

इण्डिया इन्फ्रास्ट्रक्चर फाइनेंस कम्पनी लिमिटेड

(भारत सरकार का उद्यम)

India Infrastructure Finance Company Limited

(A Govt. of India Enterprise)



Ref.: IIFCL/RTI/2016-17/12/22829

Date -23rd March 2017

To,
Shri Ntarajan V Baskaran
No. 34, NAS Ansari Nagar,
Vandigate, Pallipadai,
Chidambaram,
Cuddalore, Distt.
Tamil Nadu-608001.

Sub.: RTI application regarding promotions of SC/ST officers by a selection process in all the cadre in Group-A Posts.

Dear Sir,

This has reference to DFS RTI letter No. 22/24/2017-Welfare, dated 3rd March 2017, received on 7th March 2017 regarding promotions of SC/ST officers by a selection process in all the cadre in Group- A Posts.

We are submitting herewith the required information as below:-

SL. No.	RTI Question	Reply from IIFCL
1.	Whether the above provisions are applicable for the promotions of SC/ST officers by selection process in all the cadre in Group 'A' Posts.	IIFCL is following DFS guidelines issued vide letter No. 1/03/2013-Welfare dated 18 th February, 2014 and DFS letter No. 6/2/2009-Welfare dated 20 th October, 2016 for extending reservation in promotion in Group 'A' posts is attached herewith as Appendix -I.
2.	Whether the officers who are in the zone of consideration called for the exam and based its result, eligible for an interview and if they do not have adverse remarks in the Performance Appraisal Report or not involved in any vigilance case are fit for the promotion?	Promotion exercise is done as per promotion policy of the Company, which inter-alia is dependent on suitability of the candidate based on performance in written test/interview, availability of vacancies, merit position, vigilance/ disciplinary clearance etc.
3.	If yes on the above at A and B, please provide the communication from DOPT to all Public Sector Banks, including Insurance Companies, SIDBI, IDBI, NHB, NABARD, RBI and other Financial Institutions.	Information pertains to DoPT. Hence, DoPT may reply suitably.
4.	If any of the above organizations coming under Indian Constitutions, violating the above provisions indicated at A & B, what is the remedy for the SC/ST officers who are seniors enough in the seniority in the particular cadre possessing high Performance Appraisal Report and good exam marks having no adverse remarks and not involved in any vigilance case, dropped from the promotions to next cadre continuously (four/five times).	As on date, no SC/ST candidate are dropped from the promotions to next level continuously for four / five times in IIFCL.

पंजीकृत कार्यालय : 8 वीं मंजिल, हिन्दुस्तान टाइम्स हाउस, 18 & 20, कस्तूरबा गांधी मार्ग, नई दिल्ली-110001 दूरभाष : 91-11-23708263-64 फैक्स : 91-11-23766256, 23730251
Regd. Office : 8th Floor, Hindustan Times House, 18 & 20, Kasturba Gandhi Marg, New Delhi-110001 Phone : 91-11-23708263-64 Fax : 91-11-23766256, 23730251



CIN : U67190DL2006GOI144520 वैबसाईट/Website : www.iifcl.org ई-मेल/E-mail : info@iifcl.org


एक कदम स्वच्छता की ओर

हिन्दी में काम करना आसान है, इसका प्रयोग बढ़ाइए।

5	Under section 2 (j) of the RTI Act 2005, please provide a certified copy of the DOPT OM No.36028/21/2003-Estt (res) dated 29 January 2004 and any other circulars on the subject may be furnished to me.	Information pertains to DoPT. Hence, DoPT may reply suitably.
6.	Whether the interview board can consider officers belonging to general category officers who secured less exam marks and Performance Appraisal Report marks than the SC/ST senior officers, for promotion to next cadre in group "A" posts	Reply same as at point no. 2 above.
7.	Whether the interview board can consider Junior SC/ST officer who secured less exam marks and Performance Appraisal Report marks than the SC/ST senior officers, for promotion to next cadre.	Reply same as at point no. 6 above.
8.	Any other instructions are issued to organizations that the Officers belonging to SC/ST who are senior enough should be considered for promotions? Please provide the copy of the same.	DFS may reply suitably.
9.	As per the 82 amendment act 200 in article 335' of constitution (as indicated above) whether lowering/relaxation of standards are admissible for SC/ST officers who were appeared in the exam for promotion to particular cadre where there is no reservation in the promotion.	As per DFS Guidelines issued vide letter No. 1/03/2013-Welfare dated 18 th February, 2014 (Appendix), concession to SC/ST officers in promotion in Group 'A' is provided upto Grade 'C' in IIFCL.
10.	A Copy of the communications form DOPT to all the Public Sector Banks, including Insurance Companies, SIDBI, IDBI, NHB, NABARD, RBI and other Financial Institutions after recent Supreme Court Judgment dated 08 January 2016 (RP Civil No.2131 of 2015 in Civil appeal No. 209 of 2015)for ensuring adequate representation of SC/ST officers in all the cadres in the Banks.	DFS letter No. 6/2/2009-Welfare dated 20 th October, 2016 issued in reference to RP Civil No. 2131 of 2015 is attached herewith as Appendix -II.

