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No.6/20/97-DPE(SC/ST Cell)

Government of India

Ministry of Industry

Department of Public Enterprises

Block No. 14, CGO Complex,
Lodhi Road, New Delhi-110003
Dated the 28th July, 1997

OFFICE MEMORANDUM

Sub: Reservation roster-Post based-Implementation of the Supreme Court Judgement in the Case of R.K Sabharwal Vs. State of Punjab

The undersigned is directed to refer to this Department's O.M. No. 6/19/89-BPE (SC/ST Cell) dated 25th April, 1991, circulating therewith the Draft Presidential Directive on Reservation for SCs and STs and OM No. 6/45/94-DPE (SC/ST Cell) dated 27th July, 1995 forwarding therewith Draft Presidential Directive an Reservation in favour of Other Backward Classes (OBCs) in the Central Public Sector Undertakings and to forward herewith a copy of Deptt. of Personnel & Training's O.M.No. 36012/2/96 Estt(Res) dated 2nd July, 1997 on the subject mentioned above. All the Administrative Ministries are requested to bring these instructions to the notice of all PSEs under their administrative control for information and compliance.

Sd/-
(C.C. Unnikrishnan)
Under Secretary to the Govt. of India
Tel.4360624

To
All Ministries/Departments etc. of the Govt. of India

- Copy to:
1. Chief Executives of all PSEs.
 2. Deptt. of personnel & Training (Sh. Y.G. Parande, Director), North Block, New Delhi.

3. National Commission for SC and ST, Lok Nayak Bhawan, New Delhi.
4. National Commission for Backward Classes, Trikot-1, Bikhaji Cama Place, New Delhi.
5. Ministry of Welfare, Shastri Bhawan, New Delhi.

Sd/
(C.C. Unnikrishnan)
Under Secretary to the Govt. of India

No.36012/2/96-Estt.(Res)
Government in India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

North Block, New Delhi,
 The 2nd July, 1997

OFFICE MEMORANDUM

Sub: Reservation roster-Post-based-implementation of the Supreme Court. Judgement in the case of R.K. Sabharwal Vs. State of Punjab.

The undersigned is directed to say that under the existing instructions, vacancy-based rosters have been prescribed in order to implement the Government's policy relating to the reservation of Jobs for the Scheduled Castes, the Scheduled Tribes and the Other Backward Classes. The application of reservation on the basis of these rosters was called into question before courts. The Constitution Bench of the Supreme Court, in the case of R.K. Sabharwal Vs. State of Punjab as well as J.C. Mallick Vs Ministry of Railways has held that the reservation of jobs for the backward classes SC/ST/OBC should apply to posts and not to vacancies. The court further held that the vacancy based rosters can operate only till such time as the representation of persons belonging to the reserved categories, in a cadre reaches the prescribed percentage of reservation. Thereafter, the rosters cannot operate and vacancies released by retirement resignation, promotion etc. of the persons belonging to the general and the reserved categories are to be filled by appointment of persons from the respective category so that the prescribed percentage of reservation is maintained.

2. The court also held that persons belonging to the reserved categories, who are appointed on the basis of merit and not on account of reservation—are not to be counted towards the quota meant for reservation.

3. With a view to bringing the policy of reservation in line with the law laid down by the Supreme Court, it has been decided that the existing 200 point, 40 point and 120 point vacancy based rosters shall be replaced by post based rosters. All Ministries/Departments

and concerned Authorities are requested to prepare the respective rosters based on the principles elaborated in the Explanatory Notes given in Annexure-I to this O.M. and illustrated in the Model Rosters annexed to this O.M. as Annexure-II, III and IV. Similarly, the concerned authorities may prepare rosters to replace the existing 100-point rosters in respect of local recruitment to Group C & D posts on the basis of the same principles.

4. The principles for preparing the rosters elaborated upon in the Explanatory Notes are briefly recapitulated below:

- a) Since reservation for OBCs does not apply in promotions, there shall be separate rosters for direct recruitment and for promotions;
- b) The number of points in the roster shall be equal to the number of posts in the cadre. In case there is an increase or decrease in the cadre strength in future, the rosters shall be expanded/contracted correspondingly;
- c) Cadre, for the purpose of a roster, shall mean a particular grade and shall comprise the number of posts to be filled by a particular mode of recruitment in terms of the applicable recruitment rules: Thus, in a cadre of, say, 200 posts, where the recruitment rules prescribed a ratio of 50:50 for direct recruitment and promotion, two rosters—one for direct recruitment and one for promotion (when reservation in promotion applies)—each comprising 100 points shall be drawn up on the lines of the respective model rosters;
- d) Since reservation does not apply to transfer on deputation/transfer, where the recruitment rules prescribe a percentage of posts to be filled by this method, such posts shall be excluded while preparing the rosters;
- e) In small cadres of upto 13 posts, the method prescribed for preparation of rosters does not permit reservation to be made for all the three categories. In such cases, the administrative Ministries/Departments may consider grouping of posts in different cadres as prescribed in this Department's O.M. No. 42/2149-NGS Dated 28.1.1952 and subsequent orders reproduced at pages 70 to 74 of the Brochure on Reservation for Scheduled Castes & Scheduled Tribes (English Edition) and prepared common rosters for such groups. In the event

it is not possible to resort to such grouping, the enclosed rosters (Appendices to Annexures-II, III & IV) for cadre strength upto 13 posts may be followed. The principles of operating these rosters are explained in the explanatory notes.

