

- ✓ (ii) Minutes of these meetings may be recorded and follow up action taken on the decisions arrived at in these meetings. The Association may be informed of the follow up action taken by the management on the minutes.

✓ The Management/Department may also consider providing appropriate office space, telephone and other necessary facilities for the effective functioning of these associations at various level such as Hqs/ Regional/ Project/ Zonal/ Field etc.

- 13 In order to insure that de-reservation is resorted to as a last step, when really inevitable, the Department of Personnel and Training should re-examine the entire issue and provide for direct recruitment for Scheduled Castes and Scheduled Tribes where the post meant for them cannot be filled in by promotion. The re-examination thus wards a need for amendment of rules in many cases.

7.81

CHAPTER VIII. FALSE COMMUNITY CERTIFICATES

4/11/11
appointing
authorities

- 1 An analysis of the false cases of Scheduled Caste and Scheduled Tribe certificates in which Hon'ble Courts of Law granted stay orders reveal that the appointing authorities are not dealing firmly with the cases of community status certificates.

8.21

- 2 The instructions issued by the Govt. of India from time to time provide that the appointing authorities should verify the Scheduled Caste and Scheduled Tribe certificates through the competent authority of the place of permanent abode of the certificate holder(s) and in case, the verification reveals that the candidate's claim is false, his/her services should be terminated. As these instructions were not being scrupulously observed by the administrative authorities, the Govt. of India, DOPT issued detailed instructions specifying the authorities competent to issue community certificate and directing the appointing authorities to include the following clause in the offer of appointment to the candidates claiming to be SCs/STs.

8.21

- 3 The appointment is provisional and is subject to the caste/tribe certificate being verified through the proper channels and if the verification reveals that the claim to belong to Scheduled Caste /Scheduled Tribe, as the case may be, is false, the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificate."

8.21