



कर्मचारी भविष्य निधि संगठन  
EMPLOYEES' PROVIDENT FUND ORGANISATION  
श्रम एवं रोजगार मंत्रालय, भारत सरकार  
MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA  
मुख्य कार्यालय/Head Office  
भविष्य निधि भवन, 14, भीकाजी कामा प्लेस, नई दिल्ली-110066  
Bhavishya Nidhi Bhawan, 14, Bhikaiji Cama Place, New Delhi-110066  
Website: www.epfindia.gov.in, www.epfindia.nic.in



No. HRM-III/5(5)2012/EO-AO/SQ/Regu/RJ

19/14

Dated:

To,

Addl. Central P.F. Commissioner(HQ) (Zones),  
Addl. Central P.F. Commissioner (Zones),  
All officer-in charge of ROs

11 4 NOV 2023

**Subject:- Conducting DPC for promotion to the post of EO/AOs for the panel year 2024 under Seniority Quota. - regarding.**

Sir/Madam,

With reference to the subject cited above, it is informed that DoPT on 14.10.2022 issued compendium "RESERVATION IN APPOINTMENTS IN POSTS/SERVICES IN THE CENTRAL GOVERNMENT" and the same was circulated by HO vide circular dated 06.03.2023 (Mentioned at sl. No. 392 under 'office order 'tab) for strict compliance. As per para 5(ii) of the said Compendium the concept of own merit is as under:-

ii. *Own Merit in promotion: In case of promotion, the instructions relating to own merit are as under:*

(a) *The SC/ST candidates appointed by promotion on their own merit and not owing to reservation or relaxation of qualifications will not be adjusted against the reserved points of the reservation roster. They will be adjusted against unreserved points.*

(b) *If an unreserved vacancy arises in a cadre and there is any SC/ST candidate within the normal zone of consideration in the feeder grade, such SC/ST candidate cannot be denied promotion on the plea that the post is not reserved. Such a candidate will be considered for promotion along with other candidates treating him as if he belongs to general category. In case he is selected, he will be appointed to the post and will be adjusted against the unreserved point.*

(c) *SC/ST candidates appointed on their own merit (by direct recruitment or promotion) and adjusted against unreserved points will retain their status of SC/ST and will be eligible to get benefit of reservation in future/further promotions, if, any.*

(d) *50% limit on reservation will be computed by excluding such reserved category candidates, who are appointed/promoted on their own merit.*

(e) *The principle of Own Merit will apply whether the promotion is made by selection method or non-selection method.*

*DoPT OM dated 10.8.2010 regarding promotion of SC/ST on Own Merit is presently sub judice before the Hon'ble Supreme Court in the SLP No. 30621/2011 titled 'Jarnail Singh &Ors Vs. Lachhmi Narain Gupta &Ors.'*

*Shant*

2. It has come to the notice that while making recommendation, some Zones are not following the above mentioned guidelines. Hence, it is once again reiterated that the above guidelines by DoPT should be strictly followed while recommending the officials for promotion.

Yours faithfully,



(Shahid Iqbal)

**Regional P.F. Commissioner-I(HRM)**