

NOTE.—“By open competition” would mean all recruitment by UPSC whether through written examination or by interview or both and recruitment made by other authorities including Staff Selection Commission or any other appointing authority through written competitive examination or tests (but not by interview alone). Any recruitment not made by the UPSC or not made through written competitive tests held by any other authority would mean direct recruitment otherwise than by open competition.

[G.I., Dept. of Per. & A.R., O.M. No. 36011/33/81-Est. (SCT), dated the 5th October, 1981.]

B. DIRECT RECRUITMENT TO GROUPS 'C' AND 'D' POSTS NORMALLY ATTRACTING CANDIDATES FROM A LOCALITY OR A REGION

	Percentage	Roster
Percentages of reservations fixed generally in proportion to the population of SCs and STs in the respective States/Union Territories ...	100 Points	
[Order 69]	(Appendix 7)	

C. RECRUITMENT MADE THROUGH STAFF SELECTION COMMISSION

- | | Percentage | Roster |
|---|--------------------|---|
| (i) Organisations which receive candidates from a single common All India list prepared by the Staff Selection Commission. | SC 15 %
ST 7½ % | 40 Points
(Appendix 5)
up to 7-9-1993
200 Points
from 8-9-1993
(See Section 6) |
| (ii) Organisations which receive candidates from the list prepared by the Staff Selection Commission on the basis of Centre-linked zonal basis.
(Since allocation of candidates is based on the choice of Centre expressed by the candidates, a candidate choosing a centre of another State to which he does not belong will not be prevented from appointment to the State where his choice of Centre is located.) | Same as in B above | 100 Points
(Appendix 7) |
| (iii) A particular organisation spreading into more than one State/Union Territory.
(The roster should be drawn up by such organisation with the help of the Department of Personnel and Training taking into consideration of population of SC/ST in such areas.)
[Order 65] | Same as in B above | 100 Points
(Appendix 7) |

D. PROMOTIONS TO WHICH RESERVATIONS APPLY

	Percentage	Roster
In the following cases of promotions in grades or services in which the element of direct recruitment, if any does not exceed 75%.	SC 15 % ST 7½ %	40 Points (Appendix 5)

- (i) Through limited Departmental Competitive examinations—
in Groups 'B', 'C' and 'D'.
- (ii) By selection—
(a) in Groups 'B', 'C' and 'D'.
(b) from Group 'B' to the lowest rung of Group 'A'.
[Orders 5 and 90]

NOTE 1.—Promotion made from Group 'B' to the senior scales of Group 'A' directly bypassing any intermediate grade (Rs. 2,200-4,000) in between, will be covered by the expression “lowest rung or category of Group 'A'”.

[G.I., Dept. of Per. & A.R., O.M. No. 36011/12/80-Est. (SCT), dated the 10th November, 1980.]

NOTE 2.—In promotions by selection to posts within Group 'A' which carry an ultimate salary of Rs.5,700 or less p.m. there is no reservation. But the SCs and STs officers who are senior enough in the zone of consideration for promotion so as to be within the number of vacancies for which the select list has to be drawn up, would be included in that list provided they are not considered unfit for promotion. Their position in the select list would, however, be the same as assigned to them by the Departmental Promotion Committee on the basis of their record of service.

[G.I., Dept. of Per. & A.R., O.M. No. 110/74-Estt. (SCT), dated the 23rd December, 1974, and Orders 83 and 112.]

- (iii) On the basis of seniority subject to fitness—
in all Groups, i.e., 'A', 'B', 'C' and 'D'.
[Orders 9 and 90]

2. No reservation in confirmations

Reservation in confirmations ceased to be operative as a result of introduction of confirmation only at the entry stage and delinking of confirmation from the availability of permanent posts with effect from 1-4-1988. The need for reservation at the time of confirmation in posts