

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Social Welfare Department – Public Services – Representation of Scheduled Castes and Scheduled Tribes categories in the State and Sub-ordinate Services – Policy of providing Rule of Reservation in promotions in favour of Scheduled Castes and Scheduled Tribes – Orders – Issued.

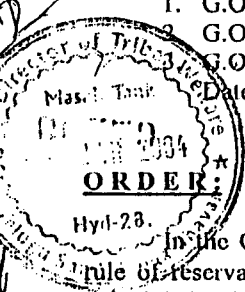
SOCIAL WELFARE (SW.ROR1) DEPARTMENT

G.O.Ms.No.2

Dated: 9th January, 2004.

Read the following:-

1. G.O.Ms.No.5, Social Welfare (ROR1) Department, Dated: 14.2.2003.
- G.O.Ms.No.21, Social Welfare (ROR1) Department, Dated: 18.3.2003.
- G.O.Ms.No.123, General Administration (Ser.D) Department;
Dated: 19.4.2003.



In the G.O. 1st read above, the State Government have ordered for implementation of rule of reservation in promotion to ensure adequate representation of Scheduled Castes and Scheduled Tribes, to the extent of 15% and 6% respectively in all categories of posts in all Departments, with effect from 14.2.2003. In the G.O. 2nd read above necessary guidelines have been issued and in the G.O. 3rd read above, the Andhra Pradesh State and Sub-ordinate Service Rules have been amended to give effect to the policy of Rule of reservation in promotions in respect of Scheduled Castes and Scheduled Tribes.

2. The Government received representations asking for clarifications on certain issues pertaining to the policy of reservation in promotions to the Scheduled Castes and Scheduled Tribes. The Government have considered the representations and accordingly issue the following comprehensive orders:

3. Reservation in promotions shall be implemented in favour of Scheduled Castes and Scheduled Tribes, in all categories of posts in all State Government Departments, if they are not adequately represented to the extent of 15% and 6% respectively. The crucial date for implementing the rule of reservation in promotions shall be 14.2.2003, i.e., date of issue of G.O. 1st read above.

4. **Computation of adequacy of representation :** For the purpose of computing adequacy of representation of Scheduled Castes (15%) and Scheduled Tribes (6%) in various categories, the following procedure shall be followed.

- (a) The persons belonging to Scheduled Castes and Scheduled Tribes who have been promoted on the basis of seniority cum merit, i.e., without applying the rule of reservation should also be counted for judging the adequacy or otherwise of Scheduled Caste / Scheduled Tribe representation.
- (b) The adequacy or otherwise representation should be counted in respect of each category of posts but not for the Department as a whole.
- (c) If in respect of any category, if adequate representation already exists as on 14.2.2003 or is attained at a later date, the rule of reservation in promotion in favour of Scheduled Castes / Scheduled Tribes shall not be applied further.

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For the purpose of computing the adequacy in respect of Scheduled Castes (i.e., 15%), ABCD categorization will not be observed and the adequacy will be with reference to total number of employees irrespective of their ABCD categorisation.

Crucial date for determining the adequacy : 1st September shall be reckoned as crucial to determine the adequacy of representation in each category of posts for Scheduled Castes and Scheduled Tribes. While arriving at the number of vacancies to be filled based on rule of reservation in promotions in respect of Scheduled Castes and Scheduled Tribes categories, to evaluate adequacy of representation, the fraction shall be ignored.

Reservation in promotion in favour of Scheduled Castes and Scheduled Tribes, shall be implemented in promotions to all the categories of posts, in all services whose total Cadre strength is more than five.

Roster Points : The reservation in promotions in respect of Scheduled Castes and Scheduled Tribes shall also include the gender based reservation. In respect of Scheduled Castes the reservation shall be sub-category based. The existing 100 point roster already prescribed in Rule of Andhra Pradesh State and Sub-ordinate Service Rules for direct recruitment shall be followed for implementing the Rule of Reservation for promotion for Scheduled Castes and Scheduled Tribes. However in so far as providing reservation for Scheduled Castes based on ABCD categorisation, the roster followed for direct recruitment shall be followed. The roster for promotion is at annexure.