5. At the stage of initial operation of a roster, it will be necessary to adjust the existing appointments in the roster. This will also help in identifying the excesses/shortages, if any, in the respective categories in the cadre. This may be done starting from the earliest appointment and making an appropriate remark-utilised by SC/ST/OBC/Gen., as the case may be, against each point in the rosters as explained in the explanatory notes appended to the model roster. In making these adjustments, appointments of candidates belonging to SC/ST/OBCs which were made on merit (and not due to reservation) are not to be counted towards reservation so far as direct recruitment is concerned. In other words, they are to be treated as general category appointments.
6. Excess, if any, would be adjusted through future appointments and the existing appointments would not be disturbed.
7. All Ministries/Department are requested to initiate immediate action to prepare rosters and operate them according to these guidelines.
8. The existing orders on the subject are deemed to have been amended to the extent herein.
9. These orders shall take effect from the date of their issue. However, where selections have already been finalised they need not be disturbed and the necessary adjustments in such cases may be with held till the revised rosters are brought into operation and recruitment effected in accordance with these instructions.

Sd/-

(N.C. Parande)

Director

1. All Ministries/Departments of the Governments of India
2. Union Public Service Commission, Dholpur House, New Delhi
3. Staff Selection Commission, C.G.O. Complex, Lodi Road, New Delhi.

4. Department of Economic Affairs, (Banking Division), New Delhi.
5. Department of Economic Affairs (Insurance Division), New Delhi.
6. Department of Public Enterprises.
7. National Commission for SC&ST, Lok Nayak Bhawan, New Delhi.
8. National Commission for Backward Classes, Trikot-1, Bhikaji Cama Place, R.K. Puram, New Delhi.
9. Ministry of Welfare, Shastri Bhawan, New Delhi.

ANNEXURE-I to O.M. No. 360 12/96-Esst. (Res)
Dated 02.07.1997

EXPLANATORY NOTES:

Principles for making & operating post based rosters.

1. As hitherto, these rosters are only an aid to determine the entitlement of different categories with regard to the quota reserved for them. They are not to determine seniority.
2. The model rosters have been drawn up keeping in mind two fundamental principles—the reservation for the entitled categories is to be kept within the prescribed percentage of reservation and the total reservation should in no case exceed 50 per cent of the cadre.
3. There should be separate rosters for direct recruitment and for promotion where reservation in promotion applies.
4. The number of points in each roster shall be equal to the number of posts in a cadre.
5. While cadre is generally to be construed as the number of posts in a particular grade for the purpose of preparation of roster, it shall comprise posts required to be filled by a particular mode of recruitment in terms of the applicable recruitment rules. To illustrate, in a cadre comprising 200 posts, where the recruitment rules prescribe a ratio of 50:50 for direct recruitment and promotions, the roster for direct recruitment shall have 100 points and that for promotion shall have 100 points—thus making a total of 200.
6. As indicated in the model roster, the method for making a roster is to multiply each post by the prescribed percentage of reservation for the different reserved categories. The point at which the multiple for a community obtains a complete number or oversteps the number is to be reserved for that community—while taking care to evenly space out the different reserved categories. Thus, at point no. 15, in the roster at Annexure II both OBC and SC got entitled. However, since earlier reserved point has gone to OBC, point no. 15 has been reserved for SC and point no. 16 for OBC.
7. Since reservation does not apply to transfer/transfer on deputation, where rules prescribe a percentage of posts to be filled by this method, the corresponding proportion of posts should be excluded while drawing up the rosters.
8. It would be noted that at the end of the roster, "squeezing" has been done for the reserved categories to reach the number of posts to be reserved for them without violating the 50 per cent limit laid down by the Courts. While drawing up rosters, the cadre controlling authorities should similarly "squeeze" the last point of the roster. Such squeezing may not, however, be done where it would violate the rule of 50 per cent.
9. Whenever there is any increase or decrease in the cadre strength, the roster shall be correspondingly expanded or contracted. The same will also apply whenever there is a change in recruitment rules which affects the proportion of posts to be filled by a particular mode of recruitment.
10. The roster is to be operated on the principle of replacement and not as a "running account" as hitherto. In other words the points, at which reservation for different categories applies are fixed as per the roster and vacancies caused by retirement etc., of persons occupying those points shall be filled by appointment of persons of the respective categories.
11. While operating the roster, persons belonging to communities for whom reservation has been made, but who are appointed on merit and not owing to reservation, should not be shown against reserved points. They will occupy the unreserved points.
12. In the case of small cadres (upto 13 posts), all the posts shall be earmarked on the same pattern as in the model post based rosters. Initial recruitment against these posts shall be by the category for which the post is earmarked. Replacement of incumbent of posts shall be by rotation as shown horizontally against the cadre strength as applicable. While operating the relevant roster, care will have to be taken to ensure that on no occasion the percentage of reserved category candidates exceed 50 per cent. If such a situation occurs at any time, the relevant reserved point occurring as a result of rotation will be skipped.

