

No.36028/17/2001-Estt.(Res.)

GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
DEPARTMENT OF PERSONNEL AND TRAINING  
NEW DELHI

Dated: July 11, 2002

OFFICE MEMORANDUM

Subject: Reservation in promotion – Treatment of SC/ST candidates promoted on their own merit.

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The undersigned is directed to say that this Department has been receiving references from various Ministries etc. regarding adjustment of SC/ST candidates promoted on their own merit in the reservation rosters introduced vide DOPT's OM No.36012/2/96-Estt.(Res) dated 2.7.1997. While it is clear from the OM dated 2.7.1997 that the SC/ST/OBC candidates appointed by direct recruitment on their own merit and not owing to reservation will be adjusted against unreserved points of the reservation roster, doubts have been raised about SC/ST candidates promoted on their own merit. It is hereby clarified that:-

- (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.

2. All Ministries/Departments are requested to bring the contents of this OM to the notice of all authorities under them for information and compliance.

OFFICE MEMORANDUM



(K.G. Verma)

Dy. Secretary to the Govt. of India

To

1. All Ministries/Departments of the Government of India.
2. Comptroller and Auditor General of India
3. Department of Economic Affairs (Banking Division), New Delhi
4. Department of Economic Affairs (Insurance Division), New Delhi
5. Department of Public Enterprises, New Delhi
6. Ministry of Railways (Railway Board)
7. Union Public Service Commission/Supreme Court of India / Election Commission/ Lok Sabha Secretariat / Rajya Sabha Secretariat/ Cabinet Secretariat/ Central Vigilance Commission/President's Secretariat/ Prime Minister's Office/Planning Commission.
8. Staff Selection Commission, CGO Complex, Lodi Road, New Delhi.
9. Ministry of Social Justice & Empowerment, Shastri Bhavan, New Delhi.
10. Secretary, Staff Side, National Council, New Delhi
11. National Commission for SCs & STs, Lok Nayak Bhawan, New Delhi
12. National Commission for Backward Classes, Trikoot-I, Bhikaji Cama Place, R.K. Puram, New Delhi.