

**Stagnation in the Grade of Assistants**

4214. SHRI RAMJI LAL SUMAN:  
Will the Minister of HOME AFFAIRS  
be pleased to state:

(a) the number of Assistants who have put in over 22 years service in the same grade and are not getting any increment;

(b) whether it is a fact that direct recruit Assistants are promoted as Section officers after 10 to 15 years service in the grade while Departmental Assistants do not get any chance of promotion and are not included in the select list even after completing 25 to 30 years of service as Assistants; and

(c) what steps are taken by the Government to remove stagnation amongst Assistants?

THE MINISTER OF HOME AFFAIRS (SHRI CHARAN SINGH):

(a) Accordingly to the information available, 348 Assistants of the Central Secretariat Service have put in 22 years of service or more in the same grade. The grade of Assistant is a decentralised one and therefore information in regard to the number among them who are not getting any increment is not available in the Department of Personnel and Administrative Reforms.

(b) No direct recruit Assistant with 15 years or less service is entitled to be promoted as Section Officer on a regular basis in accordance with the zones prescribed by the Department of Personnel and Administrative Reforms. The grade of Section Officer is also a decentralised one and therefore information in regard to short-term temporary promotions made by the different cadres is not available in the Department of Personnel and Administrative Reforms.

(c) Under the Central Secretariat Service Rules, 16 per cent of permanent vacancies of Section Officers are filled by direct recruitment through

the IAS etc. Examination and the remaining vacancies are filled by promotion of Assistants:—

28 per cent on the basis of seniority-cum-fitness, 28 per cent on the basis of merit from among Assistants with long years of service and 28 per cent through departmental competitive examination.

The following steps have been taken to remove stagnation amongst Assistants:—

(i) A special quota of 28 per cent of permanent vacancies in the Grade of Section Officer has been earmarked for Assistants with 22 years of service or more in the Grade for promotion to the regular vacancies in the Grade of Section Officer. The quota for such Assistants for short-term appointment is 50 per cent

(ii) The upper age limit for departmental candidates taking the departmental examination for recruitment to 28 per cent of vacancies in the Section Officers' Grade has been raised to 50. This will enable Assistants with longer years of service but low down in seniority also to compete for the departmental examination vacancies.

(iii) Promotions in the decentralised grades against the seniority quota of 28 per cent are regulated through the zoning Scheme by the Department of Personnel and Administrative Reforms so that if senior eligible persons are not promoted in a particular Ministry/Department for want of vacancies, they are nominated for promotion, in their turn, against vacancies available in other Ministries/Departments.

(iv) Instructions have been issued to Ministries to consider Central Secretariat Service officers for appointment to ex-cadre posts in and under the Ministries.