INITIAL OPERATION:

1. At the point of initial operation of the roster, it will be necessary to determine the actual representation of the incumbents belonging to different categories in a cadre vis-a-vis the points earmarked for each category viz. SC/ST/OBC and General in the roster. This may be done by plotting the appointments made against each point of roster starting with the earliest appointee. Thus, if the earlier appointee in the cadre happens to be a candidate belonging to the Scheduled Castes, against point no.1 of the roster, the remark "utilized by SC" shall be entered. If the next appointee is a general category candidate, the remark "utilized by a general category" shall be made against point no.2 and so on and so forth till all appointments are adjusted in the respective rosters. In making these adjustments, SC/ST/OBC candidates on merit, in direct recruitment, shall be treated as general category candidates.
2. After completing the adjustment as indicated above, a tally should be made to determine the actual percentage of representation of appointees belonging to the different categories in the cadre. If there is an excess representation of any of the reserved categories, or if the total representation of the reserved categories exceeds 50 per cent, it shall be adjusted in the future recruitment. Vacancies arising from retirement etc. of candidates belonging to such categories shall be filled by appointment of candidates belonging to the categories to which the relevant roster points, against which the excesses occur, belong.
3. Since recruitment is generally vacancy based, it may happen that the actual number of promotees and direct recruits in the cadre does not correspond to the number of points earmarked in the respective reservation roster. For the purpose of calculations of representation of reserved category in a cadre, total of promotees and direct recruits may be taken. Rectification of the representation as per prescribed percentage by the prescribed mode of recruitment at the earliest possible should however be the goal.

FOR DIRECT RECRUITMENT

OBJECTIVE: REPRESENTATION OF EACH OF THE RESERVED CATEGORY SHOULD AT NO POINT OF TIME EXCEED THE RESERVATION PRESCRIBED FOR IT.

Model roster of reservation with reference to points for direct recruitment on All India basis by open competition

Sl. No. of Posts	Share of Entitlement				Category for which post should be earmarked
	SC @15%	ST @7.5%	OBC @27%		
1	0.15	0.075	0.27	5	UR
2	0.30	0.150	0.54		UR
3	0.45	0.225	0.81		UR
4	0.60	0.300	1.08		OBC-1
5	0.75	0.375	1.35		UR
6	0.90	0.450	1.62		UR
7	1.05	0.525	1.89		SC-1
8	1.20	0.600	2.16		OBC-2
9	1.35	0.675	2.43		UR
10	1.50	0.750	2.70		UR
11	1.65	0.825	2.97		UR
12	1.80	0.900	3.24		OBC-3
13	1.95	0.975	3.51		UR
14	2.10	1.050	3.78		ST-1
15	2.25	1.125	4.05		SC-2
16	2.40	1.200	4.32		OBC-4
17	2.55	1.275	4.59		UR
18	2.70	1.350	4.86		UR
19	2.85	1.425	5.13		OBC-5
20	3.00	1.500	5.40		SC-3
21	3.15	1.575	5.67		UR
22	3.30	1.650	5.94		UR
23	3.45	1.725	6.21		OBC-6
24	3.60	1.800	6.48		UR
25	3.75	1.875	6.75		UR
26	3.90	1.950	7.02		OBC-7
27	4.05	2.025	7.29		SC-4

28	4.20	2.100	7.56	ST-2
29	4.35	2.175	7.83	UR
30	4.50	2.250	8.10	OBC-8
31	4.65	2.325	8.37	UR
32	4.80	2.400	8.64	UR
33	4.95	2.475	8.91	UR
34	5.10	2.550	9.18	OBC-9
35	5.25	2.625	9.45	SC-5
36	5.40	2.700	9.72	UR
37	5.55	2.775	9.99	UR
38	5.70	2.850	10.26	OBC-10
39	5.85	2.925	10.53	UR
40	6.00	3.000	10.80	ST-3
41	6.15	3.075	11.07	SC-6
42	6.30	3.150	11.34	OBC-11
43	6.45	3.225	11.61	UR
44	6.60	3.300	11.88	UR
45	6.75	3.375	12.15	OBC-12
46	6.90	3.450	12.42	UR
47	7.05	3.525	12.69	SC-7
48	7.20	3.600	12.96	UR
49	7.35	3.675	13.23	OBC-13
50	7.50	3.750	13.50	UR
51	7.65	3.825	13.77	UR
52	7.80	3.900	14.04	OBC-14
53	7.95	3.975	14.31	UR
54	8.10	4.050	14.58	SC-8
55	8.25	4.125	14.85	ST-4
56	8.40	4.200	15.12	OBC-15
57	8.55	4.275	15.39	UR
58	8.70	4.350	15.66	UR
59	8.85	4.425	15.93	UR
60	9.00	4.500	16.20	OBC-16
61	9.15	4.575	16.47	SC-9
62	9.30	4.650	16.74	UR
63	9.45	4.725	17.01	OBC-17
64	9.60	4.800	17.28	UR
65	9.75	4.875	17.55	UR
66	9.90	4.950	17.82	UR
67	10.05	5.025	18.09	OBC-18
68	10.20	5.100	18.36	SC-10
69	10.35	5.175	18.63	ST-5
70	10.50	5.250	18.90	UR
71	10.65	5.325	19.17	OBC-19
72	10.80	5.400	19.44	UR
73	10.95	5.475	19.71	UR
74	11.10	5.550	19.98	SC-11

