

No. 22/55/81-3GSIII

From

The Chief Secretary to Government, Haryana.

To

1. All Heads of Departments, Commissioners Hissar & Ambala Divisions and all Deputy Commissioners and S.D.Os. (Civil), in Haryana ; and
2. The Registrar, Punjab & Haryana High Court and All District & Sessions Judges, in Haryana.

Dated, Chandigarh, the 15th March, 1983.

**Subject :—Relaxation of experience conditions for members of Scheduled Castes, Backward Classes, Ex-servicemen & Handicapped Candidates.**

Sir,

I am directed to address you to the subject noted above and to say that it has been noted that the number of Scheduled Castes, Backward Classes, Ex-servicemen and Handicapped employees in various cadres, is below the prescribed percentage. The matter has accordingly been examined and it has been decided that provision should be made to the effect that, where some period of experience is prescribed as an essential qualification for direct recruitment to a post, and sufficient number of persons with the prescribed experience are not available from Scheduled Castes, Backward Classes, Ex-servicemen and Handicapped, the experience qualification shall be relaxable to the extent of 50% provided that such relaxation in each individual case is not inconsistent with efficiency on the Govt. of India pattern. The Government of India have made the following provisions under the essential qualification in the Recruitment Rules :—

- (a) where the post is filled by direct recruitment through the U.P.S.C., the provision to be inserted will be :—

“The qualification regarding experience is relaxable at the discretion of the U.P.S.C. in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes

if at any stage of selection, the U.P.S.C. is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them”.

- (b) where the post is filled by direct recruitment otherwise than through the U.P.S.C. the provision to be inserted will be :—

“The qualification regarding experience is relaxable at the discretion of the competent authority in the case of candidates belonging to the Scheduled Castes or Scheduled Tribes, if at any stage of selection, the sufficient numbers of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.”

It has further been provided that :

“The appointing authority shall record the reasons for relaxing the qualifications regarding experience in writing while doing so.”

In Haryana, the relaxation will thus be made by H.P.S.C./Subordinate Services Selection Board in case of vacancies to be filled through them, and by the competent authority in other cases.

2. It has, therefore, been decided that all the departments should review the relevant Service Rules of all cadres and make suitable provisions/amendments wherever necessary in the respective service rules on the lines specified in the preceding paragraph in accordance with the instructions contained in Haryana Government letter No. 1334-2GSIII-71/12367, dated 27.5.71.

3. Whenever any vacancies reserved for Scheduled Castes, Scheduled Tribes, Backward Classes, Ex-servicemen and Physically Handicapped are advertised or intimated to the Employment Exchange, it should be specifically mentioned in the advertisement/requisition that the period of experience prescribed in relaxable at the discretion of the Haryana Public Service Commission/Subordinate Services Selection Board or the competent authority, as the case may be, in the case of Scheduled Castes, Scheduled Tribes, Backward Classes, Ex-servicemen and Physically Handicapped candidates as provided in the Recruitment Rule.



This is intended to ensure that the aspirants who may fall slightly short of the requisite experience come to know about the possibility of relaxation in experience in their favour.

3. These instructions should be complied with without any delay and the receipt of this communication may please be acknowledged.

Your faithfully,

Sd/-

Joint Secretary General Administration,  
for Chief Secretary to Government, Haryana.

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