 any person who has been released upto 30th June, 1987 -

- (a) at his own request after completing 5 years' service in the Armed Forces of the Union ; or
- (b) after serving for a continuous period of six months after attestation, otherwise than at his own request or by way of dismissal or discharge on account of mis-conduct or inefficiency or has been transferred to the reserve pending such release ;

shall also deemed to be an ex-serviceman.

Notification No.

- (i) 39016/10/79-Estt(C) dated 15th Dec., 1979
- (ii) 36034/5/85-Estt(SCT) dt. 27th Oct., 1986
- (iii) O.M. No. 36034/5/85-Estt(SCT) dt. 14th April, 1987 and
- (iv) Notification No. 36034/5/85-Estt(SCT) dt. 27th March, 1987.

No. 39016/10/79-Estt.(C)
Government of India/Bharat Sarkar
Department of Personnel and Administrative
Reforms
(Karmik Aur Prashasanik Sudhar Vibhag)

New Delhi-1, the 15th December, 1979

NOTIFICATION

In exercise of the powers conferred by the provision to article 309 of the Constitution, the President hereby makes the following rules for regulating the recruitment of ex-servicemen in Central Civil Services and Posts, namely :

1. Short title and commencement :

- (1) These rules may be called the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979.
- (2) They shall be deemed to have come into force on the first day of July, 1979.

2. Definitions - In these rules, unless the context otherwise requires -

- (a) "Armed Forces of the Union" means the naval, military and air forces of the Unions;
- (b) "disabled ex-serviceman" means an ex-serviceman who while serving in the Armed Forces of the union was disabled in operations

against the enemy or in disturbed areas ;

- (c) "ex-serviceman" means a person, who has served in any rank (whether as a combatant or as non combatant), in the Armed Forces of the Union, including the Armed Forces of the former Indian States, but excluding the Assam Rifles, Defence Security Corps, General Reserve Engineering Force, Lok Sahayak Sena and Territorial Army, for a continuous period of not less than six months after attestation, and
- (i) has been released, otherwise than at his own request or by way of dismissal or discharge on account of misconduct or inefficiency, or has been transferred to the reserve pending such release, or
 - (ii) has to serve for not more than six months for completing the period of service requisite for becoming entitled to be released or transferred to the reserve as aforesaid; or
 - (iii) has been released at his own request, after completing five years service in the Armed Forces of the Union;
- (d) "Para-military Forces" means the Border Security Force, Central Reserve Police Force, Indo-Tibetan Border Police, Central Industrial Security Force, Secretariat Security Forces, Assam Rifles, and Railway Protection Force;
- (e) "reserved vacancies" means vacancies

reserved under rule 4 for being filled by ex-servicemen

3. Application - These rules shall apply to all the Central Civil Services and Posts, Group 'C' and Group 'D' and the posts of the level of Assistant Commandant in all para-military forces.

4. Reservation of vacancies -- (1) Ten per cent of the vacancies in the posts of the level of Assistant Commandant in all para-military forces, ten per cent of the vacancies in each of the categories of Group 'C' and of such posts in each Group 'C' services; and twenty per cent of the vacancies in each of the categories of Group 'D' posts and of such posts in each Group 'D' service, including permanent vacancies filled initially on a temporary basis and temporary vacancies which are likely to be made permanent or are likely to continue for three months and more, to be filled by direct recruitment in any year shall be reserved for being filled by ex-servicemen;

Provided the percentage of reservation so specified for ex-servicemen in a category of posts shall be increased or decreased in any one recruitment year to the extent to which the total number of vacancies reserved for ex-servicemen, Scheduled Castes and scheduled Tribes (including the carried forward reservations for Scheduled Castes and Scheduled Tribes) and for any other categories taken together, falls short or is in excess, as the case may be, of fifty per cent of the vacancies in that category of posts filled in that year :

Provided further that in case of an increase in the reservation for the ex-servicemen under the preceding

proviso, the additional vacancies so made available for them shall be utilised first for the appointment of disabled ex-servicemen and if any such vacancies still remain unfilled thereafter the same shall then be made available to other ex-servicemen.

(2) Out of the vacancies reserved for being filled by ex-servicemen, vacancies shall be reserved for candidates belonging to the Scheduled Castes and Scheduled Tribes in accordance with such orders as are issued in this behalf by the Central Government from time to time :

Provided that if any ex-serviceman belonging to the Scheduled Caste or Scheduled Tribe is selected, his selection shall be counted against the overall quota of reservations that shall be provided for the Scheduled Castes or Scheduled Tribes in accordance with the orders issued by the Central Government from time to time.

(3) No vacancy reserved for ex-servicemen in a post to be filled otherwise than on the results of an open competitive examination shall be filled by the appointing authority by any general candidate, until and unless the said authority ;

- (i) has obtained a "Non-availability Certificate" from the employment exchange (where a requisition is placed on an employment exchange) ;
- (ii) has verified the non-availability of a suitable candidate by reference to the Director General Resettlement and recorded a certificate to that effect ; and
- (iii) has obtained approval of the Central

Government.

5. SPECIAL PROVISION REGARDING AGE LIMIT - For appointment to any vacancy in Central Civil Services Group 'C' and Group 'D' whether reserved or not under these rules, every ex-servicemen who has put in not less than six months continuous service in the Armed Forces of the Union shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post or service for which he seeks appointment by more than three years, he shall be deemed to satisfy the condition regarding age limit.

6. Special provision regarding educational qualifications -

- (1) For appointment to any reserved vacancy in Group 'D' posts, every ex-serviceman who has put in not less than three years service in the Armed Forces of the Union shall be exempt from the minimum educational qualification, if any, prescribed in respect of such posts.
- (2) For appointment to any reserved vacancy in Group 'C' posts, the appointing authority may, at its discretion, relax the minimum educational qualification, where such qualification prescribed is a pass in the Middle School Examination or any lower examination, in favour of ex-servicemen who have put in atleast three years service in the Armed Forces of the Union and who are otherwise considered fit and suitable for appointment to such posts, in view of their experience and other qualifications.

(3) For appointment to any reserved vacancy in Group 'C' posts, to be filled partly by direct recruitment and partly by promotion or transfer where the minimum qualification or technical qualification prescribed for appointment by direct recruitment is higher than that prescribed for promotees or transferees, an ex-serviceman shall be deemed to satisfy the prescribed educational or technical qualification if he ;

(i) satisfies the educational or technical qualification prescribed for direct recruitment to the post from which promotion or transfer to the post in question is allowed, and

(ii) has identical experience of work in a similar discipline and for the same number of years in the Armed Forces of the Union, as prescribed for promotees or transferees.

EXPLANATION : For the purpose of this rule, in computing the period of three years service, there shall be added any period of service which an ex-serviceman has rendered while serving in a corresponding post or posts in a civil department or a public sector undertaking or an autonomous organisation, whether under the Central Government or any State Government, or in a nationalised Bank to the period of service rendered in the Armed Forces of the Union.

7. Amendment of recruitment rules- All rules regulating the recruitment of persons to Group 'C' and Group 'D' posts and services under the Central Government shall

be subject to the provisions of these rules and shall be constructed accordingly.

8. Interpretation- If any question arises as to the interpretation of these rules, the question shall be decided by the Central Government.

Explanatory memorandum to the Ex-servicemen (Re-employment in Central Civil Services and Post) Rules, 1979

Under the Ex-servicemen (Reservation of Vacancies in the Central Civil Services and Posts, Class III and Class IV) Rules, 1974, the reservations for ex-servicemen were available in the vacancies filled by direct recruitment in the Central Civil Service and Posts, Class III and Class IV. These rules ceased to be in force w.e.f. from the 1st July, 1979. Since the problem of rehabilitation of ex-servicemen is a continuing feature, it has been decided to make available to the ex-servicemen certain facilities for their rehabilitation in Civil employment on a permanent basis. In formulating the present rules the provisions of the Ex-servicemen (Reservation of Vacancies in the Central Civil Services and Posts Class III and Class IV) Rules, 1974, and the decisions taken on the recommendations of the Working Group of officers on Resettlement of Ex-servicemen with regard to changes in these rules including change in the nomenclature of the rules have been taken into account. This will not adversely affect the rights of any person.

No. 36034/5/85- Estt (SCT)
Government of India
Ministry of Personnel, P.G. and Pensions
(Department of Personnel and Training)

New Delhi, 27 October, 1986.

NOTIFICATION

GSR- In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules further to amend the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979 namely :

1. (1) These rules may be called the Ex-servicemen (Re-employment in Central Civil Services and Posts) Amendment Rules, 1986.

(2) they shall come into force on the date of their publication in the Official Gazette.

