

No. 5187/DSE/Estt IV/2020  
GOVERNMENT OF PONDICHERRY  
DIRECTORATE OF SCHOOL EDUCATION

Puducherry 31-12-2020

MEMORANDUM

**Sub:** DES-Estt-IV-Tentative seniority list of Lecturer promoted during the year 2015 - 17 -Objection-Disposed-Reg.  
**Ref:** Memo.No. 13838/DSE/E.IV/B/2020 Dt: 12.12.2020 of the DSE, Pdy

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Objection	Reply
1) Though the Direct Recruit lecturers were appointed in the year 2016, they were shown in the Tentative seniority list in the vacancy year 2015 instead of the recruitment year 2016 and the same rules of Inter se seniority had not been considered in the past by the Department.	The inter se seniority of direct recruits and promotees have been assigned as per the <b>Memo.No.20011/1/2012-Estt.(D) dt: 04.03.2014</b> of the DoPT communicated by the Memo .No. 23109/01/2016/DP&AR/ CCD(2) dt: 09.03.2016 of the DP&AR, Puducherry. As per the OM, the actual year of appointment both in the case of direct recruits and promotees would be reckoned as the year of availability for the purpose of rotation and fixation of inter se seniority. Recruitment year would be the year of initiating the recruitment process against a vacancy year.
2) To observe the DOPT instructions O.M. dt: 03.03.2008 & 07.02.1986 on inter-se seniority between promotees and Direct Recruits and accordingly to revise the tentative seniority list.	Initiation of recruitment process against a vacancy year would be the date of sending of requisition for filling up of vacancies to the recruiting agency in the case of direct recruits; in the case of promotees the date on which a proposal complete in all aspects is sent to DPC for convening of DPC to fill up the vacancies through promotion would be the relevant date. The above principles for determination of inter se seniority of direct recruits and promotees would be effective from <b>27.11.2012</b> . DoPT OM No.20011/1/2006- Estt(D) dated 03.03.2008 is treated as nonexistent / withdrawn ab initio. <b>(Copy enclosed).</b>

<p>3) To correct the seniority , as their juniors in the post of TGT have been placed ahead in the seniority of Lecturers</p>	<p>Though they were juniors in the post of TGT, those who are in the select list in the post of Lecturer will be placed ahead of those in the wait list. The seniority list of TGTs referred to is common seniority. Promotion from TGTs to Lecturers is based on the availability of vacancies in that subject. For instance a TGT(Tamil) may get promotion ahead of a TGT(English) who is senior to him, if there arises a vacancy in Lecturer(Tamil) and there is no vacancy in Lecturer(English).</p>
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*F.P. Verbina Jayaraj* 31/12/12  
(F.P. VERBINA JAYARAJ)  
Dy. Director (Admn)

To  
The Controlling officer (Puducherry/Karaikal/Mahe/Yanam)



GOVERNMENT OF PUDUCHERRY  
DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS  
(PERSONNEL WING)

No.A.23019/01/2016/DPAR/CCD(2)

Puducherry, dated 09.03.2016

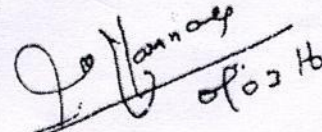
**I.D. NOTE/OFFICE MEMORANDUM**

Sub: Public Services – Inter-se seniority of direct recruits and  
promotees – Instructions thereof – Reg.

\* \* \*

A copy of the Office Memorandum No.20011/1/12012-Estt(D) dated 04.03.2014 of Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, New Delhi is forwarded herewith for information and compliance.

// BY ORDER //

  
(M. KANNAN)

UNDER SECRETARY TO GOVERNMENT

Encl: As stated

To

All Secretariat Departments/Heads of Departments/Offices.

Copy to :

1. The Development Commissioner / Commissioner cum-Secretary/  
all Secretaries /Special Secretary to Government, Puducherry.
2. The Secretary to Lieutenant Governor, Puducherry.
3. The Collector, Puducherry/Karaikal.
4. The Regional Administrator, Mahe/Yanam.
5. The Private Secretary to Chief Secretary, Puducherry.
6. Stock file / C.R.B.



No. 20011/1/2012-Estt. (D)  
Government of India  
Ministry of Personnel, Public Grievances & Pension  
Department of Personnel & Training

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North Block, New Delhi,  
Dated the 4<sup>th</sup> March, 2014

OFFICE MEMORANDUM

Subject: Inter se seniority of direct recruits and promotees - Instructions thereof

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The undersigned is directed to refer to the subject mentioned above and to say that the fundamental principles of inter se seniority of direct recruits and promotees in Central Civil Services/posts were laid down in the Department of Personnel & Training (DOPT) O.M. No. 9/11/55-RPS dated 29.12.1959 which provided, inter alia, that the relative seniority of direct recruits and of promotees shall be determined according to the rotation of vacancies between direct recruits and promotees, which shall be based on the quotas of vacancies reserved for direct recruitment and promotion respectively, in the Recruitment Rules.