75	11.25	5.625	20.25	OBC-20
76	11.40	5.700	20.52	UR
77	11.55	5.775	20.79	UR
78	11.70	5.850	21.06	OBC-21
79	11.85	5.925	21.33	UR
80	12.00	6.000	21.60	ST-6
81	12.15	6.075	21.87	SC-12
82	12.30	6.150	22.14	OBC-22
83	12.45	6.225	22.41	UR
84	12.60	6.300	22.68	UR
85	12.75	6.375	22.95	UR
86	12.90	6.450	23.22	OBC-23
87	13.05	6.525	23.49	SC-13
88	13.20	6.600	23.76	UR
89	13.35	6.675	24.03	OBC-24
90	13.50	6.750	24.30	UR
91	13.65	6.825	24.57	UR
92	13.80	6.900	24.84	UR
93	13.95	6.975	25.11	OBC-25
94	14.10	7.050	25.38	SC-14
95	14.25	7.125	25.65	ST-7
96	14.40	7.200	25.92	UR
97	14.55	7.275	26.19	OBC-26
98	14.70	7.350	26.46	UR
99	14.85	7.425	26.73	SC-15*
100	15.00	7.500	27.00	OBC-27*
101	15.15	7.575	27.27	UR
102	15.30	7.650	27.54	UR
103	15.45	7.725	27.81	UR
104	15.60	7.800	28.08	OBC-28
105	15.75	7.875	28.35	UR
106	15.90	7.950	28.62	UR
107	16.05	8.025	28.89	SC-16
108	16.20	8.100	29.16	ST-8
109	16.35	8.175	29.43	OBC-29
110	16.50	8.250	29.70	UR
111	16.65	8.325	29.97	UR
112	16.80	8.400	30.24	OBC-30
113	16.95	8.475	30.51	UR

114	17.10	8.550	30.78	SC-17
115	17.25	8.625	31.05	OBC-31
116	17.40	8.700	31.32	UR
117	17.55	8.775	31.59	UR
118	17.70	8.850	31.86	UR
119	17.85	8.925	32.13	OBC-32
120	18.00	9.000	32.40	ST-9
121	18.15	9.075	32.67	SC-18
122	18.30	9.150	32.94	UR
123	18.45	9.225	33.21	OBC-33
124	18.60	9.300	33.48	UR
125	18.75	9.375	33.75	UR
126	18.90	9.450	34.02	OBC-34
127	19.05	9.525	34.29	SC-19
128	19.20	9.600	34.56	UR
129	19.35	9.675	34.83	UR
130	19.50	9.750	35.10	OBC-35
131	19.65	9.825	35.37	UR
132	19.80	9.900	35.64	UR
133	19.95	9.975	35.91	UR
134	20.10	10.050	36.18	OBC-36
135	20.25	10.125	36.45	SC-20
136	20.40	10.200	36.72	ST-10
137	20.55	10.275	36.99	UR
138	20.70	10.350	37.26	OBC-37
139	20.85	10.425	37.53	UR
140	21.00	10.500	37.80	SC-21
141	21.15	10.575	38.07	OBC-38
142	21.30	10.650	38.34	UR
143	21.45	10.725	38.61	UR
144	21.60	10.800	38.88	UR
145	21.75	10.875	39.15	OBC-39
146	21.90	10.950	39.42	UR
147	22.05	11.025	39.69	SC-22
148	22.20	11.100	39.96	ST-11
149	22.35	11.175	40.23	OBC-40
150	22.50	11.250	40.50	UR
151	22.65	11.325	40.77	UR
152	22.80	11.400	41.04	OBC-41

153	22.95	11.475	41.31	UR
154	23.10	11.550	41.58	SC-23
155	23.25	11.625	41.85	UR
156	23.40	11.700	42.12	OBC-42
157	23.55	11.775	42.39	UR
158	23.70	11.850	42.66	UR
159	23.85	11.925	42.93	UR
160	24.00	12.000	43.20	ST-12
161	24.15	12.075	43.47	OBC-43
162	24.30	12.150	43.74	SC-24
163	24.45	12.225	44.01	OBC-44
164	24.60	12.300	44.28	UR
165	24.75	12.375	44.55	UR
166	24.90	12.450	44.82	UR
167	25.05	12.525	45.09	OBC-45
168	25.20	12.600	45.36	SC-25
169	25.35	12.675	45.63	UR
170	25.50	12.750	45.90	UR
171	25.65	12.825	46.17	OBC-46
172	25.80	12.900	46.44	UR
173	25.95	12.975	46.71	UR
174	26.10	13.050	46.98	SC-26
175	26.25	13.125	47.25	ST-13
176	26.40	13.200	47.52	OBC-47
177	26.55	13.275	47.79	UR
178	26.70	13.350	48.06	OBC-48
179	26.85	13.425	48.33	UR
180	27.00	13.500	48.60	SC-27
181	27.15	13.575	48.87	UR
182	27.30	13.650	49.14	OBC-49
183	27.45	13.725	49.41	UR
184	27.60	13.800	49.68	UR
185	27.75	13.875	49.95	UR
186	27.90	13.950	50.22	OBC-50
187	28.05	14.025	50.49	SC-28
188	28.20	14.100	50.76	ST-14
189	28.35	14.175	51.03	OBC-51
190	28.50	14.250	51.30	UR
191	28.65	14.325	51.57	UR
192	28.80	14.400	51.84	UR
193	28.95	14.475	52.11	OBC-52
194	29.10	14.550	52.38	SC-29
195	29.25	14.625	52.65	UR
196	29.40	14.700	52.92	UR
197	29.55	14.775	53.19	OBC-53
198	29.70	14.850	53.46	ST-15*
199	29.85	14.925	53.73	SC-30*
200	30.00	15.000	54.00	OBC-54*

