

GOVERNMENT OF ASSAM
DEPARTMENT OF PERSONNEL ::::: PERSONNEL (B)
DISPUR ::::: GUWAHATI - 6

No. ABP. 98/2023/9

Dated Dispur the 3rd October, 2023

OFFICE MEMORANDUM

Sub : 3% reservation for Tea Tribes and Adivasi communities of Assam into State Government jobs, within the OBC quota.

After due consideration and keeping in view the backwardness of Tea Tribes and Adivasi communities notified as MOBC vide Personnel Department's O.M. No. ABP. 338/83/14, dated 04/01/1984, and WPT & BC Department's O.M. No. TAD/BC/128/2020/19, dated 01/03/2001, who are unable to take advantage of the reservation, the State Government has decided for providing with 3% reservation to Tea Tribes and Adivasi communities of Assam in all posts under the State Government and in services connected with the affairs of the State and in Public Sector Undertakings within the existing 27% quota for OBC/MOBC communities towards adequate representation of these communities in the State Government jobs. The decision of the State Government is an affirmative action for upliftment of Tea Tribes and Adivasi communities as per provisions of the Article 16 of the Constitution of India and the matter of reservation for Tea Tribes and Adivasi communities within the OBC quota needs to be looked into in that context.

The following instructions are issued regarding reservations for Tea Tribes and Adivasi communities in respect of direct recruitment in posts and services in the State Government and Public Sector Undertakings:

1. Quantum of Reservation

In case of direct recruitment 3% of the cadre strength in each group of posts, i.e. Class I, Class II, Class III and Class IV, shall be reserved for the Tea Tribes and Adivasi communities. The remaining 24% posts will continue to be reserved for other OBC/MOBC communities notified in the Personnel Department's O.M. No. ABP. 338/83/14 dated 04/01/1984, and WPT & BC Department's O.M. No. TAD/BC/128/2020/19, dated 01/03/2001, while maintaining the overall 27% reservation for OBC/MOBC communities.

A person belonging to Tea Tribes and Adivasi communities cannot be denied the right to compete for appointment against an unreserved vacancy. Persons belonging to Tea Tribes & Adivasi communities who are selected on the basis of merit and not on account of reservation are not to be counted towards the quota reserved for Tea Tribes and Adivasi communities.

2. Exemption from Reservation

"Scientific or technical posts" which satisfy the following conditions shall be exempted from the purview of the above reservation by the Departments:

- i) The post should be in the grades above the lowest grade in Class 1 of the service concerned.
- ii) They should be classified as "Scientific or Technical posts" for which qualification in the Natural Sciences or Exact Sciences or Applied Sciences or in Technology are prescribed by the Administrative Department and incumbents of which have to use that knowledge in the discharge of their duties.
- iii) Concurrence of Personnel (B) Department should be obtained before exempting any post satisfying the above conditions from the purview of the scheme of this O.M.

3. Effecting Reservation - Maintenance of Rosters

Every Government establishment shall maintain a post based reservation roster for determining/ effecting reservation for Tea Tribes and Adivasi communities for direct recruitment. Each register having a cycle of 100 points shall be divided into 3 blocks comprising the following roster points:

1st Block – R.P. no. 1 to R.P. no. 33.

2nd Block – R.P. no. 34 to R.P. no. 66.

3rd Block – R.P. no. 67 to R.P. no. 100.

Roster point number 6 of the 1st Block, Roster point no. 39 of the 2nd Block and Roster point no. 69 of the 3rd Block shall be treated as reserved for Tea Tribes and Adivasi communities and filled up as such.

Provided that if any vacancy reserved for Tea Tribes and Adivasi communities could not be filled up due to non availability of eligible Tea Tribes and Adivasi communities candidate, the unfilled vacancy shall not be carried forward to the next year and such vacancies shall be filled up by candidates belonging to OBC/MOBC category other than Tea Tribes and Adivasi communities. However, the appointing authority shall take steps to maintain 3% reservation for Tea Tribes and Adivasi communities in the subsequent years through the available future vacancies.

These instructions shall come into force with immediate effect. All appointing authorities under the Government of Assam and PSUs will strictly follow the instructions.

In case of any difficulty with regard to implementation of the provisions of this O.M., the concerned authorities may consult Personnel (B) Department through their Administrative Department.

Sd/- Niraj Verma, IAS

Additional Chief Secretary to the Govt. of Assam
Personnel Department


Memo No. ABP. 98/2023/9-A

Dated Dispur the 3rd October, 2023

Copy for information and necessary action to:

1. The Accountant General, Assam, Maidamgaon, Beltola, Ghy - 29.
2. The Chairman, Assam Administrative Tribunal, Guwahati, Assam.
3. The Chairman, Assam Board of Revenue, Guwahati, Assam.
4. The Chief Electoral Officer, Assam, Dispur.
5. The Resident Commissioner, Govt. of Assam, Assam House, New Delhi.
6. The Secretary to the Hon'ble Governor of Assam.
7. The Secretary, Assam Public Service Commission, Khanapara, Ghy – 22.
8. The Principal Secretary, Assam Legislative Assembly, Dispur.
9. The P.P.S. to the Hon'ble Chief Minister, Assam, Dispur.
10. P.S. to the Additional Chief Secretary/ Principal Secretary/ Commissioner & Secretary/ Secretary to the Govt. of Assam,
11. All Principal Secretaries to the Autonomous Councils.
12. All District Commissioners.
13. The Secretary, Co-ordination, Office of the Chief Secretary, Assam.
14. All Sub-divisional Officers (Civil).
15. All Heads of Department.
16. All Administrative Departments of the Secretariat.
17. P.S. to the Hon'ble Minister, Tea Tribes & Adivasi Welfare Department, Assam.
18. P.S. to the Chief Secretary, Assam.
19. P.S. to all Ministers/Minister-of-State/Parliamentary Secretaries.
20. The Director, Assam Govt. Press, Guwahati – 21.

By order etc.,



Joint Secretary to the Govt. of Assam
Personnel Department