2. In rule 2 of the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979, for clause (c), the following clause shall be substituted, namely :

(c) 'ex-servicemen' means a person, who has served in any rank (whether as a combatant or as a non-combatant) in the Regular Army, Navy and Air Force of the Indian Union but does not include a person who has served in the Defence Security Crops, the General Reserve

Engineering Force, the Lok Sahayak Sena and the para military forces ; and

- (i) who has retired from such service after earning his/her pension; or
- (ii) Who has been released from such service on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension ; or
- (iii) who has been released, otherwise than on his own request, from such service as a result of reduction in establishment ; or
- (iv) who has been released from such service after completing the specific period of engagement, otherwise than at his own request or by way of dismissal or discharge on account of misconduct or inefficiency, and has been given a gratuity; and includes personnel of the Territorial Army of the following categories, namely :
 - (i) pension holders for continuous **embodied** service;
 - (ii) persons with disability attributable to military service; and
 - (iii) gallantry award winners.

Explanation : The persons serving in the Armed Forces of the Union, who on retirement from service, would come under the category of 'ex-servicemen' , may be permitted to

apply for re-employment **one year** before the completion of the specified term of engagement and avail themselves of all concessions available to ex-servicemen but shall not be permitted to leave the uniform until they complete the specified term of engagement in the Armed Forces of the Union.

Note :

The principal rules were published vide notification No. GSR-1530, dated the 29th December, 1979 in the Gazette of India, Part-II, Section-3, Sub-section (i) at pages 3004-3005.

(BATA K. DEY)

DIRECTOR (JCA)

No. 36034/5/85 - Estt (SCT)
Government of India
Ministry of Personnel, Public Grievances &
Pensions
(Department of Personnel & Training)

New Delhi, dated 14th April, 1987

OFFICE MEMORANDUM

SUBJECT : Recommendation No. 15.2 of the High Level Committee on the Problems of Ex-servicemen - Revision of the definition of 'ex-servicemen' in the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979

The undersigned is directed to say that the High Level Committee on the Problems of Ex-servicemen recommended the following definition of the term 'Ex-servicemen. :

"An' ex-serviceman" means a person who has served in any rank whether as a combatant or non-combatant in the Regular Army, Navy and Air Force of the Indian Union and

- (i) who retired from such service after earning his/her pension ; or
- (ii) who has been released from such service on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension ;

or

- (iii) who has been released, otherwise than on his own request, from such service as a result of reduction in establishment ; or
- (iv) who has been released from such service after completing the specific period of engagements, otherwise than at his own request or by way of dismissal or discharge on account of misconduct or inefficiency, and has been given a gratuity; and includes personnel of the Territorial Army of the following categories, namely :
 - (i) Pension holders for continuous embodied service;
 - (ii) persons with disability attributable to military service; and
 - (iii) gallantry award winners."

2. After careful consideration the Government have accepted the above definition recommended by the High Level Committee. However, it may be observed that in the new suggested definition certain categories of personnel which have served in the Armed Force of the Union have been excluded for consideration as ex-servicemen, whereas certain additional categories of Territorial Army Personnel have been added in the revised definition. The Notification containing the revised definition, was issued on 27th October, 1986 and published in the official Gazette on 15th November, 1986 (copy enclosed). The Notification gives effect to the new definition from the date of its publication, but since some of the categories

were excluded without adequate publicity, the effect of the earlier notification of 27th October, 1986 has been, stayed by issuing another Notification dated 27.3.87 (copy enclosed) in which the date of effect has been indicated as 1.7.87. The net effect is that the following two categories of personnel, who were included in the pre-revised definition of 'ex-servicemen' will now cease to be treated as ex-servicemen w.e.f. 1.7.87 ; as will be seen from the following proviso, namely.

"Any person who has been released :

- (a) at his own request after completing 5 years service in the Armed Forces of the Union; or
- (b) after serving for a continuous period of six months after attestation, otherwise than at his own request or by way of dismissal or discharge on account of mis-conduct or inefficiency or has been transferred to the reserve pending such release ;

shall also deemed to be an ex-serviceman for the purposes of this clause."

3. The Territorial Army Personnel will, however, be treated as ex-servicemen w.e.f. 15.11.86.

4. Ministry of Finance etc. are, therefore, requested to bring the contents of this Office Memorandum to notice of all the appointing authorities under their administrative control and ensure that there is no laxity on the part of the authorities implementing the above instructions.

Sd/ **Bata K. Dey.**
Director (JCA)

No. 36034/5/85 - Estt. (SCT)
Government of India
Ministry of Personnel, Public Grievances
& Pensions
Deptt. of Personnel & Training

New Delhi, dated 27th March, 1987

N O T I F I C A T I O N

GSR- In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules further to amend the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979, namely :

1. (1) These rules may be called the Ex-servicemen (Re-employment in Central Civil Services and Posts) Amendment Rules, 1987.

(2) They shall be deemed to have come into force on the 15th day of November, 1986.

2. In rule 2 of the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979, to clause (c) , the following proviso shall be added, namely :

"Provided that for the period commencing on the 15th day of November, 1986 and ending with the 30th day of June, 1987, any person who has been released :

(a) at his own request after completing 5 years service in the Armed Forces of the Union;
or

- (b) **after serving** for a continuous period of six months **after attestation**, otherwise than at his own request or by way of dismissal or discharge on account of mis-conduct or inefficiency or has been transferred to the reserve pending such release ;

shall also deemed to be an ex-serviceman for the purposes of this clause."

Note : Principle rules were published **vide** notification No. GSR - 1530 dated the 29 th December, 1979 and subsequently amended **vide** notification No. GSR-973 dated 15th November, 1986 in the Gazette of India, Part II-Section 3 -Sub-section (i).

No.36034/5/85 - Eatt (SCT)
Government of India/Bharat Sarkar
Ministry of Personnel, Public Grievances and
Pensions
(Department of Personnel & Training)

New Delhi, the 28 October, 1986

OFFICE MEMORANDUM

Subject : Revised definition of 'ex-serviceman' in the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979 on the basis of the recommendations of the High Level Committee on Problems of Ex-servicemen.

The undersigned is directed to invite attention to the Ex-serviceman (Re-employment in Central Civil Services and Posts) Rules, 1979, where the term "ex-servicemen" was defined to cover those persons also who had been released at their own request after completing five years service in the Armed Forces of the Union of India (Rule 2 (c) (iii) of the rules *ibid*). There was strong and uniform demand before the High Level Committee on the problems of Ex-servicemen under the Chairmanship of the former Raksha Rajya Mantri, Shri K.P. Singh Deo for a stricter definition of the term 'ex-servicemen' to ensure that the benefit now existing and those contemplated would be conferred only on the really deserving. The Committee after discussing the matter in great detail strongly felt that those persons who choose to "put in their papers" before completion of minimum service for

pension or on completion of 5 years service, whichever was earlier than their terms of engagement should **indeed not be classified as ex-servicemen.**

2. Government have considered and accepted the recommendation of the Committee with regard to the revised definition. The Notification making appropriate amendment to the said rules is enclosed. It is clarified that the amended definition of 'ex-servicemen' takes effect from the date of publication of the Notification in the official Gazette. However, those persons who have acquired the status of 'ex-servicemen' on the basis of the earlier definition before the publication of the Notification amending the Rules will continue to be treated as 'ex-servicemen'. In future, after the date of the amendment, the new rules will be operative in defining the term 'ex-servicemen' but ex-servicemen under the old rules will not lose their status or character.

(BATA K. DEY)

DIRECTOR

Reservation available to ex-servicemen

Ten percent of the vacancies in each of the categories of Group 'C' posts and of such posts in each Group 'C' service, 20% of the vacancies in each of the categories of Group 'D' posts and of such posts in each Group 'D' service, including permanent vacancies filled initially on a temporary basis and temporary vacancies which are likely to be made permanent or are likely to continue for more than three months, are to be reserved for being filled by ex-servicemen if the vacancies are being filled by direct recruitment.

2. The above mentioned reservation percentages are subject to an increase or decrease in any one recruitment year to the extent to which the total number of vacancies reserved for ex-servicemen, Scheduled Castes and Scheduled Tribes and for any other categories taken together falls short or is in excess of 50% of the vacancies in that category of posts being filled in that recruitment year.

3. If there is an increase in the reservation for ex-servicemen the additional vacancies that become available are to be utilised first for the appointment of disabled ex-servicemen and if all such vacancies are not utilised, they shall then be made available to the other ex-servicemen.

No vacancy that is reserved for ex-servicemen in a post which is to be filled otherwise than on the basis of the results of an open competitive examination shall be filled by the appointing authority by any general candidate until and unless the said authority has obtained

(i) a 'non-availability Certificate' from the

employment exchange (where a requisition is placed on an employment exchange) ;

- (ii) has verified the non-availability of a suitable candidate by reference to the Director General Resettlement and recorded a certificate to that effect ; and
- (iii) has obtained approval of the Central Government.