*To allot requisite number of posts without violating rule of 50 per cent

APPENDIX TO ANNEXURE-II

DIRECT RECRUITMENT ON ALL INDIA BASIS BY
OPEN COMPETITION

Model Roster for cadre strength upto 13 posts

REPLACEMENT NO.

Cadre strength	Initial	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
1	UR	UR	UR	OBC	UR	UR	SC	OBC	UR	UR	UR	OBC	UR	ST
2	UR	UR	OBC	UR	UR	SC	OBC	UR	UR	UR	OBC	UR	ST	
3	UR	OBC	JR	UR	SC	OBC	UR	UR	UR	OBC	UR	ST		
4	OBC	UR	UR	SC	OBC	UR	UR	UR	OBC	UR	ST			
5	UR	UR	SC	OBC	UR	UR	UR	OBC	UR	ST				
6	UR	SC	OBC	UR	UR	UR	OBC	UR	ST					
7	SC	OBC	UR	UR	UR	OBC	UR	ST						
8	OBC	UR	UR	UR	OBC	UR	ST							
9	UR	UR	UR	UR	OBC	UR	ST							
10	UR	UR	UR	OBC	UR	ST								
11	UR	UR	OBC	UR	ST									
12	OBC	UR	ST											
13	UR	UR	ST											

NOTE:

- For cadres of 2 to 13 posts the roster, to be read from entry 1 under column cadre strength till the last post and then horizontally till the last entry in the horizontal row i.e. like "L"
- All the posts of a cadre are to be earmarked for the categories shown under column initial appointment. While initial filling up will be by the earmarked category, the replacement against any of the post in the cadre shall be by rotation as shown horizontally against the last post of the cadre.
- The relevant rotation by the indicated reserved category could be skipped over if it leads to more than 50 per cent representation of reserved category.

ANNEXURE-III

FOR PROMOTION

OBJECTIVE: REPRESENTATION OF EACH OF THE RESERVED CATEGORY SHOULD AT NO POINT OF TIME EXCEED THE RESERVATION PRESCRIBED FOR IT.

Model roster of reservation with reference to posts

Sl. No.	Share of Entitlement SC @ 15%	ST @ 7.5%	Category for which the Post should be earmarked
1	2	3	4
1.	0.15	0.075	UR
2.	0.30	0.15	UR
3.	0.45	0.225	UR
4.	0.6	0.3	UR
5.	0.75	0.375	UR
6.	0.90	0.45	UR
7.	1.05	0.525	SC-1
8.	1.2	0.6	UR
9.	1.35	0.675	UR
10.	1.5	0.75	UR
11.	1.65	0.825	UR
12.	1.8	0.9	UR
13.	1.95	0.975	UR
14.	2.1	1.05	ST-1
15.	2.25	1.125	SC-2
16.	2.40	1.2	UR
17.	2.55	1.275	UR
18.	2.70	1.35	UR
19.	2.85	1.425	UR
20.	3.0	1.5	SC-3
21.	3.15	1.575	UR
22.	3.30	1.65	UR
23.	3.45	1.725	UR
24.	3.60	1.8	UR
25.	3.75	1.875	UR
26.	3.90	1.95	UR

27.	4.05	2.025	SC-4
28.	4.20	2.1	ST-2
29.	4.35	2.175	UR
30.	4.50	2.25	UR
31.	4.65	2.325	UR
32.	4.80	2.4	UR
33.	4.95	2.4	UR
34.	5.10	2.55	UR
35.	5.25	2.625	SC-5
36.	5.40	2.7	UR
37.	5.55	2.775	UR
38.	5.70	2.85	UR
39.	5.85	2.925	UR
40.	6.00	3	ST-3
41.	6.15	3.075	SC-6
42.	6.30	3.15	UR
43.	6.45	3.225	UR
44.	6.60	3.3	UR
45.	6.75	3.375	UR
46.	6.90	3.45	UR
47.	7.05	3.525	SC-7
48.	7.20	3.6	UR
49.	7.35	3.675	UR
50.	7.50	3.75	UR
51.	7.65	3.825	UR
52.	7.80	3.9	UR
53.	7.95	3.975	UR
54.	8.10	4.05	SC-8
55.	8.25	4.125	ST-4
56.	8.40	4.2	UR
57.	8.55	4.275	UR
58.	8.70	4.35	UR
59.	8.85	4.425	UR
60.	9.00	4.5	UR
61.	9.15	4.675	SC-9
62.	9.30	4.65	UR
63.	9.45	4.725	UR
64.	9.60	4.8	UR
65.	8.75	4.875	UR
66.	9.90	4.96	UR
67.	10.05	5.025	UR

