

**GOVERNMENT OF INDIA  
MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT  
LOK SABHA**

**UNSTARRED QUESTION NO. †4387  
TO BE ANSWERED ON 08.01.2019**

**CREAMY LAYER**

**†4387. SHRI GANESH SINGH:**

**Will the Minister of SOCIAL JUSTICE AND EMPOWERMENT be pleased to state:**

- (a) whether Junior Management Grade Scale-1 and above of Public Sector Banks, Financial Institutions and Insurance Corporations will be equivalent to Group 'A' in Government of India and they will be considered as creamy layer;
- (b) whether the parity of Group 'B', 'C' and 'D' officers and employees of Public Sector has not been decided and by bringing them within the scope of category six of income/property and by adding their salary as income, they will be deprived of the reservation; and
- (c) if so, the details thereof?

**ANSWER**

**MINISTER OF STATE FOR SOCIAL JUSTICE AND EMPOWERMENT  
(SHRI KRISHAN PAL GURJAR)**

(a) to (c): In accordance with the Cabinet decision taken on the proposal submitted by Ministry of Social Justice and Empowerment on the issue of establishment of equivalence of posts in Central Public Sector Undertakings (PSUs), Banks, Insurance Institutions with Posts in Government for establishing Creamy Layer Criteria, the Department of Public Enterprises and the Department of Financial Services have issued orders in respect of the organizations under their administrative control. Copies of the OMs are enclosed.

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DPE-GM-/0020/2014-GM-FTS-1740  
Government of India  
Ministry of Heavy Industries & Public Enterprises  
Department of Public Enterprises

Public Enterprises Bhavan,  
Block No. 14, CGO Complex,  
Lodhi Road, New Delhi-110 003.  
Dated: 28<sup>th</sup> October, 2017

**OFFICE MEMORANDUM**

**Subject: Establishing equivalence of posts in Central Public Sector Enterprises (CPSEs) with Posts in Government for establishing Creamy Layer criteria - regarding.**

The undersigned is directed to refer to DoPT OM No. 41034/5/2014-Estt. (Res.) Vol. IV-Part dated 6<sup>th</sup> October, 2017 (copy enclosed), vide which the decision of the Government has been conveyed on the general principles for equivalence of posts in CPSEs with posts in Government for determination of creamy layer criteria in terms of DoPT O.M. No. 36012/22/93-Estt. (SCT) dated 08-09-1993 on the subject of reservation for Other Backward Classes (OBC) in civil posts and services under the Government of India.

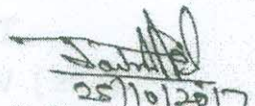
2. As the pay pattern, perks and allowances of posts in Central Public Sector Enterprises (CPSEs) are completely different from the posts in Government, determination of exact equivalence of CPSEs posts with Group A, B, C & D level posts in Government is not feasible. However, in view of the Government decision referred to in DoPT OM dated 06-10-2017, for determination of creamy layer criteria in CPSEs, the general principle would be that all the Executive level posts in CPSEs i.e. Board level Executives and below Board level Executives which are managerial level posts, will be considered as "creamy layer" subject to the proviso that those Executives whose annual income as per criteria given in DoPT OM 08-09-1993 is less than Rs. 8 lakhs (as amended vide DoPT OM No. 36033/1/2013-Estt.(Res) dated 13-09-2017), will not fall under creamy layer criteria.



3. All administrative Ministries / Departments concerned with CPSEs are requested to bring the contents of this OM to the notice of CPSEs under their administrative control for compliance and issuing necessary orders in accordance with the principles approved by the Government for determination of Creamy Layer criteria in respect of posts in the CPSEs.

4. This issues with the approval of Hon'ble Minister (HI&PE).

Encl. As above.

  
25/10/2017  
(J. N. Prasad)  
Director

**To:**

All Administrative Ministries / Departments concerned with CPSEs.

**Copy to:**

- (i) Chief Executive of all CPSEs.
- (ii) Secretary, M/o Social Justice & Empowerment.
- (iii) Secretary, DoPT.
- (iv) NIC, Cell DPE, for placing this OM on DPE web-site.



