

Sub: Implementation of the spirit of the Andhra Pradesh Public Employment (Organization of Local Cadres and Regulation of Direct Recruitment) Order, 1975 in recruitment for certain cadres.

- 24.1 The Board considered the note placed before it. C&MD informed that considering the multi-disciplinary requirement of employees and keeping flexibility for transfer of all cadres of employees from one district to another in the event of any necessity, SCCL proposes to implement the suggestion of the Government of Andhra Pradesh to follow the spirit of Presidential order in direct recruitment and has formulated the guidelines:
- 24.2 After deliberation, the Board accorded approval to the following guidelines for implementation of the spirit of Presidential order in direct recruitments.
- (i) In the context of Government servants, local area has been defined in terms of a revenue district and in groups of districts. However in case of SCCL all the existing districts where coal mining operations are being carried on or the districts in which such operations shall be carried on in future will be considered as one zone.
 - (ii) While filling non-executive cadre posts at entry level by direct recruitment, the first 20% of posts will be filled from the combined merit list of the candidates as open category (both local and non-local) based on their overall merit and the communal roster. The remaining 80% of the posts will be filled only by local candidates based on their merit and communal roster point.
 - (iii) While filling executive cadre posts at entry level by direct recruitment, the first 40% of posts will be filled from the combined merit list of the candidates as open category (both local and non-local) based on their overall merit and the communal roster. The remaining 60% of the posts will be filled only by local candidates based on their merit and communal roster point.
 - (iv) If in any direct recruitment adequate number of local candidates either for non-executive or for executive cadre posts are not available, the vacancies will be filled with non-local candidates from the merit list of the same recruitment test if they are otherwise qualified for the posts, with the approval of C&MD.
 - (v) Any recruitment made either fully or partially with internal candidates, the aforesaid procedure will be followed.
 - (vi) The above reservation for the local candidates will not be applicable for the following category of posts.
 - a. Executive cadre posts in Medical & Health discipline.
 - b. Executive cadre posts in Mining discipline.
 - c. Mining supervisory cadre posts i.e., Overman/Overman Trainee/ Jr.Mining Engineer Trainee.
 - d. Security personnel (Ex-servicemen category to be notified to Sainik Boards).
 - (vii) Once recruited the candidates are liable for transfer to any other district / State wherever required by SCCL.
- 24.3 The Board shall issue necessary directions or modify the above guidelines as and when considered necessary.