4. In case a number of posts reserved for ex-servicemen is not filled by candidates who are ex-servicemen the number of posts not so filled can be added to the number of posts falling to the share of ex-servicemen in the next year. However, addition will be subject to adjustments with the reservation available for the other categories in accordance with the general policy of the Government and also subject to the upper ceiling and 50% of the total vacancies being reserved as per the judgement of the Supreme Court.

(Notification No. 39016/10/79 - Estt. (c) dt. 15 Dec., 1979,
(ii) O.M.No. 36034/10/85 - Estt. (SCT) dated 12th March, 1987,

(iii) O.M.No. 36034/10/85 - Estt (SCT) dt. 20th March, 1987

No.36034/10/85 - Estt (SCT)
Government of India
Ministry of Personnel, Public Grievances
& Pensions
Department of Personnel & Training

New Delhi, dated 20th March, 1987

OFFICE MEMORANDUM

Subject : Recommendation No. 15.10 (supportive para 5.50) of the Report of the High Level Committee on the Problems of Ex-servicemen--Dereservation of reserved vacancy and non-availability certificate.

In partial modification of this Department's Office Memorandum of even number dated 12.3.87, on the subject cited above, the undersigned is directed to say that para 3 of the above Office Memorandum may please be substituted by the following :

"In regard to part (iii) of the recommendation No. 15.10 of the High level Committee, it has been decided that there will be no objection if the number of posts, reserved for ex-servicemen, but not filled in any particular year is added to the number of posts falling to the share of ex-servicemen, in the next year. This, of course, is without disturbing the general policy of reservation for other categories for whom reservation is available and subject to the condition that the upper ceiling of 50% for total reservation as prescribed in terms of Supreme Court Judgement, is adhered to."

2. Hindi version will follow.

Special provisions for age limits

For appointment to vacancies in any Group C or Group D posts in Central Government, an ex-serviceman shall be allowed to deduct the period of actual military service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post for which he is seeking appointment by more than three years he shall be deemed to satisfy the condition regarding age limit.

The upper age limit shall be relaxed by the length of military service increased by three years in the case of ex-servicemen and commissioned officers including ECOs/SSCOs for appointment to any vacancy in Group A and Group B services/posts filled by direct recruitment otherwise than on the results of an open All India Competitive Examination held by the UPSC.

For appointment to any vacancy in Group A and Group B services/posts filled by direct recruitment on the results of an All India Competitive Examination held by UPSC the ex-servicemen and Commissioned Officers including ECOs/SSCOs who have rendered at least 5 years military service and have been released, (1) on completion of assignment (including those whose assignment is due to be completed with in 1 year) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency, or (2) on account of physical disability attributable to military service or on invalidment, shall be allowed maximum relaxation of five years in the upper age limit.

(O.M. No. 39016/15/79 - Estt (C) dt. 7.9.81

(ii) 36034/3/86 - Estt. (SCT) dt. 17.7.86 and

(iii) 36034/8/88 - Estt. (SCT) dt. 19.5.88)

No. 39016/15/79 - Estt. (C)
Government of India/Bharat Sarkar
Ministry of Home Affairs/Grih Mantralaya
Department of Personnel and
Administrative Reforms
(Karmik Aur Prashasnik Sudhar Vibhag)

New Delhi, the 7.9.1981

OFFICE MEMORANDUM

Subject : Relaxation of upper age limit to the Ex-servicemen . Commissioned Officers including ECOs/SSCOs for appointment to Group A and Group B posts filled by direct recruitment.

The undersigned is directed to refer to this Department's O.M. No. 39016/7/78 - Estt. (C) dated 10.5.1979 which contained decisions of the government on the various recommendations of the Working Group of Officers on Resettlement of Ex-servicemen. The recommendations of the Working Group which related to relaxation of upper age limit in the case of ex-servicemen and commissioned officers including ECOs/SSCOs for appointment to Group A and Group B posts filled by direct recruitment were still under consideration of the Government. The following decisions have now been taken on these recommendations also in consultation with the U.P.S.C.

- (i) The upper age limit shall be relaxed by the length of military service increased by three

years in the case of ex-servicemen and commissioned officers including ECOs/SSCOs for appointment to any vacancy in Group A and Group B services/posts filled by direct recruitment otherwise than on the results of an open All India Competitive Examination held by the UPSC subject to the condition that (i) the continuous service rendered in the Armed Forces by an ex-servicemen is not less than six months after attestation and (ii) that the resultant age after deducting his period of service from his actual age does not exceed the prescribed age limit by more than three years and also subject to usual conditions which have been prescribed in respect of appointment of ex-servicemen to Group C and Group D posts vide this Department's Notification. No. 39016/10/79 - Estt. (C) dated 15.12.1979.

- (ii) For appointment to any vacancy in Group A and Group B services/posts filled by direct recruitment on the results of an All India Competitive Examination held by U.P.S.C. the ex-servicemen and Commissioned Officers including ECOs/SSCOs who have rendered atleast 5 years military service and have been released on completion of assignment (including those whose assignment is due to be completed within 6 months) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency, or on account of physical disability attributable to military service or on invalidment, shall be allowed

maximum relaxation of five years in the upper age limit.

2. In so far as persons serving in the Indian Audit and Accounts Departments are concerned, these instructions issue in consultation with the Comptroller and Auditor General of India.

3. The above concessions would, in respect of examinations/selections falling within the purview of the Union Public Service Commission, be applicable to only those examinations/selections for which the advertisements/notices are issued by them after the date of issue of these instructions.

No. 36034/3/86-Estt(SCT)
Government of India
Ministry of Personnel, P.G. & Pensions
(Department of Personnel & Training)

New Delhi, The 17 July, 1986.

OFFICE MEMORANDUM

Subject Relaxation of upper age limit to Commissioned Officers including ECOs and SSCOs for appointment to Group 'A' and Group 'B' posts filled by direct recruitment through the UPSC.

The undersigned is directed to refer to this Departments's O.M.No. 390/16/15/79-Estt(C), dated 7th September, 1981 vide which upper age relaxation has been given to Ex-servicemen, Commissioned Officers including ECOs and SSCOs for their appointment to vacancies in Group 'A' and Group 'B' posts/services filled by direct recruitment, (i) otherwise than on the results of an open all-india Competitive examinations, subject to certain conditions, and (ii) on the results of an all-India competitive examination held by the UPSC.

2. The matter has been reconsidered carefully in consultation with the Ministry of Defence and the Union Public Service Commission. It has been decided that the ECOs/SSCOs who have completed their initial period of assignment of five years of Military service and whose

assignment has been extended beyond five years and in whose case the Ministry of Defence issues certificates that they will be released within three months on selection and from the date of receipt of offer of appointment, would be permitted to appear in the competitive examinations conducted by the UP-SC for posts in Groups 'A' & 'B' filled by both the methods, namely (i) direct recruitment otherwise than on the results of an open all-India competitive examination, and (ii) on the results of an all-India competitive examinations conducted by the Union Public Service Commission.

No. 36034/8/88-Estt.(SCT)
Government of India
Ministry of Personnel, Public Greivances
& Pensions
(Deptt. of Pers. & Trg.)

New Delhi, the 19th May, 1988.

OFFICE MEMORANDUM

Subject : Relaxation of upper age limit to the Ex-servicemen/Commissioned Officers including ECOs/SSCOs for appointment to Group 'A' and Group 'B' posts filled by direct recruitment - clarification regarding.

The undersigned is directed to invite attention to para 1(i) of the Department of Personnel & A.R. O.M. No. 39016/15/79-Estt(C) dated 7-9-81 on the above mentioned subject and to clarify that the relaxation of upper age limit prescribed therein is applicable only to Commissioned Officers including ECOs/SSCOs as have been/are released from military service either (i) on completion of assignment otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or (2) on account of physical disability attributable to military service or (3) on invalidment after putting in atleast five years military service ; and that the relaxation in upper age limit is not available to serving Commissioned Officers.

Sd/- **S.B. Biswas**
Under Secretary to the Govt. of India.

