

No.20011/1/2006-Estt.(D)
Government of India
Ministry of Personnel, Public Grievances & Pension
Department of Personnel & Training

New Delhi, dated the 3rd March, 2008

OFFICE MEMORANDUM

Subject: Consolidated instructions on seniority contained in DoP&T OM No.22011/7/1986-Estt.(D) dated 3-7-1986 – clarification regarding.

The undersigned is directed to refer to this Department's consolidated instructions contained in OM No.22011/7/86-Estt.(D) dated 3.7.1986 laying down the principles on determination of seniority of persons appointed to services/ posts under the Central Government.

2. Para 2.4.1 and 2.4.2 of the OM dated 3.7.1986 contains the following provisions :-

2.4.1 The relative seniority of direct recruits and of promotees shall be determined according to the rotation of vacancies between direct recruits and promotees, which shall be based on the quota of vacancies reserved for direct recruitment and promotion respectively in the Recruitment Rules.

2.4.2 If adequate number of direct recruits does not become available in any particular year, rotation of quotas for the purpose of determining seniority would take place only to the extent of the available direct recruits and the promotees.

3. Some references have been received seeking clarifications regarding the term 'available' used in the preceding para of the OM dated 3.7.1986. It is hereby clarified that while the inter-se seniority of direct recruits and promotees is to be fixed on the basis of the rotation of quota of vacancies, *the year of availability*, both in the case of direct recruits as well as the promotees, for the purpose of rotation and fixation of seniority, shall be the actual year of appointment after declaration of results/ selection and completion of pre-appointment formalities as prescribed. It is further clarified that when appointments against unfilled vacancies are made in subsequent year or years either by direct recruitment or promotion, the persons so appointed shall not get seniority of any earlier year (viz. year of Vacancy/panel or year in which recruitment process is initiated) but should get the seniority of the year in which they are appointed on substantive basis.

The year of availability will be the vacancy year in which a candidate of the particular batch of selected direct recruits or an officer of the particular batch of promotees joins the post/service.

4. Cases of seniority already decided with reference to any other interpretation of the term 'available' as contained in OM dated 3.7.1986 need not be reopened.
5. Hindi version will follow.

Sd/-
(Smita Kumar)
Director (Estt.I)

To,

All Ministries of the Government of India etc.

Copy to:-

1. President's Secretariat Vice President's Secretariat/ Prime Minister's Office/ Supreme Court/ Rajya Sabha Secretariat/ Lok Sabha Secretariat/ Cabinet Secretariat/ UPSC/ CYC/ C&AG/ Central Administrative Tribunal (Principal Bench), New Delhi.
2. All attached/subordinate offices of the Ministry of Personnel, Public Grievances and Pensions.
3. Secretary, National Commission for Minorities.
4. Secretary, National Commission for Scheduled Castes/ Scheduled Tribes.
5. Secretary, Staff Side, National Council OCM), 13-C, Ferozeshah Road, New Delhi.
6. All Staff Side Members of the National Council OCM).
7. Establishment (D) Section - 1000 copies.
8. NIC, DoPT, North Block for up-loading of the OM in DoPT website.