

F.No.10(1)E.III/88
Government of India
Ministry of Finance
Department of Expenditure
.....

New Delhi, Dated 25th May, 1992.

OFFICE MEMORANDUM

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

The undersigned is directed to refer to this Ministry's O.M.No:10(1)E.III/88 Dated 13th September, 1991 and dated 6.11.1991 on the subject mentioned above and to say that some Ministries/Departments have sought clarification on a number of points with a view to grant the benefit of in-situ promotions in terms of the said orders. The points are clarified as under:

<u>Point of doubt</u>	<u>Clarification</u>
1. Whether the provisions of these orders are applicable to Industrial Workers.	Yes.
2. Whether the provisions of these orders are applicable to re-employed pensioners.	No.
3. Whether an employee directly recruited in the scale of Rs 750-940 as Farash, Mali, Chowkidar etc. and subsequently appointed in the same scale as as Peon etc. is eligible for the benefit of in-situ promotion.	Yes, he is eligible for in-situ promotion in terms of para 2(e) of O.M. dated 13.9.91 viz. from the date a directly recruited Peon junior to him and fixed at the minimum of the scale becomes eligible for promotion.

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4. Whether Mali, Farash, Chowkidar etc. who declined to be appointed as Peon can be considered for in-situ promotion. Yes.
5. Where the employees in the pre-revised selection grade and ordinary grade have been placed in the same revised scale whether the employees belonging to erstwhile selection grade are entitled to in-situ promotion. Yes, provided they were appointed to ordinary grade as direct recruits and their pay was fixed at at the minimum of that scale.
6. Whether in-situ promotion can be allowed in case of persons who were initially appointed to a post on direct recruitment basis but subsequently transferred to different post(s) carrying the same scale of pay. Yes, such persons are eligible for in-situ promotion in terms of para 2(e) of O.M. dated 13.9.91 viz. from the date a directly recruited person junior to him and fixed at the minimum of the scale becomes eligible for promotion.
7. Whether in-situ promotion is permissible to a person who was initially appointed to a post in one organisation but subsequently transferred to another organisation in the same scale. Yes, such persons are eligible for in-situ promotion in terms of para 2(e) of the O.M. dated 13.9.91 viz. from the date a directly recruited person junior to him in the new organisation whose pay was fixed at the minimum of the scale becomes eligible for promotion.
8. Whether a Group 'C' employee stagnating at the maximum of the scale of pay for more than a year can be allowed in-situ promotion to next higher scale which happens to be a Group 'B' scale. No.

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2. Ministry of Home Affairs etc. are requested to follow these instructions in dealing with cases of in-situ promotion in terms of this Ministry's O.M. dated 13.9.91.

B. K.
(B. Kumar)
Under Secretary to Govt. of India.

To
All Ministries/Departments of Government of India
(As per standard mailing list with usual number of spare
copies).