Provisions regarding educational qualification

- (1) For appointment to any reserved vacancy in Group 'D' posts, every ex-serviceman who has put in not less than three years service in the Armed Forces of the Union shall be exempt from the minimum educational qualification, if any, prescribed in respect of such posts.
- (2) For appointment to any reserved vacancy in Group 'C' posts, the appointing authority may, at its discretion, relax the minimum educational qualification, where such qualification prescribed is a pass in the Middle School Examination or any lower examination, in favour of ex-serviceman who have put in at least three years service in the Armed Forces of the Union and who are otherwise considered fit and suitable for appointment to such posts, in view of their experience and qualifications.
- (3) For appointment to any reserved vacancy in Group 'C' posts, to be filled partly by direct recruitment and partly by promotion or transfer, where the minimum educational or technical qualification prescribed for appointment by direct recruitment is higher than that prescribed for promotees or transferees, an ex-serviceman shall be deemed to satisfy the prescribed educational or technical qualification if he ;
 - (i) satisfies the educational or technical qualification prescribed for direct recruitment to the post from which promotion or transfer to the post in

question is allowed, and

- (ii) has identical experience of work in a similar discipline and for the same number of years in the Armed Forces of the Union, as prescribed for promotees or transferees.
- (4) For appointment to any reserved vacancy in Group 'C' posts, a matriculate Ex-serviceman (which term includes an ex-serviceman, who has obtained the Indian Army Special Certificate of Education or the corresponding certificates in the Navy or the Air Force), who has put in not less than 15 years of service in the Armed Forces of the Union may be considered eligible for appointment to the posts for which the essential educational prescribed graduation and where,
- (a) work experience of technical or professional nature is not essential ; or
 - (b) though non-technical professional work experience is prescribed as essential yet the appointing authority is satisfied that the Ex-serviceman is expected to perform the duties of the post by undergoing on the job training for a short duration.
- (5) For appointment to any reserved vacancy in Group 'C' and Group 'D' posts, where the prescribed minimum educational qualification is matriculation, the appointing authority may, at his discretion relax the minimum educational qualifications in favour of an ex-serviceman

who has passed the Indian Army Class-I Examination or equivalent examination in the Navy or the Air Force, and who has put in at least 15 years of service in the Armed Forces of the Union and is otherwise considered fit to hold the post, in view of his experience and other qualifications.

Notification No.

- (i) 39016/10/79-Estt.(C) Dt. 15.12.79
- (ii) 15012/8/82-Estt.(D) dt. 12.2.86

No. 15012/8/82 - Estt (D)
Government of India
Ministry of Personnel, Public Grievances
and Pensions.
(Department of Personnel & Training)

New Delhi, the 12th February, 1986

NOTIFICATION

G.S.R. In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules further to amend the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979, namely :

- (1) These rules may be called the Ex-servicemen (Re-employment in Central Civil Services and Posts) (Amendment) Rules, 1986.
- (2) They shall come into force on the date of their publication in the Official Gazette.

2. In rule 6 of the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979 (herein after referred to as the said rules), after sub-rule (3), the following sub-rules shall be inserted, namely :

“(4) For appointment to any reserved vacancy in Group C posts, a matriculate Ex-serviceman (which term includes an ex-servicemen, who who has obtained the Indian Army Special Certificate of Education of the corresponding certificate in the Navy or the Air Force), who

has put in not less than 15 years of service in the Armed Forces of the Union may be considered eligible for appointment to the posts for which the essential educational qualification prescribed in graduation and where.

- (a) work experience of technical or professional nature is not essential for
- (b) though non technical professional work experience is prescribed as essential yet the appointing authority is satisfied that the ex-servicemen is expected to perform the duties of the post by undergoing on the job training for a short duration.

(5) For appointment to any reserved vacancy in Group C and Group D posts, where the prescribed minimum educational qualification is matriculation, the appointing authority may, at his discretion, relax the minimum educational qualifications in favour of an ex-serviceman who has passed the Indian Army Class- I Examination or equivalent examination in the Navy or the Air Force, and who has put in at least 15 years service in the Armed Forces of the Union and is otherwise considered fit to hold the post, in view of his experience and other qualifications."

3. After rule 6 of the said rules, the following rule shall be inserted namely :

"6 A Lower standard for selection - In the case of direct recruitment, if sufficient number

of candidates belonging to the ex-servicemen are not available on the basis of general standard to fill all the vacancies reserved for them, candidates belonging to the category of ex-servicemen may be selected under a relaxed standard of selection to make up the deficiency in the reserved quota subject to the condition that such relaxation will not affect the level of performance by such candidates."

INTIMATION OF VACANCIES

Vacancies existing in Group 'C' and Group 'D' in various offices under each Ministry should be pooled at a central level (either zonal or divisional or circle) for determining the vacancies which can be earmarked for the ex-servicemen. Out of the vacancies so pooled the share of each category of beneficiaries including the respective carried forward reservation should be identified. The gap between the 50% of the total vacancies so pooled in any recruitment year and the percentage of total reserved vacancies so identified for the categories of beneficiaries like SC/ST and the Physically Handicapped will determine the number of vacancies to be filled by the ex-servicemen.

2. The reserved vacancies for ex-servicemen should be notified to the Dte. General (Resettlement) and the Rajya and Zila Sainik Boards. An advance notice preferably of 3 months is to be given to these organisations. The vacancies are also to be advertised through the local newspaper which will enable the ex-servicemen to apply direct to the recruiting agency.

(O.M.No. 36034/11/85 - Estt. (SCT) dt. 12.9.86)

No. 36034/11/85 - Estt (SCT)
Government of India/Bharat Sarkar
Ministry of Parsonnal., Public Grrievances
and Pensions
(Department of Personnel & Training)

New Delhi, the 12.9.1986.

OFFICE MEMORANDUM

Subject : Special Recruitment procedure by pooling vacancies reserved for ex-servicemen in large employing Ministries and Public Sector Undertakings; Racommendation No. 15.6 (Para 5.46) of the High Level Committee.

Ministries and Departments are aware that reservation to the extent of 10% and 20% in Group 'C' and 'D' resepectively has been provided for ex-servicemen Vide Department of Personnel & Training Notification No. 39016/10/79 - Estt (c), detad 15.12.1979. In 1984, a High Level Committee under the Chairmanship of Shri K.P. Singh Deo, the then Raksha Rajya Mantri was constituted by the Ministry of Defence to look into the problems of ex-servicemen. During its deliberations, it came to the notice of the High Level Committee that the vacancies reserved for ex-servicemen are not being properly utilised for various reasons with the result that a large number of ex-servicemen are not getting re-employment in the Civil Services. Keeping this in view, the High Level Committee has made the following recommendation :

"1--506. To settle above 3 lakh ex-servicemen now held on the live roster, it is recommended that special ex-servicemen placement drives be undertaken by Ministries employing large number of, people. Railways, Posts and Telegraphs and some public sector Undertakings like Coal India, ONGC, SAIL, BHEL, and others should be able to absorb a large number in the immediate future. All these organisations should pool the vacancy arising in small offices at higher levels. e.g. Zones or Circles and the percentages or reservations of ex-servicemen of these totals should be filled up. The Directorate General Resettlement should be given three months advance information to arrange maximum number of suitable ex-servicemen for bulk recruitment at the appointed places."

2. The Government of India after giving due consideration to the recommendation mentioned above, have accepted the recommendation.

3. For the purpose of implementing the recommendation, it has been decided that the special recruitment drive should be undertaken in major Ministries and Public Undertakings in the first instance, which could be extended to other Ministries and Departments in stages. Therefore, to start with, the procedure mentioned in this Office Memorandum will be applied in the Ministry of Transport, Department of Railways, Ministry of Communications, (Department of Posts and Department of Telecommunications), Ministry of Defence (attached and subordinate office), and Ministry of Finance (Nationalised Banks).

4. The Ministry of Home Affairs have intimated that the para-military forces already conduct special recruitment drives such as holding of recruitment rallies at different places, and contacting the Rajya Sainik Boards/ Directorate General Resettlement for sponsoring names for filling up the reserved vacancies.

5. The Department of Public Enterprises have brought out the percentage of reservation varied from State to State and the Zone of some Public Sector Undertakings comprises more than a State as a result of which actual calculation for ex-servicemen might pose practical difficulties.

6. The following procedure is laid-down in this connection to be followed by the Ministries and Departments.

- (i) Vacancies existing in Group 'C' and 'D' in various Offices under each Ministry should be pooled at a Central level (either zonal or Divisional or Circle) for determining. The vacancies which can be earmarked for the Ex-servicemen. This will ensure that small number of vacancies in small offices are also taken into consideration. Out of the vacancies so pooled, the share of each beneficiary i.e. the Scheduled Castes, the Scheduled Tribes and the physically handicapped including their carried forward reservation should be identified in accordance with the existing orders and instructions of the government. The gap between the 50% of the total vacancies so pooled in any recruitment year and the percentage of total reserved vacancies, so identified for SC/ST and the

physically handicapped will determine the number of vacancies to be filled by the ex-servicemen.

