

CHAPTER II **PERSONNEL POLICIES**

(c) Service Matters

15.

DPE/Guidelines/II(c)/15

Posting of Husband and Wife at the same Station.

Reference is invited to the Department of Personnel & Training O.M. No. 28034/7/86-Estt.(A) dated 3rd April, 1986 on the subject mentioned above, addressed to all the Ministries and Departments of the Government of India (copy enclosed for ready reference.) The types of cases that arise for compliance, so far as Public Sector Undertakings are concerned, are indicated in para 4 (v) and 4 (vi) of the O.M. referred to above. Particular attention is also invited to para 5 of this Office Memorandum wherein the spirit behind these instructions was emphasized for ensuring that husband and wife are as far as possible, to be considered for posting at the same station, within the constraints of administrative convenience. In that para it has also been highlighted that the type of cases quoted are illustrative and not exhaustive.

2. Ministries are to bring the contents of this Office Memorandum to the notice of all the Public Sector Undertakings under their administrative control for information and compliance.

Copy of DoPT's O.M. No. 28034/7/86-Estt.(A) dated 3rd April, 1986 regarding posting of husband and wife at the same station.

The question of formulation of a policy regarding the posting at the same place of husband and wife who are in Government service or in the service of Public Sector Undertakings has been raised in Parliament and other forums on several occasions. Government's position has been that requests of govt. servants and employees of public sector undertakings for posting at the same station usually receive sympathetic consideration, and that each case is decided on merits keeping in view the administrative requirements.

2. The Government of India have given the utmost importance to the enhancement of women's status in all sectors and all walks of life. Strategies and policies are being formulated and implemented by different Ministries of the Central Government to achieve this end. It is also considered necessary to have a policy which can enable women employed under the Government and the public sector undertakings to discharge their responsibilities as wife/ mother on the one hand, and productive workers on the other, more effectively. It is the policy of the Government that as far as possible and within the constraints of administrative feasibility, the husband and wife should be posted at the same station to enable them to lead a normal family life and to ensure the education and welfare of their children.

3. In February, 1976, the then Department of Social Welfare had issued a circular D.O. letter to all Ministries and Departments requesting them to give serious consideration to the question of posting husband and wife at the same station. However, representations continue to be received by the Department of Women's Welfare in the Ministry of Human Resources Development from women seeking the intervention of that Department for a posting at the place where their husbands are posted. It has, therefore, now been decided to lay down a broad statement of policy at least with regard to those employees who are under the purview of the Central Government/Public Sector Undertakings. An attempt has, therefore, been made in the following paragraphs to lay down some guidelines to enable the cadre controlling authorities to consider the requests from spouses for a posting at the same station. At the outset, it may be clarified that it may not be possible to bring every category of employee within the ambit of this policy, as situations of husband/wife employment are varied and manifold. The guidelines given below are, therefore, illustrative and not exhaustive. Government desire that in all other cases the Cadre controlling authority should consider such requests with utmost sympathy.

4. The classes of cases that may arise, and the guidelines for dealing with each class of case, are given below:

- i. Where the spouses belong to the same All India Service or two of the All India Services, namely, IAS, IPS and Indian Forest Service (Group A):
 - The spouses will be posted to the same Cadre by providing for a Cadre transfer of one spouse to the Cadre of the other spouse subject to their not being posted by this process to their home Cadre. Postings within the Cadre will, of course, fall within the purview of the State Government.
- ii. Where one spouse belong to one of the All India services and the other spouse belongs to one of the Central Services:
 - The Cadre controlling authority of the Central Service may post the officer to the station, or if there is no post in that station, to the State where the other spouse belonging to the All India Service is posted.
- iii. Where the spouses belong to the same Central Service:

- The Cadre controlling authority may post the spouses to the same station.
- iv. Where one spouse belongs to one Central Service and the other spouse belongs to another Central Service:
- The spouse with the longer service at a station may apply to the appropriate Cadre controlling authority and the said authority may post the said officer to the station, or if there is no post in that station to the State, where the other spouse belonging to the other Central Service is posted.
- v. Where one spouse belongs to an All India Service and the other spouse belongs to Public Sector Undertaking:
- The spouse employed under the Public Sector Undertaking may apply to the competent authority and the said authority may post the said officer to the station, or if there is no post under the PSU in that station, to the State where the other spouse is posted.
- vi. Where one spouse belongs to a Central Service and the other spouse belongs to a PSU:-
- The spouse employed under the PSU may apply to the competent authority and the said authority may post the said officer to the station, or if there is no post under the PSU in that station, to the State where the other spouse is posted. If, however, the request cannot be granted because the PSU has no post in the said station/state, then the spouse belonging to the Central Service may apply to the Cadre controlling authority and the said authority may post the said officer to the station, or if there is no post in that station, to the State where the spouse employed under PSU is posted.
- vii. Where one spouse is employed under the Central Government and the other spouse is employed under the State Government:
- The spouse employed under the Central Government may apply to the competent authority and the competent authority may post the said officer to the station, or if there is no post in that station, to the State where the other spouse is posted.
5. As will be seen from the illustrations given above, they do not cover all possible categories of cases, which may arise. In fact it is not possible to anticipate all the categories of cases. Each case, not covered by the above guidelines, will have to be dealt with keeping in mind the spirit in which these guidelines have been laid down and the larger objective of ensuring that a husband and wife are, as far as possible and within the constraints of administrative convenience, posted at the same station.
6. Ministry of Finance etc. are requested to bring the above instructions to the notice of all administrative authorities under their control and ensure compliance.
7. In so far as persons serving in Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.
8. This issues with the concurrence of the Department of Public Enterprises.

(BPE O.M. No. 15/1/89-GM dated 15th January, 1989)