Thanking you,

Yours Faithfully,
For India Infrastructure Finance Company Limited


Dr. S. S. Garg
General Manager - CPIO

Copy to : Shri Arun Kumar (CPIO & Under Secretary)
2nd Floor, Jeevan Deep Building,
Parliament Street, New Delhi.

File No. 1/03/2013-Welfare
Ministry of Finance
Department of Financial Service
(Welfare)

Jeevan Deep Building,
Parliament Street, New Delhi.
Dated February 18, 2014.

To

Chief Executives of All Public Sector Banks, SBI subsidiaries, Public Financial Institutions, Public Sector Insurance Companies and Reserve Bank of India, Insurance Regulatory Development Authority, and Pension Fund Regulatory Development Authority.

Subject: Concession to Scheduled Caste and Scheduled Tribe officers in posts filled by promotion by selection

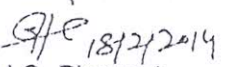
Sir,

I am directed to refer to the subject cited above and to say that consequent upon revision of pay scales of Central Govt. employees, Deptt. of Personnel & Training (DOP&T) vide its OM No. 36028/8/2009-Estt.(Res.) dated 7th June, 2013 (copy enclosed) has clarified that provisions of 'concessions to Scheduled Castes and Scheduled Tribes in posts filled by promotion by Selection in posts falling under Group A(Class-I) would apply to posts within Group A carrying Grade Pay of Rs. 8700 or less. DOP&T has, further clarified that these provisions are applicable to Govt. servants paid from Civil Estimates.

2. The matter has been examined in this Department. As due to several obvious reasons, it is not possible to equate the pay scales of employees in Public Sector Banks(PSBs), Public Financial Institutions(PFIs), Public Sector Insurance Companies (PSICs), and Reserve Bank of India(RBI), Insurance Regulatory Development Authority (IRDA), and Pension Fund Regulatory Development Authority(PFRDA) with the pay scales of Central Govt. employees, it has been decided that concessions mentioned in DOP&T's OM No. 36028/8/2009-Estt.(Res.) dated 7th June, 2013 will be available to the SC/ST officers in PSBs, PFIs, PSICs, RBI, IRDA and PFRDA in 'promotion by selection' to posts within the officers cadre up to Middle Management Grade Scale-III or Grade-C(lowest three rungs in officers' cadres), whichever is applicable.

3. This Department may please be apprised of the compliance report in the matter.

Yours faithfully,

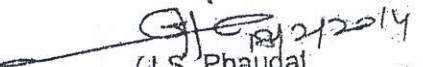

(J.S. Phaugat
Under Secretary (Wel.)

File No. 1/03/2013-Welfare

dated February 18, 2014.

Copy also for information and necessary action to:

1. Secretary, Indian Banks Association, Mumbai.
2. GIPSA, Ground Floor, Jeevan Deep Building, Parl. Street, New Delhi.
3. Deptt. of Personnel & Training (Dy. Secretary, Estt.(Res.) wrt their OM No. 36028/8/2009-Estt.(Res.) dated September 13, 2013.
4. NIC Wing, DFS for placing the order on the website of DFS.


(J.S. Phaugal
Under Secretary (Wel.)

(25)

No. 36028/8/2009-Estt. (Res.)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

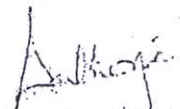
North Block, New Delhi-110001.
Dated: 7th June, 2013

Office Memorandum

Subject: Concessions to Scheduled Castes and scheduled Tribes in posts filled by promotion by selection-posts within Group A (Class I).