- (ii) Wherever it is considered necessary the vacancies reserved for ex-servicemen should be segregated from the normal recruitment procedure and a Special Selection Board should be constituted to undertake the process of recruitment through prescribed recruiting agencies. A representative of the DG(R) may also be associated with such Boards or with the normal recruitment procedure relating to ex-servicemen. ions o
- (iii) the reserved vacancies for ex-servicemen should be notified to the DG(R) and the Rajya and Zila Sainik Board and an advance notice preferably 3 months is to be given to these Organisations. The vacancies should also be advertised through the local newspapers which would enable the ex-servicemen to apply direct to the recruiting agency.
- (iv) the schedule of Special recruitment may be drawn up by the concerned Ministries and Departments in consultation with the DG(R) so that such exercise in an organisation does not clash with the recruitment exercise in another organisation.
- (v) In order to make it more convenient for the ex-servicemen to apply for recruitment, a common application form (model enclosed with this O.M.) may be prescribed with minor

modifications if considered absolutely necessary and the format of the application may be inserted in the advertisement invariably.

- (vi) After the candidates are recommended, they have to be allocated to various offices by the Zonal or Circle Headquarters.
- (vii) A report of the Special Recruitment drive undertaken in each recruitment year may be furnished to the Director General (Resettlement), Ministry of Defence annually.

7. It is requested that the procedure prescribed in this O.M. may be followed strictly and any difficulty in implementation sorted out in consultation with the Director General (Resettlement). The procedure prescribed in this O.M. will, however, not be applicable to such of the posts which are filled centrally through recruiting agencies, such as, Staff Selection Commission.

APPLICATION FORM FOR GOUP'C'/'D' POSTS

(RETIRED DEFENCE SERVICE PERSONNEL)

1. Personnel number, Rank
& Name

.....

2. Arm/Service

3. Father's Name :

4. Dates of :

(a) Birth :

(b) Enrolment :

(c) Retirement /Discharge :

5. Resons for release/discharge

6. Medical Category

7. Award or Decoration

8. Home, District and State

9. Present address/ Mailing address

.....

.....

.....

Please paste
your photograph
Passport size in
uniform.

10. Permanent address

.....

.....

11. Present profession/employment

12. Qualification :

(Please attach attested copies of mark sheets)

Course	Year	Institution	Civil Equivalent
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(a) Civil (educational)

(b) Military (educational)

(c) Military (Professional)

13. Languages Known Read Write Speak

(a) Indian

(b) Foreign

* 14. Character as assessed by Military authorities

15. Extra Curricular activities :

(a) Sports

(b) Literary

(c) Cultural/Art.

16. Details of pay/pension/gratuity :

(a) Last basic pay drawn :

(b) Total emoluments :

(c) Details of pension/gratuity :

17. Zila Sainik Board/Employment Exchange

(Registration No.)

18. Job applied for :

(.....)

Signature

Name

Date

Address

*Counter signed -

*Applicable where applications are not made directly.

Fee Concession

The ex-servicemen are exempted from payment of any examination or application fees.

(O.M. No. 39018/1/79 - Estt(SCT) dt. 20.9.79)

EXEMPTION OF FEES

No. 39018/1/79 - Estt. (SCT)
Government of India/Bharat Sarkar
Ministry of Home Affairs/Grih Mantralaya
Department of Personnel and
Administrative Reforms
(Karmik Aur Prashasnik Sudhar Vibhag)

New Delhi - 110001, 20th September, 1979

OFFICE MEMORANDUM

Subject : Rehabilitation of ex-servicemen released from the Armed Forces -- **Exemption from payment of examination and application fee beyond 30th June, 1979.**

The undersigned is directed to refer to this Department's Office Memorandum No. 13/31/71 - Estt. (C) dated 17th May, 1976 under which the ex-servicemen were granted exemption from payment of examination and application fees for recruitment to Class III and Class II (non-gazetted) posts advertised by the Union Public Service Commission/I.S.T. & M whether filled by examination or by selection up to 30th June, 1979, the date up to which reservations for them were in force. The Government of India has already taken a decision to extend the validity of ex-servicemen reservation rules beyond 30th June, 1979 on a permanent basis and necessary notification in this regard is likely to be issued shortly. It has also been decided, in consultation with the Ministry of Finance, that the concession envisaged in this

Department's Office Memorandum of 17th May, 1976 referred to above. be extended beyond 30th June, 1979 on a permanent basis.

2.. The Ministry of Finance etc. are requested to bring these instructions to the notice of their attached and subordinate offices for their information.

3. Hindi version will follow.

Relaxation of standard

In the case of direct recruitment if sufficient number of candidates belonging to the ex-servicemen are not available on the basis of general standard to fill all the vacancies reserved for them, candidates belonging to the category of ex-servicemen may be selected under a relaxed standard of selection to make up the deficiency in the reserved quota subject to the condition that such relaxation will not affect the level of performance by such candidates.

(Notification No. 15012/8/82- Estt (D) dt. 12.2.86))

No. 15012/8/82 - Estt (D)
Government of India
Ministry of Personnal, Public Grievances and
Pensions
(Department of Personnel & Training)

New Delhi the 12th February, 1986.

N O T I F I C A T I O N

G.S.R 'In exercise of the powers conferred by the proviso to article 309 of the Constitution the President hereby makes the following rules further to amend the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979, namely :

- (1) These rules may be called the Ex-servicemen (Re-employment in Central Civil Services and Posts) (Amendment) Rules, 1986.
- (2) They shall come into force on the date of their publication in the Official Gazatte.

2. In rule 6 of the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979, (herein-after referred to as the said rules), after sub-rule (3) ; the following sub-rules shall be inserted, namely :

“ (4) For appointment to any reserved vacancy in Group C posts, a matriculate Ex-servicemen (which term includes an ex-serviceman, who has obtained the Indian Army Special Certificate of Education or the corresponding

certificate in the Navy or the Air Force), who has put in not less than 15 years of service in the Armed Forces of the Union may be considered eligible for appointment to the posts for which the educational qualification prescribed is graduation and where ,

- (a) work experience of technical or professional nature is not essential ; or
- (b) though non-technical professional work experience is prescribed as essential yet the appointing authority is satisfied that the ex-serviceman is expected to perform the duties of the post by undergoing on-the-job training for a short duration.

(5) For appointment to any reserved vacancy in Group C and Group D posts, where the prescribed minimum educational qualification is matriculation, the appointing authority may, at his discretion, relax the minimum educational qualifications in favour of an ex-serviceman who has passed the Indian Army Class I Examination or equivalent examination in the Navy or the Air Force, and who has put in at least 15 years of service in the Armed Forces of the Union and is otherwise considered fit to hold the post, in view of his experience and other qualification".

3. After rule 6 of the said rules, the following rule shall be inserted namely :

"6A. LOWER STANDARD FOR SELECTION

- In the case of direct recruitment, if sufficient number of candidates belonging to the ex-servicemen are not available on the basis of general standard to fill all the vacancies reserved for them, candidates belonging to the category of ex-servicemen may be selected under a relaxed standard of selection to make up the deficiency in the reserved quota subject to the condition that such relaxation will not affect the level of performance by such candidates"

Periodic Returns

Information about the utilisation of reserved vacancies for ex-servicemen is to be sent by the Liaison Officers of all Ministries/Departments to the D.G. (Resettlement). These returns are half yearly.

(O.M. No. 36034/6/82 - Estt. (SCT) dt. 22.6.82.))

No. 36034/6/82 - Estt. (SCT)
Government of India/Bharat Sarkar
Ministry of Home Affairs/Grih Mantralya
Department of Personnel
and Administrative Reforms
(Karmik Aur Pra-shasnik Sudhar Vibhag)

New Delhi, the 22 June, 1982

OFFICE MEMORANDUM

Subject : Reservation of vacancies for Ex-servicemen in Group 'C' and 'D' posts under the Central Government half-yearly return.

The undersigned is directed to refer to this Deptt. O.M. No. 39016/4/80 - Estt (C) dated 16th May, 1980 on the subject stated above and to say that it was envisaged that Ministry/Depts. and Public Sector Undertakings may submit quarterly returns showing the total number of vacancies in each of the categories of Group 'C' & 'D' posts and number filled by Ex-servicemen in the Ministries/Depts. etc. to the Liaison Officers D.G.E.T and the Director General (Resettlement), Ministry of Defence. Since the quarterly returns were not being received regularly after consideration of the matter recently in the Liaison Officers' Conference, it has been decided that the quarterly returns may be changed to half-yearly returns. To collect information on the subject, two proformas have been approved - One for the Central Govt./Depts. and the other for Public Sector Undertakings. Copies of these proformas are attached.

2. Ministry of Finance and Bureau of Public Enterprises etc. are requested to issue necessary instructions to their attached and sub-ordinate offices under their administrative control impressing on them to submit the half-yearly returns ending 30th June, and 31st December each year showing the position by 15th of the month following the half-year. As hitherto, these returns may be sent to the Liaison Officer, Directorate General, Employment & Training (Ministry of Labour) and Director General (Resettlement), Ministry of Defence.