68.	10.20	5.1	SC-10
69.	10.35	5.175	ST-5
70.	10.50	5.25	UR
71.	10.65	5.325	UR
72.	10.80	5.4	UR
73.	10.95	5.475	UR
74.	11.10	5.55	SC-11
75.	11.25	5.625	UR
76.	11.40	5.7	UR
77.	11.55	5.775	UR
78.	11.70	5.85	UR
79.	11.85	5.925	UR
80.	12.00	6	ST-6
81.	12.15	6.075	SC-12
82.	12.30	6.15	UR
83.	12.45	6.225	UR
84.	12.60	6.3	UR
85.	12.75	6.375	UR
86.	12.90	6.45	UR
87.	13.05	6.525	SC-13
88.	13.20	6.6	UR
89.	13.35	6.675	UR
90.	13.50	6.75	UR
91.	13.65	6.825	UR
92.	13.80	6.9	UR
93.	13.95	6.975	UR
94.	14.10	7.05	SC-14
95.	14.25	7.126	ST-7
96.	14.40	7.2	UR
97.	14.55	7.275	UR
98.	14.70	7.35	UR
99.	14.85	7.425	SC-15*
100.	15.00	7.5	UR
101.	15.15	7.575	UR
102.	15.30	7.65	UR
103.	15.45	7.725	UR
104.	15.60	7.80	UR
105.	15.75	7.875	UR
106.	15.90	7.95	UR
107.	16.05	8.025	SC-16
108.	16.2	8.10	ST-8
109.	16.35	8.175	UR
110.	16.50	8.25	UR
111.	16.65	8.325	UR
112.	16.80	8.40	UR
113.	16.95	8.475	UR
114.	17.10	8.55	SC-17
115.	17.25	8.625	UR

116.	17.40	8.70	UR
117.	17.55	8.775	UR
118.	17.70	8.85	UR
119.	17.85	8.925	UR
120.	18.0	9.0	ST-9
121.	18.15	9.075	SC-18
122.	18.30	9.15	UR
123.	18.45	9.225	UR
124.	18.60	9.30	UR
125.	18.75	9.375	UR
126.	18.90	9.45	UR
127.	19.05	9.525	SC-19
128.	19.20	9.60	UR
129.	19.35	9.675	UR
130.	19.50	9.75	UR
131.	19.65	9.825	UR
132.	19.80	9.90	UR
133.	19.95	9.975	UR
134.	20.10	10.05	UR
135.	20.25	10.125	SC-20
136.	20.40	10.20	ST-10
137.	20.55	10.275	UR
138.	20.70	10.36	UR
139.	20.85	10.425	UR
140.	21.00	10.50	SC-21
141.	21.15	10.575	UR
142.	21.30	10.65	UR
143.	21.45	10.725	UR
144.	21.60	10.80	UR
145.	21.75	10.875	UR
146.	21.90	10.95	UR
147.	22.05	11.025	SC-22
148.	22.20	11.10	ST-11
149.	22.35	11.175	UR
150.	22.50	11.25	UR
151.	22.65	11.325	UR
152.	22.80	11.40	UR
153.	22.95	11.475	UR
154.	23.10	11.55	SC-23
155.	83.25	11.625	UR
156.	88.40	11.70	UR
157.	29.55	11.775	UR
158.	29.70	11.85	UR
159.	29.85	11.925	UR
160.	24	12	ST-12
161.	24.15	12.075	UR
162.	24.30	12.15	SC-24
163.	24.45	12.225	UR

164.	24.60	12.30	UR
165.	24.75	12.375	UR
166.	24.90	12.45	UR
167.	25.05	12.525	UR
168.	25.20	12.60	SC-25
169.	25.35	12.675	UR
170.	25.50	12.75	UR
171.	25.65	12.825	UR
172.	25.80	12.90	UR
173.	25.95	12.975	UR
174.	26.10	13.05	SC-26
175.	26.25	13.125	ST-13
178.	26.40	13.20	UR
177.	26.55	13.275	UR
178.	26.70	13.35	UR
179.	26.85	13.425	UR
180.	27	13.50	SC-27
181.	27.15	13.575	UR
182.	27.30	13.65	UR
183.	27.45	13.725	UR
184.	27.60	13.80	UR
185.	27.75	13.875	UR
186.	27.90	13.95	UR
187.	28.05	14.025	SC-28
188.	28.20	14.10	ST-14
189.	28.35	14.175	UR
190.	28.50	14.25	UR
191.	28.65	14.325	UR
192.	28.80	14.40	UR
193.	28.95	14.475	UR
194.	29.10	14.55	SC-29
195.	29.25	14.625	UR
196.	29.40	14.70	UR
197.	29.55	14.775	UR
198.	29.70	14.85	UR
199.	29.85	14.925	ST-15
200.	30	15	SC-30

To allot requisite number of posts without violating rule of 50%

APPENDIX TO ANNEXURE-III

MODEL ROSTER FOR PROMOTION FOR CADRE
STRENGTH UPTO 13 POSTS

REPLACEMENT NO.