Procedure : Once the adequacy is achieved to the required percentage of 15% in respect of Scheduled Castes and 6% in respect of Scheduled Tribes, in a category, the application of the rule of reservation in promotions shall be stopped and the promotions shall be effected based on merit cum seniority. The candidates so promoted shall be fitted into the same roster, without marking the reserved roster points. If on 1st September of any panel year, the representation of Scheduled Castes / Scheduled Tribes is inadequate, the reservation in promotions shall be continued. The roster point shall start from next point of the candidate figuring in the previous panel prepared and given effect to. For example as on 1st September of a panel year, there are 20 roster points in a particular category and there are 2 SC candidates in position. Therefore as on 1st September of a panel year, the adequacy of SC representation is short by one candidate. The vacancies for the panel year are estimated as 10. If the roster starts from 1, then the 2nd roster point has to be filled up with SC-A candidate or with any other SC candidate as per the procedure stipulated. After inclusion of the said candidate there shall be adequacy of representation and there is no need to follow the SC roster. The other candidates shall have to be promoted, including the SC candidates if they are figuring in the general seniority list, based on merit cum general seniority. They shall be shown at the continuous roster points. The 7th roster point of SC shall be filled up with the candidate based on merit cum seniority. The roster points from 1 to 10 shall have to be filled up in such manner. In the next panel year, if it is found that there is adequacy of SC representation, then the promotions shall be effected based on general seniority and merit. If there is inadequacy of representation, SC candidates shall be promoted based on roster. The roster point for that panel year shall start from 11 and the next SC roster point is available at 16 and the same shall be filled up with SC candidate.

Eligibility of Candidates : Reservation in promotion in favour of Scheduled Castes and Scheduled Tribes shall be applicable to those candidates who are fully qualified and eligible to hold the posts as per the existing Rules and guidelines. If no qualified and eligible candidate is available the vacancy shall be carried forward.

Zone of consideration : The zone of consideration as laid down in Rule 6 of A.P.State and Sub-ordinate Service Rules, in respect of Scheduled Castes and Scheduled Tribes categories shall not be applicable to fill up the roster points meant for SC and ST categories.

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Roster Point No.	Roster of SC (ABCD)/ST W= Women
1.	--
2.	SC (W) - A
3.	--
4.	--
5.	--
6.	--
7.	SC-B
8.	ST (W)
9.	--
10.	--
11.	--
12.	--
13.	--
14.	--
15.	--
16.	SC-C
17.	--
18.	--
19.	--
20.	--
21.	--
22.	SC (W) - B
23.	--
24.	--
25.	ST
26.	--
27.	SC-C
28.	--
29.	--
30.	--
31.	--
32.	--
33.	ST
34.	--
35.	--
36.	--
37.	--
38.	--
39.	--
40.	--
41.	SC-B
42.	--
43.	--
44.	--
45.	--
46.	--
47.	SC(W)-C
48.	--
49.	--

50.	--
51.	--
52.	SC-D
53.	--
54.	--
55.	--
56.	--
57.	--
58.	ST(W)
59.	--
60.	--
61.	--
62.	SC-B
63.	--
64.	--
65.	--
66.	SC(W)-C
67.	--
68.	--
69.	--
70.	--
71.	--
72.	SC-B
73.	--
74.	--
75.	ST
76.	--
77.	SC-C
78.	--
79.	--
80.	--
81.	--
82.	--
83.	ST
84.	--
85.	--
86.	--
87.	SC(W)-B
88.	--
89.	--
90.	--
91.	SC-C
92.	--
93.	--
94.	--
95.	--
96.	--
97.	SC-B
98.	--
99.	--
100.	--

K. Anuradha.
SECTION OFFICER.