

**No.6/17/98-DPE (SC/ST Cell)**  
**Government of India**  
**Ministry of Industry**  
**Department of Public Enterprises**

Block 14, CGO Complex,  
Lodi Road, New Delhi-3.  
Dated the 23d Sept, 1998

**OFFICE MEMORANDUM**

**SUB:** Relaxations and concessions for SCs and STs—Clarification regarding.

The undersigned is directed to forward herewith a copy of Department of Personnel & Training's OM No.3601/1/98-Estt.(Res) dated 1.7.98 on the subject mentioned above and to request that all Ministries/Departments may kindly bring the contents of the OM under reference to the notice of all public sector undertakings under their administrative control for information and compliance.

Sd/

(C.C. Umnikrishnan)

Under Secretary to the Govt, of India  
Tel. No. 4360624

**ENCL: As above**

**To**

All Administrative Ministries/Departments concerned with PSUs

**Copy to:**

1. Chief Executives of all PSEs
2. Deptt. of Personnel & Training with reference to their OM cited above
3. Secretary, National Commission for SC/ST, Lok Nayak Bhawan, New Delhi.
4. Ministry of Welfare, Shastri Bhawan, New Delhi.

Sd/-

(C.C. Umnikrishnan)

Under Secretary to the Govt, of India

**No.36011/1/98-Estt (Res)**  
**Ministry of Personnel, PG & Pensions**  
**Department of Personnel & Training**

New Delhi, dated 1st July, 1998

**OFFICE MEMORANDUM**

**SUB:** Relaxations and concessions for SCs and STs—Clarification regarding.

The undersigned is directed to refer to this Department's OM No.36012/13/88Estt. (SC/T) dated May 22, 1989 and to clarify that the instructions contained in the OM apply in all types of direct recruitment whether by written test alone or written test followed by interview or by interview alone.

2. OM dated May 22, 1989 referred to above and OM No.36012/2/96-Estt(Res) dated July 2, 1997 provide that in cases of direct recruitment, the SC/ST/OBC candidates who are selected on their own merit will not be adjusted against reserved vacancies.

3. In this connection, it is clarified that only such SC/ST/OBC candidates who are selected on the same standard as applied to general candidates shall not be adjusted against reserved vacancies. In other words, when a relaxed standard is applied in selecting an SC/ST/OBC candidates, for example in the age limit, experience qualification, permitted number of chances in written examination, extended zone of consideration larger than what is provided for general category candidates, etc., the SC/ST/OBC candidates are to be counted against reserved vacancies. Such candidates would be deemed as unavailable for consideration against unreserved vacancies

Sd/

(J. KUMAR)

Under Secretary to the Govt. of India

Copy to:

1. All Ministries/Departments of the Govt. of India
2. Department of Economic Affairs (Banking Division), New Delhi.

3. Department of Economic Affairs (Insurance Division) New Delhi.
4. Department of Public Enterprises, New Delhi.
5. Railway Board
6. Union Public Service Commission/Supreme Court of India/Election Commission/Lok Sabha Secretariat/Rajya Sabha Sect./Cabinet Secretariat/Central Vigilance Commission/President's Office/PMO/Planning Commission.
7. Staff Selection Commission, CGO Complex, Lodi Road, New Delhi.
8. All Officers/Sections of the Department of Personnel and Training/ Department of Administrative Reforms and Public Grievances/ Department of Pensions & Pensioners' Welfare
9. National Commission for the Scheduled Castes and Scheduled Tribes, Lok Nayak Bhawan, New Delhi.
10. National Commission for Backward Classes, Bhikaji Cama Place, New Delhi.

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