The undersigned is directed to invite reference to this Department OM No. 36028/21/2003-Estt. (Res.) dated 29th January 2004 which provides that in promotion by selection to posts within Group A (Class I) which carry an ultimate salary of Rs.18,300/- per month or less, the Scheduled Caste/Scheduled Tribe officers, who are senior enough in the zone of consideration for promotion so as to be within the number of vacancies for which the select list has to be drawn up, would be included in that list provided they are not considered unfit for promotion. The scales of pay of Group A post have been revised on the basis of the recommendations of the 6th Central Pay Commission, Keeping that in view, it has been decided that orders contained in the aforesaid OM would apply to promotions by selection to posts within Group A carrying Grade Pay of Rs. 8,700/- or less.

2. All Ministries/Departments are requested to bring the above decision to the notice of all concerned.


(Sandeep Mukherjee)

Under Secretary to the Govt. of India

1. All Ministries/Departments of the Government of India.
2. Department of Financial Services, New Delhi.

Contd.

2(a). Department of Expenditure w.r.t their I.D. No. 63745/E-III(A)/2013 dated: 03-06-2013.

3. Department of Public Enterprises, New Delhi.
4. Railway Board, New Delhi.
5. Union Public Service Commission/Supreme Court of India/Election Commission of India/Lok Sabha Secretariat/Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Prime Minister's Office/Planning Commission.
6. Staff Selection Commission, CGO Complex, Lodhi Road, New Delhi.
7. Ministry of Social Justice & Empowerment, Shastri Bhawan, New Delhi.
8. National Commission for SCs/National Commission for STs, Lok Nayak Bhawan, New Delhi.
9. National Commission for Backward Classes, Trikot-1, Bhikaji Cama Place, R.K.Puram, New Delhi.
10. Office of the Comptroller and Auditor General of India, 10 Bahadur Shahjafar Marg, New Delhi-110002.
11. Information and Facilitation Centre, DOPT, North Block, New Delhi (50 Copies).
12. The NIC, DOPT with a request to upload it at the website of this Department in OMs & Orders>Estt.(Res.)>SC/ST/OBC and in 'What's New'.

No.6/2/2009-Welfare
Government of India
Ministry of Finance
Department of Financial Services

2nd Floor, Jeevan Deep Building,
Parliament Street, New Delhi, the 20th October, 2016

To

1. The Chairman & Managing Directors of all PSBs/FIs/PSICs
2. Chairman, SBI and MDs of its Associate Banks
3. CGM, RBI, Mumbai

Subject : Review Petitions (Civil) 2131 of 2015 – Union of India and Ors. vs. Central Bank of India SC/ST Employees Welfare Association and Others in the Hon'ble Supreme Court of India Judgement dated 08.01.2016.

Sir/Madam,

The undersigned is directed to refer to above mentioned subject and to inform that judgement dated 09.01.2015 and 08.01.2016 of Hon'ble Supreme Court has been considered by the Competent Authority and found that based on the instructions of DoP&T for reservation of SCs/STs in promotion, the existing scheme of reservation is available for SCs/STs in PSBs/FIs/PSICs up to lowest rung of officer cadre Group A. Similarly, based on the guidelines of the DoP&T, the concession for promotion of SCs and STs in PSBs/FIs/PSICs by selection is applicable up to Middle Management Grade Scale-III which is equivalent to the Group A employee of Government carrying the Grade Pay of Rs.8.700/- or less. Following the direction of Hon'ble Supreme Court the data of existing employees of Group A of SCs and STs were collected vis-a-vis the number of existing employees of Group A from PSBs/FIs/PSICs and analysed. It has been found that 17.79% and 7.53% of total employees of Group A belong to SCs and STs respectively. However, in few of the Banks in some cadre of Group A, it is slightly less. Overall percentage representation of SCs and STs vis-a-vis number of employees of Group A in PSBs/FIs/PSICs is 17.79% and 7.53% respectively which is fulfilling the condition of percentage of 15% and 7.5% required as per the existing reservation policy of Government of India. Therefore, the Competent Authority has decided that there may not be any need to change the existing reservation policy in PSBs/FIs/PSICs at present.

Yours faithfully,


(Arun Kumar)

Under Secretary to the Govt. of India
Tele : 23748725