

20 JAN 2000

GOVERNMENT OF TAMIL NADU

PERSONNEL & ADMINISTRATIVE REFORMS
(S) DEPARTMENT
LETTER NO. 36347/S/99-1,
SECRETARIAT, CHENNAI 9
DATED: 11.1.2000

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From

Thiru A.P.Muthusamy, I.A.S.,
Chief Secretary to Government,
Chennai 600 009.

To

All Secretaries to Government, Chennai 9
All Heads of Departments,
The Secretary, Tamil Nadu Public Service Commission, Chennai 2.

Sir,

Sub: Public Services-Procedures to be followed in cases where experience in particular section of a Department is required for promotion-Instructions-Issued.

Ref: From TNPSC., Ir.No.5931, DFD.-A5/96, dated 8.4.99.

....

I am directed to state that in certain departments of the Government, training or working experience in a particular wing is a requirement for promotion/appointment to higher post as per Special Rules for such posts. However, due to some reasons or the other, the officers are not allowed to acquire the training or experience by posting them to such wing as required in the Special Rules. As a result, it ultimately affects the individual's career and also requires relaxation of relevant service rules. It is not the responsibility of the individual to be sent for training or posted in a particular wing in which working experience is required for promotion/appointment to higher post under special Rules etc. but it is the responsibility of the Department concerned to send him for training or to post him to a particular wing for a specified period required for his promotion/ appointment to gain experience.

2. In this connection, the following observations of Tamil Nadu Administrative Tribunal in O.A.No.3068 of 1997 are worth mentioning:-

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"It is for the respondents to post the persons in different units to gain experience as required by the rules to make them eligible for promotion/appointment and it is not necessary for the applicant to ask for it. It is the responsibility of the department to send persons to other Corporations in such a manner that every one has equal chance of acquiring a kind of experience insisted upon by the rules unless for a valid reason is denied opportunity of acquiring experience. This is a part of job of cadre management in a rational manner. This responsibility cannot be shifted to the shoulders of the applicant. Passing of any departmental tests is the exclusive responsibility of the applicant. Whereas, sending a person to a Corporation to work for a specified period for gaining experience cannot be said to be within the realm of possibility of the applicant. Therefore, there is no force in the contention of the respondents that the applicant has not asked for such a posting in a Corporation".

3. In view of the circumstances mentioned in para 1 and 2 above, the Departments of Secretariat and the Heads of Departments are therefore requested to post the officers to the particular training/wing in which working experience is required for promotion/appointment to higher post under special rules at the earliest, strictly on the basis of seniority, and if any official does not join the training or post in the particular wing when given, he may be informed about the adverse effect of avoiding the posting and a declaration as specified in the Annexure to this letter may be obtained from him and added to his Service Register and Personal File.

4. The above instructions should be strictly adhered to, with a view to avoiding any complaints in this regard.

Yours faithfully,

[Signature]

for CHIEF SECRETARY TO GOVERNMENT

Copy to:

All Sections in Personnel & Administrative Reforms Department,
Chennai 9.

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