

inevitable. It should also be kept in view that no reserved vacancy can be filled up by a general community candidate unless it is dereserved.

[Order 47]

4. Ban on dereservation of vacancies in direct recruitment

Dereservation has been banned with effect from 1-4-1989 in direct recruitments to services/posts in all Groups in respect of vacancies arising after 1-4-1989 as also those reserved vacancies of earlier years not filled by other community candidates. If there are any vacancy left unfilled in the first attempt of recruitment, then a second attempt shall be made for recruiting suitable candidates belonging to the concerned category in the same recruitment year or as early as possible before the next recruitment. If the required number of SC/ST candidates are not still available, the vacancies which could not be filled up shall remain unfilled until the next recruitment year as "Backlog vacancies".

Exception.—In case of direct recruitment to the vacancies in Group 'A' services, there may be rare and exceptional cases where the posts cannot be allowed to remain vacant in public interest for want of suitable SC/ST candidates. In such situations, the Administrative Ministry/Department concerned shall make a proposal for dereservation giving full justification and also consult the National Commission for SCs/STs and obtain its comments on each proposal. After obtaining the comments of the Commissioner, the proposal shall be placed along with the comments, before a Committee comprising the Secretaries in the Ministry of Personnel, Ministry of Welfare and the Ministry/Department under which the recruitment is being made, for consideration and recommendation. The recommendations of the Committee shall be placed before the Minister-in-charge of the Ministry of Personnel for a final decision.

[Order 91]

5. Competent Authorities

I. DEPARTMENT OF PERSONNEL AND TRAINING

Nature of recruitment		Form of proposal
A. Posts filled by direct recruitment—		
(i) On All India basis	...	Pro forma I (a) (Appendix 14)
(ii) Through Employment Exchange, etc., on local or regional basis	...	Pro forma I (b) (Appendix 15)
B. Posts filled by promotion	...	Pro forma II (Appendix 16)

NOTE 1.—The proposal should contain a certificate that it is being made with the full knowledge and concurrence of the Liaison Officer of the Ministry/Department, which has made it.

[Order 35]