

No.10(1)-E. III/80  
Government of India  
Ministry of Finance  
Department of Expenditure

.....  
New Delhi, the 4th September, 1992.

OFFICE MEMORANDUM

Subject:- Career advancements of Group 'C' and 'D' employees.

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The undersigned is directed to invite attention to this Ministry's O.M. of even No. dated 13.9.91 on the subject mentioned above and to say that it has been brought to the notice of this Ministry that certain Ministries/Departments or authorities under their control are not implementing the scheme of promotion in situ in respect of all the eligible Govt. servants. Their contention is that the benefit of the scheme is being allowed only in case of those Group 'C' and 'D' cadres where there are no promotional grade available and the promotion in situ is not allowed to the incumbents of Group 'C' and 'D' categories having promotional grades.

2. In this connection, attention is invited to para 2(a) which lays down that Group 'C' and 'D' employees who fulfil the conditions mentioned at (i), (ii) and (iii) of that para will be considered for promotion in situ to the next higher scale. The condition (iii) reads "employees who have not been promoted on regular basis even after one year on reaching the maximum of the scale of pay of the post". It does not contain restrictive clause for application to cadres having avenue of promotion or no avenue of promotion. Thus it is clarified that the scheme relating to career advancement of Group 'C' and 'D' is applicable to the incumbents of both (a) posts having no avenue of promotion at all; and (b) posts having inadequate avenue of promotion provided that the incumbents of these post fulfil all the conditions laid down in O.M. dated 13.9.91.

3. Ministry of Home Affairs etc. are advised to take necessary action to consider all eligible Group 'C' & 'D' employees for promotion in situ in accordance with the above clarifications.

Sd/-  
(B. KUMAR)

Under Secretary to the Government of India

To,

All Ministries/Departments of Govt. of India