Priority in Appointment

It would be appreciated that early rehabilitation of disabled personnel/dependants of those killed in action in civil employment is a national responsibility. The employing departments are therefore to comply strictly with the regulations laid in OM 14/1/74- Estt(D) dated 14.7.75 and 14024/1/88 - Estt (D) dated 5.1.89.

Priority for the purpose of appointment to Group 'C' and 'D' posts under the Central Govt. filled by direct recruitment, has been provided for ex-servicemen disabled either during the war or in peace time but their disability being attributable to military service. Such persons will be accorded priority along with retrenched employees of the Government.

Demobilised personnel of Armed Forces, Defence Personnel who are transferred to the Reserve List and members of Defence Forces who on retrenchment or retirement join the territorial army and members (upto 2) of each of the family of service personnel killed in action are given priority in filling up direct recruitment vacancies through Employment Exchanges/DGE & T (Special Cell) along with certain other categories of persons.

All C & D posts when reported to the Surplus Cell are to be simultaneously notified to the Ex-servicemen Cell of the DGE & T to enable cell to nominate disabled ex-servicemen/dependants of those killed against priority vacancies which cannot be filled by nominations of the Surplus Cell. In case of the Defence Ministry and its subordinate offices, the simultaneous notification of vacancies is to be made to the DGR and not the ex-servicemen cell of DGE & T.

Similarly whilst sending requisitions to the Employment Exchanges, the employing departments are to clearly state whether the vacancies are priority or non priority.

OM. No. 14/1/74 - Estt (D) dated 14.7.1975

OM. No. 39016/5/81 - Estt (C) dated 21.2.81

OM No. 14034/3/84 - Estt (D) dated 31.7.84

No. 14/1/74 - Estt. (D)
Government of India
Cabinet Secretariat
Department of Personnel and Administrative
Reforms

New Delhi, the 14th July, 1975

OFFICE MEMORANDUM

Subject : Filling up of direct recruitment vacancies by Priority and Non-priority candidates in the ratio of 50:50 - instructions regarding.

The undersigned is directed to refer to the Ministry of Home Affairs (now Department of Personnel and Administrative Reforms. Office Memorandum No. 71/300/54 CS(C) dated 28th May, 1955, according to which the Central Government vacancies notified to the Employment Exchanges are to be filled by candidates belonging to the priority categories and those belonging to non-priority categories, in the ratio of 50:50. For this purpose the appointing authorities should maintain a roster starting with a candidate of Priority category and while intimating a vacancy, to the Employment Exchange indicate clearly whether the vacancy should be filled by a priority or by non-priority candidate. In cases where a number of vacancies has to be filled simultaneously by candidate belonging to both the categories, the appointing authority should indicate to the Employment Exchange concerned how many of the vacancies should be filled by candidates of the priority categories and how many by those of non-priority category. Since issue of the above instructions in the year 1955, reservations of vacancies for ex-servicemen including disabled ex-

servicemen have been made. In accordance with rule 4 of the Ex-servicemen (Reservation of vacancies in the central Civil Services and Posts, Class III and Class IV) Rules, 1971, ten percent of the vacancies in each of the categories of class III posts and of such posts in each class III service and twenty percent of the vacancies in each of the categories of class IV posts and of such posts in each class IV service including permanent vacancies filled initially on a temporary basis and temporary vacancies which are likely to be made permanent and/or are likely to continue for three months and more to be filled by direct recruitment in any year, shall be reserved for being filled by ex-servicemen. It has also been provided that percentage of reservation specified for ex-servicemen in a category of posts shall be increased or decreased in any one recruitment year to the extent to which the total number of vacancies reserved for ex-servicemen, Scheduled Caste and Scheduled Tribes (including the carried forward reservations for SC/ST) and for any other categories taken together falls short of or is in excess, as the case may be, of 50% of the vacancies in that category of post filled in that year.

2. It has been brought to the notice of this Department that, while a number of establishments under the Government of India, particularly those which came into existence after 1955, are not aware of the instructions of 28th May, 1955, referred above, many have found it difficult to allocate vacancies to Priority and non-priority categories against reserved and unreserved vacancies, in accordance with the instructions referred to in para 1 above. There also appears to be some doubt regarding allocation of posts reserved for SC/ST amongst priority and non-priority candidates. It is therefore, clarified that in accordance with the position stated in para 1 above,

the vacancies reserved for Scheduled Castes and Scheduled Tribes and backlog of reserved vacancies, if any, should also be allocated to Priority and Non-Priority categories in the ratio, of 50:50 while all vacancies reserved for ex-servicemen would go to priority category; and thereafter, the remaining unreserved vacancies should be so allocated among priority and non-priority that the **total number of vacancies in the priority category does not exceed 50% of the total number of vacancies in the year**, (i.e., the overall ratio of priority and non-priority should be 50:50) The above position will be clear from the illustration give below :

(If there are 100 vacancies in Class IV posts in a given year, then out of them approximately 25 vacancies will have to be reserved for SC/ST and 20 vacancies will be reserved for ex-servicemen, 5 vacancies may be utilised for filling up the carried forward vacancies for SC/ST, if needed.) The division between priority and non-priority categories will be as under :

Number of posts (Class IV)		100	
		Priority	Non-Priority
1. Reservation of SCs and STs		12½	12½
2. Backlog or increase or decrease of vacancies in accordance with Rule 4 (i.e., carried forward vacancies for SC & ST in the instant cases		2½	2½
3. Reserved for ex-servicemen		20	-
4. Un-reserved		15	35
Total	50 50		

3. The upto-date list of categories to whom various priorities have been allowed for the purpose of employment through Employment Exchanges/ DGE & T (Special) Cell, which was circulated vide this Department's O.M. No. 14/21/71 - Estt. (D) , dated 25.12.1971, is also enclosed for ready reference.

4. The Ministry of Finance etc. are requested to bring these orders to the notice of all concerned for information and necessary action.

List of Categories to whom various Priorities have been allowed for the purpose of employment through Employment Exchange/D.G.E. & T. (Special Cell)

- I. Surplus employees (other than Class IV) registered with the Central (Surplus Staff) cell of the Department of Personnel and who do not get redeployed through the Cell within the prescribed period of six months; surplus class IV employees registered with the D.G.E. & T (Special cell); disabled ex-servicemen.
- II. (A) Upto two members each of the family of Defence Services personnel killed in action.
(B) Permanent displaced Government servants from N.W.F.P. Baluchistan and Sind.
- III. (i) Central Government servants retrenched due to normal reduction in establishment, but otherwise than on the recommendations of the Economy Unit as well as the employees of the Rationing and Civil Supplies Department in various States in India who were retrenched on account of abolition of rationing in India ;
(ii) demobilised personnel of the Armed forces.
(iii) Class IV Central Government employees educationally qualified for Class III posts ;
(iv) defence personnel who are transferred to the Reserve and members of the Defence Forces who on retrenchment or retirement join the Territorial Army.
(v) retrenched employees of former Part 'C' States ;

- (vi) ex-T.B. employees and ex-leprosy patients who were discharged from the Central government service but who have subsequently been declared non-infective and medically fit for Government service ;
- (vii) Bonafide displaced Goldsmiths ;
- (viii) physically handicapped persons ;
- (ix) repatriates from Burma and Ceylon who have migrated to India on or after 1.6. 1963 and 1.11. 1964 respectively (overriding priority in Priority III in their home State and Priority III in other States);
- (x) displaced persons from East Pakistan who migrated to India on or after 1.11.1964 (overriding priority in Priority III just below (II) in the Eastern Zone) but before 25.3.1971.
- (xi) Indian Nationals who were employed in government services in East African countries of Kenya, Tanganyika, Uganda and Zanzibar.

No. 39016/5/81 - Estt. (C)
Government of India
Ministry of Home Affairs
Department of Personnel & A.R

New Delhi, dated, the 21.2.81

OFFICE MEMORANDUM

Subject : Rehabilitation of disabled Defence Services Personnel and members of families of Defence Services personnel killed or severely disabled concessions for appointment to Group 'C' and Group 'D' posts.

O.M. No. F.14/42/65 The undersigned is directed to
Estt. (D) dt. 29.3.66, refer to the marginally noted Office
13/35/71 Estt. (C) dt. Memoranda, in which the details of
24.12.71, 13/34/71 the priority/concessions/relaxa-
Estt(C) dt. 25.12.71, tions provided in favour of ex-
13/7/72 Estt(C) dt. servicemen disabled during war as
9.3.72, 13/14/74 well as up to two members each of
Estt(C) dt. 26.12.74, the families of the defence services
39016/9/79 Estt(C) personnel killed or severely
dt. 26.6.79 read with disabled in action for their
OM of even No. dt. absorption in civil posts have been
18.9.79, 39016/12/ spelt out.
79 Estt(C) dt.
24.11.79, 39016/12/ 2. The priorities for extension of
79 Estt(C) dt. welfare and resettlement benefits to
22.9.80. ex-servicemen have been revised
vide this Department's O.M. No.

