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No. 19/1/86-PP  
Ministry of Personnel, Public Grievances  
and Pensions,  
( Department of Personnel & Training )  
( PP Division )

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6th Floor, Nirvachan Sadan,  
Ashoka Road, New Delhi-1.

Dated the 23<sup>rd</sup> August, 1987

OFFICE MEMORANDUM

Subject: Recommendation of the Fourth Central Pay  
Commission - Orders regarding Selection  
Grade in Group 'A' Services.

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The undersigned is directed to say that pursuant to the recommendation of the Fourth Pay Commission regarding Selection Grade posts for Group 'A' Central Services, the President is pleased to decide that in all Group 'A' Central Services the number of posts in the Selection Grade shall be equal to 15% of the senior duty posts (i.e. all duty posts at the level of Senior Time Scale and above in the Cadre). However, there shall be no increase in the overall strength of the Cadre. An officer appointed to the Junior Administrative Grade will be granted Selection Grade if he satisfies the conditions prescribed in paragraphs 3 and 4 below.

2. It has been noted that, save in a few cases, the formula of 15% of senior duty posts will yield a figure which is less than the number of posts sanctioned in the Junior Administrative Grade. Hence there will be no difficulty in implementing the decision. However, in a few cases the formula yields a figure

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which is slightly higher than the number of posts sanctioned in the Junior Administrative Grade. It is made clear that in respect of these services the number of posts in the Selection Grade will be limited to the number of posts sanctioned in the Junior Administrative Grade.

3. Appointment to the Selection Grade and to posts carrying pay above the Junior Administrative Grade scale of pay in Group 'A' Central Services shall be made by selection on merit with due regard to seniority.

4. No member of the Service shall be eligible for appointment to the Selection Grade until he has entered the fourteenth year of service on the 1st July of the year calculated from the year following the year of examination on the basis of which the member was recruited.

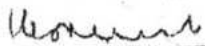
5. Appointment to the Selection Grade shall be made by a Committee to be constituted internally and the cases relating to appointment shall continue to be sent to the E.O. Division of this Department for obtaining the prior approval of the Appointment's Committee of the Cabinet. This provision shall not apply to such of the Departments as have been specifically empowered to make appointments at this level within their own competence.

6. This supersedes instructions contained in this Department's O.M. No. 5/12/79-PP-II, dated the 31st July, 1982. Accordingly the condition regarding

stagnation at maximum of Junior Administrative Grade for two years for promotion to Selection Grade contained therein, is hereby removed.

7. The orders regarding fixation of pay on appointment to Selection Grade will be issued separately.
8. These orders will take effect from 1-1-1986.
9. In so far as persons serving in the Indian Audit and Accounts Departments are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

( HINDI version will follow)

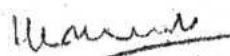
  
( V.P. UPPAL )  
Director (PP)  
Phone: 381364

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( V.P. UPPAL )  
Director (PP)