Cadre	Initial	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
Shren- gth	Recruit ment													
1.	UR	UR	UR	UR	UR	SC	UR	UR	UR	UR	UR	UR	UR	ST
2.	UR	UR	UR	UR	UR	SC	UR	UR	UR	UR	UR	UR	UR	ST
3.	UR	UR	UR	UR	UR	SC	UR	UR	UR	UR	UR	UR	UR	ST
4.	UR	UR	UR	UR	UR	SC	UR	UR	UR	UR	UR	UR	UR	ST
5.	UR	UR	UR	UR	UR	SC	UR	UR	UR	UR	UR	UR	UR	ST
6.	UR	UR	UR	UR	UR	SC	UR	UR	UR	UR	UR	UR	UR	ST
7.	SC	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	ST
8.	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	ST
9.	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	ST
10.	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	ST
11.	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	ST
12.	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	ST
13.	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	UR	ST

NOTE:

- For cadres of 2 to 13 posts the roster, to be read from entry 1 under column cadre strength till the last post and then horizontally till the last entry in the horizontal row i.e. like "L"
- All the posts of a cadre are to be earmarked for the categories shown under column initial appointment. While initial filling up will be by the earmarked category, the replacement against any of the post in the cadre shall be by rotation as shown horizontally against the last post of the cadre.
- The relevant rotation by the indicated reserved category could be skipped over if it leads to more than 50 per cent representation of reserved category.

ANNEXURE-IV

FOR DIRECT RECRUITMENT

II

OBJECTIVE: REPRESENTATION OF EACH OF THE RESERVED CATEGORY SHOULD AT NO POINT OF TIME EXCEED THE RESERVATION PRESCRIBED FOR IT.

Model roster of reservation with reference to posts for direct recruitment on all India basis otherwise than by open competition

Sl. No. of Post	Share of Entitlement	Category for which Post should be earmarked
1	SC @16.66%	5
2	ST @7.5%	5
3	OBC @25.84%	5
4	0.166	UR
5	0.332	UR
6	0.498	UR
7	0.664	OBC-1
8	0.830	UR
9	0.996	UR
10	1.162	SC-1
11	1.328	OBC-2
12	1.494	UR
13	1.660	UR
14	1.826	UR
15	1.992	OBC-3
16	2.158	SC-2
17	2.324	ST-1
18	2.490	UR
19	2.656	OBC-4
20	2.822	UR
21	2.988	UR
22	3.154	SC-3
23	3.320	OBC-5
24	3.486	UR
25	3.652	UR
26	3.818	UR
27	3.984	OBC-6
28	4.150	SC-4
29	4.316	UR
30	4.482	ST-2
31	4.648	OBC-7

29	4,814	2,175	7,482	UR
30	4,980	2,250	7,740	UR
31	5,146	2,325	7,998	SC-5
32	5,312	2,400	8,256	OBC-8
33	5,478	2,475	8,514	UR
34	5,644	2,550	8,772	UR
35	5,810	2,625	9,030	OBC-9
36	5,976	2,700	9,288	UR
37	6,142	2,775	9,546	SC-6
38	6,308	2,850	9,804	UR
39	6,474	2,925	10,062	OBC-10
40	6,640	3,000	10,320	ST-3
41	6,806	3,075	10,578	UR
42	6,972	3,150	10,836	UR
43	7,138	3,225	11,094	SC-7
44	7,304	3,300	11,352	OBC-11
45	7,470	3,375	11,610	UR
46	7,636	3,450	11,868	UR
47	7,802	3,525	12,126	OBC-12
48	7,968	3,600	12,384	UR
49	8,134	3,675	12,642	SC-8
50	8,300	3,750	12,900	UR
51	8,466	3,825	13,158	OBC-13
52	8,632	3,900	13,416	UR
53	8,798	3,975	13,674	UR
54	8,964	4,050	13,932	ST-4
55	9,130	4,125	14,190	OBC-14
56	9,296	4,200	14,448	SC-9
57	9,462	4,275	14,706	UR
58	9,628	4,350	14,964	UR
59	9,794	4,425	15,222	OBC-15
60	9,960	4,500	15,480	UR
61	10,126	4,575	15,738	SC-10
62	10,292	4,650	15,996	UR
63	10,458	4,725	16,254	OBC-16
64	10,624	4,800	16,512	UR
65	10,790	4,875	16,770	UR
66	10,956	4,950	17,028	OBC-17
67	11,122	5,025	17,286	SC-11
68	11,288	5,100	17,544	ST-5
69	11,454	5,175	17,802	UR
70	11,620	5,250	18,060	OBC-10
71	11,786	5,325	18,318	UR
72	11,952	5,400	18,576	UR
73	12,118	5,475	18,834	SC-12
74	12,284	5,550	19,092	OBC-19
75	12,450	5,625	19,350	UR
76	12,616	5,700	19,608	UR

