

Pondicherry, the 1-9-98

OFFICE MEMORANDUM

Sub: Direct Recruitment to Group 'C' posts -  
Written Examination and Personal interview  
Revised allocation of marks for viva voce  
test.

Ref: U.O. Note/Memorandum No.77057/ 86- GAD/  
SSI(2) dt.3rd December 1986 of General  
Administration Department, Pondicherry.

Under the existing instructions, whenever vacancies in Group 'C' posts have to be filled by direct recruitment, a written Competitive Examination should be conducted under the supervision of the concerned recruitment committee followed by personal interview.

2. In the U.O. Note/Memorandum cited, 65% marks were prescribed for written examination and 35% marks for Personal interview and the merit of the candidates is to be determined on the basis of the aggregate marks obtained by them both in written examination and Personal Interview.

3. The validity of 'Personal Interview' as a mode of recruitment was called into question before the Supreme Court. Though the Supreme Court had recognised the relevance of oral interview method, the Court observed in Mohindar Sain Gary vs State of Punjab (1991) SCC 662 that percentage of marks for interview should not exceed 15%.

4. With a view to bringing the policy of recruitment as per the guidelines of the Supreme Court in regard to selection to the posts of this nature, it has been decided to review the orders issued on 3.12.1986 and prescribe the following marks for written examination and personal interview:

Written examination ...85% marks  
Personal interview ...15% marks

Total

100 % marks

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8/1/98

..contd

5. All other instructions issued by this Department from time to time with regard to conduct of written examination/personal interview will remain unchanged.

6. These orders shall take effect from the date of their issue. However, where selections have already been finalised, they are not to be reopened.

/BY ORDER OF THE LT.GOVERNOR/

*T. Djanaguiramane*  
1.9.94

(T.DJANAGUIRAMANE)  
UNDER SECRETARY TO GOVERNMENT

To

1. All Secretaries to Government.
2. The Secretary to Chief Minister / Private Secretary to Chief Minister/Ministers, Pondicherry.
3. The Private Secretary to Chief Secretary, Pondicherry.
4. All Secretariat Departments/All Heads of Departments.

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