14024/6/77-Estt. (D) dated 31st December, 1979. It has been provided in the said O.M. that for the purpose of appointment to Group 'C' and Group 'D' posts under the Central Government filled by direct recruitment, the ex-servicemen disabled whether during war or in peace time, but their disability being attributable to military service, shall be accorded PRIORITY-I alongwith the retrenched employees of Government who are already included in that priority. It has also been provided in the said O.M. that up to two members each if the families of defence services personnel killed in service or severely disabled (with over 50% disability and who have become unfit for employment with their disability attributable to military service) whether during war time or peace time would be granted priority immediately after the disabled ex-servicemen i.e. Priority -II A.

3. For the purpose of this concession, the members of the families of such deceased/severely disabled Defence Services personnel would include, besides his widow, his sons/daughters/near relations who agree to support his family.

4. The question of extending the relaxation in age limit,

medical standards and educational qualifications as at present granted to war-time disabled defence services personnel and to the peace time disabled defence services personnel has been considered by the government. It has been decided that these concessions should be made available to peace-time, disabled defence services personnel also.

5. The existing instruction relating to these concessions for absorption of disabled defence services personnel in Group 'C' and Group 'D' posts are consolidated with certain changes wherever necessary in the succeeding paragraphs :

- (i) **Medical standards** : The disabled Defence Services personnel will be examined by a Demobilisation Medical Board of the Defence Services and the certificate of fitness granted by that Board would be considered adequate for the purpose of employment of such personnel in Group 'A' to Group 'D' posts. The Ministry of Defence will in consultation with the Ministry of Home Affairs lay down satisfactory norms of medical standards for guidance of the Defence Services Medical Boards. However, if the physical capacity of a person either deteriorates or improves after demobilisation, the employing authority may require a fresh medical examination by the appropriate Civil Medical Board. In that case also the Medical Board will follow the norms laid if the disabled personnel are found fit for discharging the duties of the post, they will be considered as medically fit.

(ii) Relaxation in age limit

(a) Posts filled on the results of competitive examinations :

The disabled Defence Services personnel will, be eligible for appointment to Group 'C' posts, which are filled on results of competitive examinations conducted by the Staff Selection Commission and other bodies provided they are educationally qualified. For appearing at the examination, they would be allowed a relaxation of the age limit up to three years (eight years in the case of disabled Defence Services personnel belonging to SC/ST) in excess of the prescribed upper age limit, subject to the condition that they would not be allowed to avail of a larger number of chances in respect of recruitment to a service, or a group of services, than the maximum number of chances permissible to any general candidate under the age limit.

(b) Posts filled through Employment Exchanges.

For appointment to Group 'C' and 'D' posts, which are filled through the Employment Exchange, the disabled Defence Services personnel would be allowed relaxation of the age limit up to 45 years of age (50 years in the case of

disabled Defence Services personnel belonging to the SC/ST), or provided they satisfy the age limit prescribed for a particular post after deducting the period of their service in the Armed Forces from their actual age and adding three years thereto, whichever may be more advantageous to them.

- (iii) The procedure for notifying vacancies in Group 'C' and group 'D' posts indicated in this Department's O.M. No. 13/3/71- Estt (C) dated the 1st February, 1972 for effective rehabilitation of war disabled ex-servicemen and eligible dependants of Defence Services Personnel killed or severely disabled in action in Group 'C' and Group 'D' posts would also be followed in the case of ex-servicemen disabled during peace-time and dependants of the Defence Services personnel killed or severely disabled in peace-time.
- (iv) As regards educational qualifications the disabled Defence Services personnel who are considered for appointment to Group 'C' posts filled through the employment Exchanges, but who do not possess the required educational qualifications, would not be considered ineligible for appointment merely on that account. Their ability to discharge the duties expected of the incumbents of the particular Group 'C' posts should be assessed by the

appointing authority on the basis of suitable tests which should be designed for the purpose by the authority. As regards appointment to Group 'D' posts, the prescribed minimum educational qualification of Middle School standard or a lower standard will be relaxed in case of those disabled Defence Services personnel who have put in 3 years of service before being invalided from the Military service, or whose total service in the Defence Forces and a civil department is not less than 3 years.

- (v) When a disabled Defence Services person is available and is sponsored by the Ex-servicemen Cell of the D.G.E & T. or the Employment Exchanges, he shall not be refused employment, provided he fulfills the minimum requirements of the job. The posts reserved for ex-servicemen/ disabled ex-servicemen and those which are to be utilized for the recruitment of the priority categories should not be filled through any other source without first making a reference to Ex-servicemen Cell of the D.G. Resettlement, Ministry of Defence, and obtaining a non-availability certificate.
- (vi) **Evidence of Age Qualifications :** For purposes of claiming the age concessions referred to in (ii) (a) & (b) above a certificate from the Director General,

Resettlement, Ministry of Defence will be accepted as documentary evidence in support of the claim of disabled Defence Service personnel.

No. 14034/3/84 - Estt (D)
Government of India
Ministry of Home Affairs
Department of Personnel & A.R

New Delhi, the 31st July, 1984

OFFICE MEMORANDUM

Subject : List of Categories to whom various priorities have been allowed for the purpose of employment through Employment Exchange/D.G.E.T. (special Cell).

The undersigned is directed to refer to this Department's O.M. No. 14/21/71 - Estt (D) dated 25.12.71 enclosing *inter alia* a list of categories of persons to whom various priorities had been allowed till that date, for purposes of employment through employment Exchange/D.G.E.T. (Special Cell). Subsequently, more instructions were issued extending the concessions of priority in appointment of Group 'C' and 'D' posts. With a view to facilitate reference, a revised list of categories of persons to whom various priorities have been extended so far, (incorporating the instructions issued subsequent to 25.12.71), is sent herewith. The number and date of this Department's communication in which instructions relating to a particular priority were issued has also been noted against each entry in the list.

2. Ministry of Finance etc. are requested to bring the revised list to the notice of all appointing authorities under them.

List of Categories to whom various Priorities have been allowed for the purpose of employment through employment Exchange/ D.G.E. & T. (Surplus Cell/Ex-servicemen Cell),

Category

PRIORITY - I	Authority
1. Surplus employees (other than group 'D') registered with the Central (Surplus Staff) Cell of the Department of Personnel & Administrative Reforms, who do not get re-deployed through the Cell within the prescribed period of six months.	No. 14/21/71 - Estt (D) dated 25.12.1971.
2. Surplus Group 'D' employees registered with the Surplus Cell of the Directorate General of Employment and Training.	-do-
3. Disabled ex-servicemen disabled during war	-do-
4. Disabled Border Security Force personnel disabled during war	No. F. 13/5/72 - Estt (C) dated 19.2.1973.
5. Disabled ex-servicemen disabled during peace time provided their disability is attributable to military services.	No. 14024/6/77-Estt(D) dated 31.12.1979 and No. 39016/5/81-Estt(C) dated 21.2.1981

PRIORITY - II(A)

Authority

- | | |
|---|--|
| (1) Upto two members each of the family of Defence services personnel killed in action. | No. 14/21/71-Estt(D)
dated 25.12.1971. |
| (2) Upto two members each of the family of defence services personnel who have been disabled in action and are totally unfit for re-employment | No. 13/7/72-Estt(C)
dated 9.3.1972 |
| (3) Upto two members each of the family of Border Security Force personnel killed in action. | No. 13/5/72-Estt(C)
dated 2.2.1972 |
| (4) Upto two members each of the families of defence services personnel killed or severely disabled in 1947-48 Kashmir Operation, war like Operations, Goa and Hyderabad Operation, War like Operations on borders with neighbouring countries including armed hostilities like Nagas and Mizos, after examining each case on the merits in consultation with the D.G.E. & T. | No. 13/14/74-Estt(C)
dated 6.1.1975. |
| (5) Upto two members each of the family of defence services | No. 14024/6/77-Estt(D)
dt. 31.12.1979 and |

PRIORITY - II(A)

Authority

personnel killed in peace time (provided the death of the soldier is attributable to military service).

No. 39016/5/81-Estt(C)
21.2.81.

- (6) Upto two members each of the family of defence services personnel who have been disabled during peace time with over 50 per cent disability and who have become unfit for re-employment (provided the disability of the soldier is attributable to military service).

-do-

PRIORITY. II (B)

- (1) Permanent disabled Government servants from N.W.F.P., Baluchistan and Sind.

No. 14/21/71-Estt(D)
dated 25.12.1971.