2. The carrying forward of unfilled slots of a vacancy year, for being filled up by direct recruits of later years, was dispensed with through modified instructions contained in DoPT O.M. No.35014/2/80-Estt.(D) dated 7.2.1986 which provides that rotation of quotas for purpose of determining seniority would take place only to the extent of the available direct recruits and the promotees. The unfilled direct recruitment/promotion quota vacancies would be carried forward and added to the corresponding direct recruitment/promotion quota vacancies of the next year (and to subsequent years where necessary) for taking action for the total number of direct recruitment/promotion according to the usual practice. Thereafter, in that year, while seniority will be determined between direct recruits and promotees, to the extent of the number of vacancies for direct recruits and promotees, as determined according to the quota for that year, the additional direct recruits/promotees selected against the carried forward vacancies of the previous year, would be placed en-bloc below the last promotee/direct recruit, as the case may be, in the seniority list, based on the rotation of vacancies for that year.

3. All the existing instructions on seniority were consolidated by DoPT through a single O.M. No. 22011/7/86-Estt(D) dated 03.07.1986.

4. In view of divergent stance taken by different Ministries/Departments on interpretation of 'available direct recruits and promotees' in the context of OM dated 7.2.86, the DoPT had issued O.M. No. 20011/1/2006-Estt.(D) dated 3.3.2008 which provided that the actual year of appointment, both in the case of direct



and promotees, would be reckoned as the year of availability for the  
se of rotation and fixation of inter se seniority.

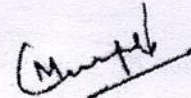
5. The matter has been examined in pursuance of Hon'ble Supreme Court Judgment on 27.11.2012, in Civil Appeal No. 7514-7515/2005 in the case of N.R. Parmar vs. UOI & Ors in consultation with the Department of Legal Affairs and it has been decided, that the manner of determination of inter-se-seniority of direct recruits and promotees would be as under:

- a) DoPT OM No. 20011/1/2006-Estt.(D) dated 3.3.2008 is treated as non-existent/withdrawn *ab initio*;
- b) The rotation of quota based on the available direct recruits and promotees appointed against the vacancies of a Recruitment Year, as provided in DOPT O.M. dated 7.2.1986/3.07.1986, would continue to operate for determination of *inter se* seniority between direct recruits and promotees;
- c) The available direct recruits and promotees, for assignment of *inter se* seniority, would refer to the direct recruits and promotees who are appointed against the vacancies of a Recruitment Year;
- d) Recruitment Year would be the year of initiating the recruitment process against a vacancy year;
- e) Initiation of recruitment process against a vacancy year would be the date of sending of requisition for filling up of vacancies to the recruiting agency in the case of direct recruits; in the case of promotees the date on which a proposal, complete in all respects, is sent to UPSC/Chairman-DPC for convening of DPC to fill up the vacancies through promotion would be the relevant date.
- f) The initiation of recruitment process for any of the modes viz. direct recruitment or promotion would be deemed to be the initiation of recruitment process for the other mode as well;
- g) Carry forward of vacancies against direct recruitment or promotion quota would be determined from the appointments made against the first attempt for filling up of the vacancies for a Recruitment Year;
- h) The above principles for determination of *inter se* seniority of direct recruits and promotees would be effective from 27.11.2012, the date of Supreme Court Judgment in Civil Appeal No. 7514-7515/2005 in the case of N.R. Parmar Vs. UOI & Ors



- i) The cases of seniority already settled with reference to the applicable interpretation of the term availability, as contained in DoPT O.M. dated 7.2.86/3.7.86 may not be reopened.

7. As the conferment of seniority would be against the Recruitment Year in which the recruitment process is initiated for filling up of the vacancies, it is incumbent upon all administrative authorities to ensure that the recruitment process is initiated during the vacancy year itself. While requisition for filling up the vacancies for direct recruitment should be sent to the recruiting agency, complete in all respects, during the vacancy year itself, the timelines specified in the Model Calendar for DPCs contained in DoPT O.M. No.22011/9/98-Estt(D) dated 8.9.98 and the Consolidated Instructions on DPCs contained in O.M. No.22011/S/86-Estt(D) dated April 10, 1989 should be scrupulously adhered to, for filling up the vacancies against promotion quota.



(Mukta Goel)

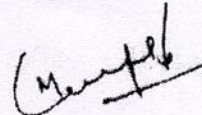
Director

Tele: No. 23092479

All Ministries/Departments of the Government of India

Copy to:-

1. The President's Secretariat, New Delhi.
2. The Vice-President's Sectt, New Delhi
3. The Prime Minister's Office, New Delhi.
4. The Cabinet Secretariat, New Delhi.
5. The Rajya Sabha Secretariat, New Delhi.
6. The Lok Sabha Secretariat, New Delhi.
8. The Secretary, Comptroller and Audit General of India, New Delhi.
9. The Secretary, Staff Selection Commission, New Delhi
10. All attached offices under the Ministry of Personnel, Pensions and Training.
11. All Officers and Sections in the Department of Personnel and Training.
12. Establishment(D) Section, DoP&T (10 copies)
13. NIC for updation on the website




(Mukta Goel)

Director

Tele: No. 23092479

**// COPY AUTHORISED FOR ISSUE //**

  
(S. MURUGESAN)  
SUPERINTENDENT (CCD)