No.19/4/2017-Welfare  
Government of India  
Ministry of Finance  
Department of Financial Services

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2<sup>nd</sup> Floor, Jeevan Deep Building,  
Parliament Street, New Delhi, the 06<sup>th</sup> December, 2017

OFFICE MEMORANDUM

- Subject: (i) Establishing equivalence of posts in PSUs, Banks, Insurance Institutions with posts in Government for establishing Creamy Layer Criteria.  
(ii) Revision of income criteria to exclude socially advanced persons/sections (Creamy Layer) from the purview of reservation for Other Backward Classes (OBCs)-reg.

The undersigned is directed to refer to this Department's letter No.14/1/93-SCT(B) dated 28.9.1993 forwarding therewith DoP&T's O.M. dated 08.9.1993 regarding reservation for Other Backward Classes in civil posts and services under the Government of India. Category II C of Schedule to DoP&T's O.M. No.36012/22/93-Estt.(SCT) dated 08.9.1993 envisaged that equivalence will be established between the posts in PSUs, Banks, Insurance organizations etc. vis-à-vis posts in Government.

2. Government had recently examined the proposal for establishing equivalence of posts in Central Public Sector Undertakings (PSUs), Banks, Insurance Institutions with Posts in Government for establishing Creamy Layer criteria amongst Other Backward Classes. The Government has approved principles for determining the equivalence in respect of Public Sector Banks (PSBs), Public Financial Institutions (PFIs), Public Sector Insurance Companies (PSICs), as conveyed vide DoP&T's O.M. No.41034/5/2014-Estt.(Res.) Vol.IV-Part dated 06.10.2017 (copy enclosed), which inter-alia, provide as follows:

- (a) Junior Management Scale-I of PSBs/PFIs/PSICs will be treated as equivalent to Group A in the Government of India and  
(b) Clerks and Peons in PSBs/PFIs/PSICs will be treated as equivalent to Group C in the Government of India.

3. Further, the income limit for determination of creamy layer amongst the OBCs have been raised from Rs.6 lakhs to Rs.8 lakhs with effect from 01st September, 2017 vide DoP&T's O.M. No.36033/1/2013-Estt.(Res.) dated 13.9.2017 (copy enclosed).

issued  
by me  
& by post  
07/12/2017



4. The above instructions may please be brought to the notice of all concerned under your organisation for strict compliance under intimation to this Department.

5. This issues with the approval of Secretary(FS).



(Arun Kumar)

Under Secretary to the Government of India

Tel.:23748725

Encls. : As above.

To

1. The Managing Director & Chief Executive Officer of all Public Sector Banks.
2. The Chairman, Public Financial Institutions/Public Sector Insurance Companies.
3. The Chairman, State Bank of India, H.O. Mumbai.
4. The Chief General Manager (HRDD), RBI, Mumbai.
5. The Chairman, Pension Fund Regulatory and Development Authority (PFRDA), H.O. Hyderabad.
6. The Chairman, Insurance Regulatory Development Authority (IRDA), H.O. Hyderabad.
7. The Chairman, IBA, Mumbai.

Copy to :

1. I.R. Section.
2. All Government Nominee Directors of PSBs/PFIs/PSICs.
3. R.R.B. Section for issuing similar instructions to RRBs.
4. Department of Personnel & Training (Shri G. Srinivasan, Dy. Secretary) w.r.t. O.M. No.36033/1/2013-Estt.(Res.) dated 13.9.2017 and O.M. No.41034/5/2014-Estt.(Res.) Vol.IV (Part) dated 06.10.2017.
5. The Joint Secretary (Shri B.L. Meena), Ministry of Social Justice & Empowerment, New Delhi.
6. C.L.O./L.O. of SC/ST/OBC of DFS.
7. Notice Board of DFS.
8. NIC Cell of DFS with a request to upload it at the website of this Department.
9. Guard File.



(Arun Kumar)

Under Secretary to the Government of India