



GENERAL ADMINISTRATION (SERVICE - D) DEPARTMENT

G.O. (Ms.) No. 148/81/GAD., Trivandrum, dated, 7th May 1981.

CIRCULAR

Abstract:- Companies and Corporations – Recruitment – Adherence to the rules of reservation – Study entrusted to the Commissioner for Public Enterprises – Orders issued.

- Read:-**
1. Government letter No. 93950/SD5/70/PD, dated 5th June 1971 and 26th July 1971.
 2. Government Letter No. 101681/SD4/75/PD, dated 29th October 1975.
 3. Government Letter No. 132417/SD1/76/GAD, dated 6th September, 1977.
 4. Government Letter No. 129266/SD1/77/GAD, dated 28th January, 1978.
 5. G.O.(Ms.) No. 9/79/Plg., dated 17th March 1979.
 6. Government letter No. 91333/SD1/80/GAD, dated 27th November, 1980.

ORDER

With a view to giving fair and equitable treatment to all applicants in the recruitment to the Public Sector Undertakings, the Kerala Public Service Commission (Additional Functions as Respects certain Corporations and Companies) Act, 1970 (19 of 1970) was enacted with effect from 30th November, 1970. For carrying out the purpose of the Act the Kerala Public Service Commission (Consultation by Corporation and Companies) Rules, 1971 were issued with effect from 11th May 1971.

2. The following instruction have already been issued in the Government letters cited to the Chief Executive of the Corporation and Companies covered by the above Act and Rules, in the matter of recruitment in their concerns.

(i) That all employees of the individual Corporations and Companies, excluding “workers” as defined in the Factories Act and excluding persons employed in Supervisory or managerial capacity, whose basic starting salary (excluding Dearness Allowances, incentive Bonus, annual bonus, etc.) exceeds Rs.700 are to be recruited by the Public Service Commission.

(ii) That temporary filling up of vacancies should be discouraged and wherever necessary such recruitment is to be restricted to candidates nominated by the Employment Exchange as per rules;

(iii) That those categories excluding by item. (i) above are to be recruited by ‘Committees’ set up by the Board of Directors with not less than three members and would be subject to the principles of communal rotation as laid in Rules 14 to 17 of the Kerala State and Subordinate Services Rules Part II as far as is practicable;

(iv) That in such cases, wherever Backward Communities including Scheduled Castes and Scheduled Tribes are not sufficiently represented, as much weightage as possible is to be given while filling up vacancies arising in the near future;

(v) 8 per cent reservation should be allowed to Scheduled Castes and 2 per cent to Scheduled Tribes to all posts within the purview of the Public Service Commission;

(vi) While making recruitment to the category of workers, reservation should be given to the members of Scheduled Castes/Scheduled Tribes as far as possible; but on no account it should be less than 8 per cent to Scheduled Castes and 2 per cent to Scheduled Tribes;

(vii) A special recruitment of Scheduled Castes and Scheduled Tribes may be made to one post of middle level executive and 5 per cent of posts in the lower category including workers, provided that by such special recruitment the total number of scheduled Castes/Scheduled Tribes in each category will not exceed the percentage fixed in item (v) above.

(viii) In case vacancies do not arise in these posts within the next six months to accommodate the persons directly recruited, sufficient number of posts may be created temporarily to accommodate them. They will be absorbed in future regular vacancies, treating them as supernumeraries;

(ix) If candidates without sufficient previous experience in the field are recruited direct, steps may be taken by the Company to give training to them during their probation before they are given independent charge.

3. In spite of the above instructions in the matter, complaints have been voiced from various quarters that the principles of reservation and rotation are not strictly followed in the Corporations and Companies in the matter of recruitment, Government are anxious that the above instructions should be followed in the Corporations and Government Companies in the matter of all recruitment and that due representation as envisaged in rules 14 to 17 in Part II of the Kerala State and Subordinate Service Rules, 1958 should be given to the Scheduled Castes and Scheduled Tribes and other backward class candidates in all direct recruitments to the Public Sector Undertakings.

4. In the letter read as sixth paper the Government therefore reiterated the instructions and requested the Chief Executives of all Public Sector Undertakings to take note of the position and to place the matter before the Board of Directors at the next meeting and to communicate to Government the decision taken to implement the Government orders. The Government have also decided to make a study on the working of the Public Sector Undertakings in regard to recruitment and see whether the rules of reservation are being followed as is done in Government service and to entrust the work to the Commissioner for Public Enterprises.

5. The Commissioner for Public Enterprises will conduct a study on all the Public Undertakings in the State and will ensure that rules of reservation are strictly followed as envisaged. This will be in addition to the functions of the commissioner specified in the G.O. read as fifth paper.

(By Order of the Governor)

(Sd.)

M.S.K. RAMASWAMY,
Special Secretary to Government.