

Promotion :

From a lower to a higher grade post or Service - Principles to be observed in connection with -

GOVERNMENT OF MAHARASHTRA
General Administration Department,
Resolution No. SRV-1075/342/X,
Sachivalaya, Bombay-400 032.

Dated the 1st April, 1976. CR1976040101

READ: Government Resolution, General Administration Department, No. SRV-1074/D, dated 28-1-1975.

R E S O L U T I O N

In accordance with the policy of Government to encourage efficiency in the administration by recognising merit among Government servants, the question of introducing greater merit-orientation in the process of promotions, subject to the commitment for reservation of posts for the weaker sections of the community, has been under the consideration of Government for some time. The following decisions have since been taken in this regard in consultation with the Maharashtra Public Service Commission.

2. (a) According to the existing orders, all promotions upto the first promotion to a Class-I post are to be regulated on the principle of seniority subject to fitness. With a view to introducing greater merit-orientation in the process of promotion, it has been decided that 25% of the vacancies to be filled by promotion in all posts upto (and including) the lowest post in Class I Service should be earmarked for being filled by selection of officers possessing positive merit regardless of seniority. This decision is in partial modification of clause (1) of Government Resolution, General Administration Department No. SRV-1074-D, dated 28th January, 1975.

(b) The selections to these 25% vacancies should be made in the same manner as in respect of the promotions above the first promotion to Class-I Service i.e. in the manner provided by clause (2) of Government Resolution, General Administration Department, No. SRV-1074-D, dated the 28th January, 1975, as amplified by this Resolution.

3. (a) Promotions above the first promotion to Class-I Service have to be on the basis of strict selection as described in clause (2) of the Government Resolution, General Administration Department, No. SRV-1074/D, dated 28th January, 1975. With a view to enabling the Government servants possessing positive merit to be considered for promotion earlier, in amplification of clause (2) of the said Government Resolution, it has been decided that the field of selection should be widened so as to ensure that, whenever any posts are to be filled by promotion, the number of officers considered for promotion is four times the number of vacancies likely to occur during the next two

(b) For being considered as a person possessing positive merit, a Government servant's record should be free from serious blemish, and should show that the person concerned is able, not only to discharge efficiently the duties of the post held by him for the time being, but to shoulder the duties and responsibilities of a higher post.

4. In pursuance of the foregoing decisions, Government is pleased to direct that the general principles governing the preparation and revision of select lists prescribed by Government Circular Memorandum, General Administration Department, No.SRV-1074/X, dated the 11th September 1975 should be amended as indicated below.

In the existing paragraph 2, a comma should be substituted for the full stop at the end, and after the comma, the following should be added at the end:

"and Government Resolution, General Administration Department, No. SRV-1075/342/X, dated the 1st April 1976."

5. All Departments of the Secretariat and all Heads of Departments are requested to ensure that these instructions are followed scrupulously in regulating the cases of promotion hereafter.

By order and in the name of the Governor of Maharashtra.

(K.P. Nadkarni)
Joint Secretary to Government.

- The Secretary to the Governor,
- The Secretary to the Chief Minister,
- *The Prothonotary and Senior Master, High Court, Bombay,
- *The Registrar, Office of the Lokayukta and Upalokayukta, Bombay,
- *The Secretary, Maharashtra Public Service Commission, Bombay.
- All other Heads of Departments under the Several Departments of Secretariat,
- All Departments of the Secretariat.

*By letter.

11 MAY 1976

Copy ftd. for information and guidance to all officers in the cadre of SAs and DAs in continuation of this office order no. 13-35.
for E I, E II, E VI, VII + VIII.
for S I + S II.