77	12,782	5,775	19,866	UR
78	12,948	5,850	20,124	OBC-20
79	13,114	5,925	20,382	SC13
80	13,280	6,000	20,640	ST-6
81	13,446	6,075	20,898	UR
82	13,612	6,150	21,156	OBC-21
83	13,778	6,225	21,414	UR
84	13,944	6,300	21,672	SC-14
85	14,110	6,375	21,930	UR
86	14,276	6,450	22,188	OBC-22
87	14,442	6,525	22,446	UR
88	14,608	6,600	22,704	UR
89	14,774	6,675	22,962	UR
90	14,940	6,750	23,220	OBC-23
91	15,106	6,825	23,478	SC-15
92	15,272	6,900	23,736	UR
93	15,438	6,975	23,994	UR
94	15,604	7,050	24,252	OBC-24
95	15,770	7,125	24,510	ST-7
96	15,936	7,200	24,768	UR
97	16,102	7,275	25,026	SC-16
98	16,268	7,350	25,284	OBC-25
99	16,434	7,425	25,542	UR
100	16,600	7,500	25,800	UR
101	16,766	7,575	26,058	OBC-26
102	16,932	7,650	26,316	UR
103	17,098	7,725	26,574	SC-17
104	17,264	7,800	26,832	UR
105	17,430	7,875	27,090	OBC-27
106	17,596	7,950	27,348	UR
107	17,762	8,025	27,606	ST-8
108	17,928	8,100	27,864	UR
109	18,094	8,175	28,122	OBC-28
110	18,260	8,250	28,380	SC-18
111	18,426	8,325	28,638	UR
112	18,592	8,400	28,896	UR
113	18,758	8,475	29,154	OBC-29
114	18,924	8,550	29,412	UR
115	19,090	8,625	29,670	SC-19
116	19,256	8,700	29,928	UR
117	19,422	8,775	30,186	OBC-30
118	19,588	8,850	30,444	ST-9
119	19,754	8,925	30,702	*SC-20
120	19,920	9,000	30,960	OBC-31*

* To allot requisite number of posts without violating rule of 50 per cent

APPENDIX TO ANNEXURE-IV

**ROSTER FOR DIRECT RECRUITMENT OTHERWISE
THAN THROUGH OPEN COMPETITION FOR CADRE
STRENGTH UPTO 13 POSTS**

REPLACEMENT NO.

Cadre Strength	Initial Recruitment	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
1.	UR	UR	UR	OBC	UR	UR	SC	OBC	UR	UR	OBC	SC	ST	
2.	UR	UR	OBC	UR	UR	SC	OBC	UR	UR	OBC	SC	ST		
3.	UR	OBC	UR	UR	SC	OBC	UR	UR	OBC	SC	ST			
4.	OBC	UR	UR	SC	UR	UR	UR	OBC	SC	ST				
5.	UR	SC	OBC	UR	UR	UR	OBC	SC	ST					
6.	UR	SC	OBC	UR	UR	UR	OBC	SC	ST					
7.	SC	OBC	UR	UR	UR	OBC	SC	ST						
8.	OBC	UR	UR	UR	OBC	SC	ST							
9.	UR	UR	UR	OBC	SC	ST								
10.	UR	UR	OBC	SC	ST									
11.	UR	UR	OBC	SC	ST									
12.	OBC	SC	ST											
13.	SC	ST												

NOTE:

- For cadres of 2 to 13 posts the roster, to be read from entry 1 under column cadre strength till the last post and then horizontally till the last entry in the horizontal row i.e. like "L"
- All the posts of a cadre are to be earmarked for the categories shown under column initial appointment. While initial filling up will be by the earmarked category, the replacement against any of the post in the cadre shall be by rotation as shown horizontally against the last post of the cadre.
- The relevant rotation by the indicated reserved category could be skipped over if it leads to more than 50 per cent representation of reserved category.

Share of Employment of Scheduled Castes, Scheduled Tribes and OBC where recruitment is made on a local or regional basis:

S. No.	Name of State/Union Territory	Percentage of reservation of SC/ST/OBC
1	2	3
1.	Andhra Pradesh	15/6/27
2.	Assam	1/44/-
3.	Bihar	6/11/27
4.	Gujarat	15/9/26
5.	Haryana	7/14/27
6.	Himanchal Pradesh	19/NIL/27
7.	Jammu & Kashmir	25/5/20
8.	Karnataka	9/13/27
9.	Kerala	15/5/27
10.	Madhya Pradesh	10/1/27
11.	Maharashtra	14/23/13
12.	Manipur	7/9/27
13.	Meghalaya	1/27/22
14.	Mizoram	1/44/5
15.	Nagaland	NIL/45/5
16.	Orissa	NIL/45/
17.	Punjab	15/23/12
18.	Rajasthan	27/NIL/23
19.	Sikkim	17/11/22/1
20.	Tamil Nadu	6/23/21
21.	Tripura	19/1/27
22.	Uttar Pradesh	15/29/6
23.	West Bengal	2/11/27
24.		22/6/22
25.	Andaman Nicobar Islands	NIL/12/27
26.	Chandigarh	14/NIL/27
27.	Dadra and Nagar Haveli	2/43/5
28.	Daman & Diu	2/1/27
29.	Goa	2/1/27
30.	Pondicherry	16/NIL/27
31.	Lakshadweep	NIL/45/

Note: (1) For Delhi, Roster as prescribed for recruitment on all India basis be followed.

(2) The above percentages which were based on 1981 census were revised and modified with reference to 2001 census. Please refer to DOP's OM No. 36017/1/2004 Estt. (Res.) dt. 05.07.05.