

**No. 36028/17/2004-Estt. (Res.)**  
**Government of India**  
**Ministry of Personnel, Public Grievances and Pensions**  
**Department of Personnel and Training**

New Delhi, dated the 31<sup>st</sup> January, 2005.

**OFFICE MEMORANDUM**

**Subject:** Reservation in promotion—Treatment of SC/ST Candidates promoted on their own merit.

The undersigned is directed to refer to this Department's OM No. 36028/17/2001-Estt. (res.) dated 11th July, 2002 whereby it was clarified that the Scheduled Caste and Scheduled Tribe candidates appointed by promotion on their own merit and not owing to reservation or relaxation of qualification will be adjusted against unreserved points. References have been received seeking clarification on the following points.

- (i) The date of effect of the O.M. No. 36028/17/2001-Estt. (Res.) dated 11.07.2002; and
- (ii) Whether the orders will apply in case of promotions made by non-selection method.

2. It is clarified that the O.M. No. 36028/17/2001-Estt. (Res.), dated 11.07.2002 takes effect from the date of its issue i.e., with effect from 11.07.2002. However, the cases where SC/ST candidates promoted on their own merit before 11.07.2002 have been adjusted against unreserved points need not be re-opened.

3. It is also clarified that since in the case of promotions by non-selection, promotions are made on the basis of seniority-cum-fitness and the concept of merit is not involved in such promotions, the O.M. dated 11.07.2002 does not apply to the promotions made by non-selection method.

4. Contents of this O.M. may be brought to the notice of all concerned.

Sd/-

(K.G. Verma)

Deputy Secretary to the Government of India

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