

No. PER(AP)-C-A (3)-1/2014
Government of Himachal Pradesh
Department of Personnel (AP-III).

From

The Chief Secretary
Government of Himachal Pradesh

To

1. All the Administrative Secretaries to the Government of Himachal Pradesh.
2. All the Divisional Commissioners in H.P.
3. All the Deputy Commissioners in H.P.
4. All the Heads of the Departments in H.P.
5. All the Chairmen/Managing Directors/Secretaries & Registrars of all the Public Sector Undertakings/Corporations/Boards/Universities, etc. in H.P.

Dated: Shimla-171002, the 17th November, 2014

Subject:- Regarding enhancement of promotion quota from 10% to 30% for eligible Class-IV employees for promotion to the post of Clerk.

Sir,

I am directed to refer to this department's instructions issued vide No.Per(AP-C)-A(3)-2/80, dated the 20th August, 2009, No. Per(AP)C-A(3)-1/2014, dated the 1st February, 2014 and dated the 14th August, 2014 on the subject cited above.


2. It is noticed that departments while sending requisition to the HP SSSB, Hamirpur, apply reservation under LDR quota to all categories falling under vertical/horizontal reservation, as in the case of direct recruitment. As a result, a number of posts reserved to the categories falling under horizontal reservation i.e. Ex-servicemen/Wards of Ex-Servicemen, Persons with Disabilities, Distinguished Sports Persons, Antodaya/B.P.L. and Wards of Freedom Fighters etc. have remained unfilled since the inception of LDR provision. The intent of making provision of 20% quota under LDR was to provide better promotional avenues to the Class-IV employees. It is clarified that the 20% quota of LDR construes a part of promotion through competitive examination.

Contd.P/2-

Therefore, while filling up of vacancies under LDR quota, reservation may be provided to Scheduled Castes and Scheduled Tribes categories only as no reservation in promotion is provided to any other category.

3. It is also observed that while filling-up of posts under LDR quota through competitive examination, departments have worked out LDR quota against the entire cadre strength. The provision of LDR came into existence on 20.08.2009 and the vacancies under LDR have to be calculated against the posts which are to be filled up after 20.08.2009. Though the total share under LDR quota is to be calculated against the entire cadre strength yet the recruitment against LDR quota is to be made only against the proportion of vacancies filled up after making this provision in the relevant R&P Rules. LDR quota cannot be filled-up in one go against the entire cadre strength. In case, the LDR quota of 20% is filled up against entire cadre strength in one go, it will give retrospective effect to this provision which is neither intention nor the spirit of the rule. This equation can be understood with the help of following illustration:-

Illustration:-



No. of sanctioned posts in the cadre	No. of posts falling under Direct Recruitment quota of 70%	No. of posts reserved under LDR quota of 20%	No. of posts reserved under promotion quota of 10%
100	70	20	10
After inserting the provision of LDR in the relevant R&P Rules, the vacancies under LDR quota in a cadre as on date are to be filled as under:-			
No. of sanctioned posts in the cadre.	Total number of posts filled up in the cadre under all modes of recruitment.	Total number of posts falling vacant in the cadre under all modes of recruitment <u>as on date.</u>	No. of posts falling under LDR quota out of unfilled 40 posts <u>as on date.</u>
100	60	40	08

Contd.P/3-

4. Though in the above illustration total share under 20% LDR quota comes to 20 posts yet as on date 08 posts will only be filled against this quota. Difference of 12 posts (20-8=12) will be filled-up against the future vacancies in proportion to their prescribed percentage till such time quota of LDR is achieved.

5. These instructions may be followed strictly and also brought to the notice of all concerned for compliance.

Yours faithfully,

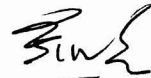

(S.K.B.S. Negi)

Principal Secretary (Personnel) to the
Government of Himachal Pradesh.
Tel.No. 0177-2621897

Endst.No.PER(AP)-C-A (3)-1/2014 Dated: Shimla the 17th November, 2014

Copy forwarded for information and necessary action to:-

1. The Secretary to the Governor, Himachal Pradesh, Shimla-2.
2. The Secretary, H.P. Vidhan Sabha, Shimla-171004.
3. The Registrar, H.P. High Court, Shimla-171001.
4. The Secretary, H.P. Public Service Commission, Shimla.
5. The Secretary, H.P. Subordinate Services Selection Board, Hamirpur.
6. All the Section Officers in H.P. Secretariat, Shimla-171002.
7. Spare Copies (50).



(Prem Singh Thakur)
Deputy Secretary (Personnel) to the
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Tel.No. 0177-2624183
