

GOVERNMENT OF PUDUCHERRY  
DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS  
(PERSONNEL WING)  
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No.A.49011/1/2004/DPAR/CCD(2)

Puducherry, dated 25.04.2022

**I.D. NOTE / OFFICE MEMORANDUM**

Sub: Public Services - Reservation in promotions -  
Procedure to be followed prior to effecting reservations  
in the matter of promotions by all departments of the  
Central Government - Instructions - Communicated.

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A copy of the Office Memorandum No.36012/16/2019-Estt.(Res.) dated 12<sup>th</sup> April, 2022 on the subject mentioned above of the Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, New Delhi is communicated herewith for adherence and strict compliance.

/ BY ORDER /



(V. JAISANKAR)

UNDER SECRETARY TO GOVERNMENT

To

1. All Secretariat Departments / Head of Departments / Offices.
2. The Chief Executives of the Boards, Corporations, Public Sector Undertakings, Societies, Autonomous Bodies.

Copy to:

1. The Development Commissioner-cum-Principal Secretary / Commissioner-cum-Secretaries / All Secretaries / Special Secretary to Government, Puducherry.
2. The Secretary to Lieutenant Governor, Puducherry.
3. The Officer on Special Duty to Chief Minister / Home Minister, Puducherry.
4. The Private Secretary to All Ministers / Speaker / Sr. P.A. to Deputy Speaker, Puducherry.
5. The Collector, Karaikal ; Regional Administrator, Mahe / Yanam.
6. The Private Secretary to Chief Secretary, Puducherry.
7. Stock file / C.R.B.

**Office Memorandum**

Subject : Reservation in promotions – procedure to be followed prior to effecting reservations in the matter of promotions by all departments of the Central Government.

The undersigned is directed to bring to your notice the judgement dated 28.01.2022 of the Supreme Court of India in the case of **Jarnail Singh and Ors. V. Lachmi Narain Gupta and Ors.** (Civil Appeal No. 629 of 2022 arising out of SLP (C) No. 30621 of 2011) and other connected matters. Pursuant to this judgement, the Ld. Attorney General for India has rendered his considered opinion in the matter.

2. In the judgement dated 28.1.2022, the Supreme Court has set out the conditions that are to be satisfied by the Government for the purpose of implementing the policy of reservation in promotions. These conditions are :

- (i) Collection of quantifiable data regarding inadequacy of representation of Scheduled Castes and Scheduled Tribes;
- (ii) Application of this data to each cadre separately; and
- (iii) If a roster exists, the unit for operation of the roster would be the cadre for which the quantifiable data would have to be collected and applied in regard to the filling up of the vacancies in the roster.

This judgement currently holds the field.

3. All the Ministries/Departments are required to ensure that the above conditions are complied with before implementing the policy of reservation in promotions and carrying out any promotions based thereon.

4. For this purpose, all Ministries/Departments are also required to ensure the following:

- (a) In terms of DoPT OM No.43011/153/2010-Estt (Res.) dated 4.1.2013, the Liaison Officer shall ensure that the reservation rosters are strictly maintained as per the instructions/guidelines, laid down in DoPT OM No. 36012/2/96-Estt (Res.), dated 2.7.1997.
- (b) In order to ensure maintenance of efficiency of administration, the DPC shall carefully assess the suitability of the officers, being considered for promotion.