PRIORITY. III

- (1) Central Government servants retrenched due to normal reduction in establishment but otherwise than on the recommendations of the Economy Unit as well as the employees of

No. 14/21/71-Estt(D)
dated 25.12.71.

PRIORITY - III

Authority

- the Rationing and Civil Supplies Department in various States in India who were retrenched on account of abolition of rationing in India.
- (2) Demobilised personnel of the Armed Forces -do-
- (3) Group 'D' Central Government employees educationally qualified for Group 'C' posts -do-
- (4) Defence personnel who were transferred to the reserve and members of the defence forces who on retrenchment or retirement join the Territorial Army. -do-
- (5) Retrenched employees for former Part 'C' States -do-
- (6) Ex-T.B. employees and Ex-Leprosy patients who were discharged from the Central Government services but who have subsequently been declared non-infective and medically fit for Government Service. -do-

PRIORITY - III**Authority**

- | | |
|--|--|
| (7) Bonafide displaced goldsmith | No. 14/21/71-Estt(D)
dated 25.12.1971 |
| (8) Physically handicapped persons | -do- |
| 9. Repatriates from Burma and Ceylon who have migrated to India on or after 1.6.1963 and 1.11.1964 respectively (overriding priority in Priority-III in their home State and Priority-III in other States) | -do-

-do- |
| 10. Displaced persons from East Pakistan (Bangladesh) who migrated to India on or after 1.11.1964 (Overriding priority in Priority-III just below (II) in the Eastern (Zone) but before 25.3.1971. | -do- |
| 11. Indian Nationals who were employed in Government service in East African countries of Kenya, Tanganyika, Uganda and Zanzibar. | -do- |

No. 14024/1/88 - Estt (D)
Government of India
Ministry of Personnel, P.G.
Department of Personnel & Training

New Delhi, the 5.1.89

OFFICE MEMORANDUM

Subject : Priorities for the purpose of employment through employment exchange/DGE & T (Ex-Servicemen Cell) - Indication of priority number whiles ending requisitions to employment exchanges.

The undersigned is directed for to refer to the DPAR's OM No. 14/1/74 - Estt (D) dt. 14.7.75 and O.M. No. 14034/3/84 - Estt (D) dt. 31.7.84 on the above subject and to say that instances have come to the notice of this Department in which Ministries Departments etc. have not been indicating the number of priority vacancies while sending their requisitions to the employment exchanges. This has resulted in denial of employment assistance to the categories of persons covered under various priorities, particularly disabled Defence service personnel under Priority I and dependents of Defence personnel killed or severely disabled in action under Priority II A. The list of categories to whom priorities have been allowed was circulated with the DPAR's OM No. 14034//3/84 - Estt (D) dt. 31.7.84 referred to above.

2. A copy each of the OM dt. 14.7.75 and 31.7.84 along with the list of categories to whom priorities are allowed

is enclosed.

3. All the Ministries/Departments are requested strictly to adhere to the govt. instructions referred to above and indicate clearly the number of vacancies while sending requisitions to the employment exchanges for sponsoring candidates. It is brought to the notice of all Ministries/Departments that as per the instructions issued in this Deptt. OM. N. 14024/3/81 - Estt (D) dt. 4.12.81. all vacancies in Group C & D posts in the Central govt. Establishments other than those in the Ministry of Defence earmarked to be filled by priority candidates from among the disabled Ex-Servicemen, dependents of the Defence services personnel killed or severely disabled and disabled Ex - B.S. F. personnel and dependents of B.S.F. personnel killed in action, should be notified to the Ex-Servicemen Cell of the DGE & T and the need for filling the same through the local Employment Exchange should be considered only if the Ex-servicemen cell of the DGE & T is unable to sponsor suitable dependents.

(M.V. KESAVAN)

DIRECTOR

Special provision relating to IPKF personnel

1. For rehabilitation of disabled IPKF personnel and appointment to wards of deceased IPKF personnel on compassionate grounds, all Ministries/Departments are required to take action on the following lines :

- (i) Priority for employment to be given to disabled IPKF personnel for employment under government over other normal cases of ex-servicemen against vacancies reserved for ex-servicemen.
- (ii) To offer priority and compassionate appointment to dependents of IPKF personnel killed in Sri Lanka operations in terms of the Department of Personnel O.M. of 30 th June, 1987 with suitable relaxation to the extent possible, especially regarding consideration of terminal benefits.
- (iii) Efforts to be made to absorb them zonally or in the vacancies in the States of domicile, where employment is sought.

2. Ministry of Defence, who are compiling the lists of Personnel requiring employment assistance, will circulate the list to all the Ministries/ Departments for dissemination to the recruiting offices under their control. As soon as the lists are received, prompt action should be taken by the concerned authorities to identify suitable vacancies so as to absorb them, preferably in the State of domicile or in the zone where employment is sought.

(O.M. No. 14034/2/89- Estt (D) dt. 7/2/1989)

No. 14034/2/89 - Esst (D)
Government of India
Ministry of Personnel, Public Grievances &
Pensions
Department of Personnel & Training

New Delhi, 7 February, 1989

OFFICE MEMORANDUM

Subject : Rehabilitation of disabled IPKF personnel and appointment to wards of deceased IPKF personnel on compassionate grounds.

The problem of rehabilitation of disabled IPKF personnel and the wards of those killed in operations in Sri Lanka has been engaging the attention of the government. The IPKF operations in Sri Lanka stand on a special footing in as much as the Forces are engaged in peace keeping operations abroad and not in the defence of the borders of the country. Thus the motivation for such persons, some of whom are killed or disabled, is of higher order and from morale point of view, it is necessary that special dispensation is given to these personnel for rehabilitation.

2. Instructions already exist under which a specified percentage of Group 'C' and Group 'D' posts under the Central Government are reserved for ex-servicemen. Further, the disabled and two dependents of those killed in army operations are eligible for Priority -I and Priority - II A in employment. Moreover, under the scheme for

compassionate appointments circulated vide O.M. No. 14014/6/86 - Estt (D) dated 30th June 1987, the son/daughter/near relative of a deceased Government servant is eligible for appointment to a Group 'C' or Group 'D' post under the government subject to certain conditions.

3. In spite of the instructions referred to above, it has not been possible for the Ministry of Defence alone to ensure rehabilitation of disabled persons or appointment of the wards of those killed in the operations in Group 'C' /Group 'D' posts. Since the rehabilitation of IPKF personnel is very important and urgent, it has been urged that a concerted effort should be made by all the Ministries/Departments including their attached and subordinate offices and public sector undertakings/autonomous organisations under their control to render timely help in the matter by making available maximum number of vacancies of Group C and Group 'D' posts for appointment on priority as well as on compassionate grounds, of the disabled, and dependent wards of deceased IPKF personnel. The existing instructions relating to appointment of ex-servicemen against the quota reserved for them, priority appointments to disabled personnel and wards of those killed in the operations and compassionate appointment of son/daughter/near relative of Government servants who have died in harness, are considered quite adequate to meet the situation provided all Ministries/Departments render suitable assistance. It may be added in this connection that under the scheme for appointment on compassionate grounds, employment assistance is not confined to the Ministry/Department in which the deceased/retired government servant has been working;

the ward or near relative is eligible for appointment under any Ministry/Department in which a suitable vacancy could be made available.

4. All Ministries/Departments are, therefore, requested to take immediate action in the matter on the following lines :

- (i) Priority for employment to be given to disabled IPKF personnel for employment under government over other normal cases of ex-servicemen against vacancies reserved for ex-servicemen.
- (ii) To offer priority and compassionate appointment to dependents of IPKF personnel killed in Sri Lanka operation in terms of the Department of Personnel O.M. of 30th June, 1987 with suitable relaxation to the extent possible, especially regarding consideration of terminal benefits.
- (iii) Efforts to be made to absorb them zonally or in the vacancies in the states of domicile, where employment is sought.

Ministry of Defence, who are compiling the lists of Personnel requirement assistance, will circulate the lists to all the Ministries/Departments for dissemination to the recruiting offices under their control. (It is requested that as soon as the lists are received, prompt action may kindly be taken to identify suitable vacancies so as to absorb them, preferably in the State of domicile or in the zone where employment is sought.

ON THE JOB TRAINING

An 'On the Job' training scheme has been launched by Directorate General of Resettlement. Under the scheme, selected serving personnel who are in the last year of their service, are being sent to ordnance factories and public sector undertakings for a nine months intensive training in specific trades. Ten trades have been selected for the purpose. At the conclusion of the training, the trainee appears at the test for the award of National Trade Certificate by the National Council of Training in Vocational Trades. The scheme provides ex-servicemen with a chance of getting absorbed on retirement against reserved vacancies in the organisations where they undergo 'on the job' training.