

GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
(DEPARTMENT OF PERSONNEL & TRAINING)

**LOK SABHA**  
**UNSTARRED QUESTION NO. 1396**  
(TO BE ANSWERED ON 19.12.2018)

**TIMELY PROMOTION**

†1396. **SHRI CHANDRAKANT KHAIRE:**

Will the **PRIME MINISTER** be pleased to state:

- (a) whether timely promotion on vacancies created in all groups of employees in several Central Government Ministries, Departments and Autonomous bodies is not given;
- (b) if so, the reasons therefor;
- (c) the number of such employees in the Ministries/Departments and autonomous bodies who have not been awarded promotion despite vacancy on retirement during the last three years; and
- (d) the details of the steps being taken by the Government to fill the vacancies on retirement within a fixed period in future?

**ANSWER**

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES  
AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE  
(DR. JITENDRA SINGH)**

(a) to (d):- The Department of Personnel and Training (DoP&T), has issued guidelines from time to time regarding policy and procedure for timely conduct of meeting of Departmental Promotion Committee (DPC). The Cadre Controlling Authorities (CCA) in the ministries and departments of Government of India are responsible for ensuring conduct of regular DPCs in accordance with the guidelines and grant of timely promotions.

The delay in grant of promotion occurs due to reasons such as court cases, non-finalisation of seniority list, non-finalisation of Annual Performance Assessment Report (APAR) etc.

To streamline the procedure, DoP&T issued instructions vide Office Memorandum (OM) Number 22011/4/2013-Estt.(D) dated 08.05.2017 prescribing Model Calendar for timely convening of DPC meetings. The ministries / departments have been advised to ensure strict adherence to the Model Calendar.

The ministries / departments have also been advised vide DoP&T OM No. 39020/18/2016-Estt (B)/3127101 dated 19.12.2016 for reporting the vacancy position with respect to Direct Recruitment (DR) posts to the concerned recruitment agencies i.e. Union Public Service Commission and Staff Selection Commission for filling up of such vacancies in a timely manner.

These guidelines are applicable to all Central Government civilian employees and central services except the Railways and services under the control of the Department of Atomic Energy, the erstwhile Department of Electronics, the Department of Space and the Scientific and Technical Services under the Department of Defence Research and Development.

No centralized data regarding the number of employees, who have not been awarded promotion despite vacancy on retirement, is maintained.

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