

(b) As the Central Secretariat Clerical Service was decentralised with effect from 1-11-62, the requisite information is not readily available and will have to be collected.

(c) After decentralisation, it is for the cadre authorities to review and re-fix the authorised permanent strength of each grade annually and make confirmations against such fixed strength in accordance with the provisions of the Central Secretariat Clerical Service Rules 1962.

Seniority Rules

**1648. Shri Mohammad Elias:
Shri Warrior:**

Will the Minister of Home Affairs be pleased to state:

(a) whether it is a fact that in the Central Secretariat Service the seniority rules are so framed as to place officials with longer years of service in the grade junior to the direct recruits with lesser years of service in the grade, thereby placing the former in a disadvantageous position from the point of future promotions;

(b) if so, whether Government consider it just and fair to discriminate between departmental promotees and the direct recruits for a grade of service who are both selected because of their suitability for the post; and

(c) the steps Government propose to take to redress the grievances of thousands of departmental promotees in this respect?

The Deputy Minister in the Ministry of Home Affairs (Shri L. N. Mishra): (a) to (c). It is a well recognised principle that:—

- (i) All permanent employees rank senior to all temporary employees;
- (ii) The relative seniority of persons appointed to a grade by competitive examination or selection would be governed by their order of merit;

(iii) The seniority of temporary employees on confirmation should be according to the order of confirmation; and

(iv) The seniority of direct recruits vis-a-vis departmental candidates should be regulated by rotation according to the quotas fixed for direct recruitment/promotion.

Substantive vacancies in a grade are allotted to direct recruits and promotees in rotation in the proportion prescribed for these categories under the rules and the seniority of persons so appointed is also regulated in that order. Once the need for direct recruitment in a grade is accepted, regulation of seniority in the above manner is considered to be the only fair and equitable method.

Central Secretariat Clerical Service

**1649. Shri Warrior:
Shri Daji:
Shri Eswara Reddy:
Shri Vasudevan Nair:**

Will the Minister of Home Affairs be pleased to state:

(a) whether he has received complaints from some Employees' Associations and Members of Parliament that out of 209 permanent posts of Grade II of the Central Secretariat Clerical Service as on the 1st May, 1957 which were reserved for the employees of the subordinate offices, only 135 posts were eventually utilised for their confirmation and the remaining 74 posts were utilised for the confirmation of persons belonging to the general quota of the 1st May, 1959 by the Ministry of Home Affairs; and

(b) if so, the steps taken to remove this grave injustice to the employees, and also the steps proposed to be taken to ensure that such cases do not occur again?

The Deputy Minister in the Ministry of Home Affairs (Shri L. N. Mishra): (a) and (b). A statement is