



दिल्ली विकास प्राधिकरण
DELHI DEVELOPMENT AUTHORITY
नीति एवं समन्वय (कार्मिक)
Policy and Coordination (Personnel)
सप्तम तल, विकास सदन, आईएनए, नई दिल्ली
7th Floor, Vikas Sadan, INA, New Delhi

No. PERS/PACP/0004/2021/F1/POL-AD-P C(P)/244

Date: 23.12.21

CIRCULAR No. 58/2021

Sub: Guidelines for fixation of *inter se* seniority of direct recruits and promotees in DDA - reg.

The principles and guidelines for fixing the *inter se* seniority of direct recruits and promotees are prescribed herein after taking into consideration the recommendations of the Committee which was constituted to examine the complexities involved in implementing DoPT guidelines on seniority and to recommend DDA's own principles governing seniority and to recommend guidelines/instructions for determining *inter se* seniority of direct recruits and promotees in DDA. The only exception to the broad application of DoPT guidelines is the provisions of DoPT OM No. 20011/1/2012-Estt.(D) dated 04.03.2014 which was based on the judgment of Hon'ble Supreme Court of India in NR Parmar's case as the said judgment has been overruled by another judgment dated 19.11.2019 of the Apex court in case of K. Meghachandra Singh & Ors. Vs Ningam Siro & Ors. Subsequently, DoPT has issued fresh guidelines on the basis of the said judgment dated 19.11.2019 vide OM No. 20011/2/2019-Estt.(D) dated 13.08.2021.

While the seniority lists already finalized shall not be disturbed, the following instructions/guidelines shall regulate the *inter se* seniority of direct recruits and promotees who joined/join services during the year 2017-18 and onwards in DDA:

- (1) The seniority of the direct recruits of 2017-18 and onwards and promotees shall be fixed on the basis of principle of rota quota in accordance with broad principles laid down in the OM No. 35014/2/80-Estt.(D) dated 07.02.1986 and OM No. 22011/7/86-Estt.(D) 03.07.1986 read with OM No. 20011/1/2006-Estt.(D) dated 03.03.2008 until 18.11.2019.
- (2) In cases where the recruitment process was initiated before 19.11.2019 and where some appointments have been made before 19.11.2019 and remaining on or after 19.11.2019, the *inter se* seniority of direct recruits and promotees, shall also be governed by the aforesaid provisions of OMs dated 07.02.1986/03.07.1986 read with OM dated 03.03.2008 to ensure equal treatment of such appointees.
- (3) For recruitments initiated on or after 19.11.2019 as well as for future recruitments, in addition to cases where the recruitment process has been initiated before 19.11.2019, but where all appointments, subsequent to the initiation of recruitment process, could be made only on or after 19.11.2019, the *inter se* seniority of direct recruits and promotees shall be determined in

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accordance with the procedure laid down in para 7 (v)(a) to (h) of the OM No. 20011/2/2019-Estt.(D) dated 13.08.2021.

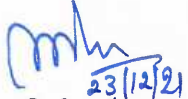
(4) The inter se seniority of direct recruits will be fixed in accordance with their merit position irrespective of their date of joining including in respect of cases where extension for joining duties has been granted by the competent authority. However, in case of delay in joining beyond six months or the extension not covered by proper sanction by the competent authority, the seniority will be fixed as may be decided by the competent appointing authority.

(4) The seniority of the candidates appointed from the shadow/wait panel will also be fixed according to their position in the overall merit and as mentioned in sub para (4) above.

(5) The DDA's Circular No. 12 dated 20.02.2019 & 13 dated 22.02.2019 are treated as *non-est*/ withdrawn from the date of their issue. Further, the Office Order dated 18.11.2021 issued by P&C(P), DDA is also be treated as *non est*/withdrawn from the date of its issue.

(6) Any subsequent guidelines issued by DoPT in continuation of the aforesaid OM dated 13.08.2021 would be followed in accordance with the approval of the competent authority in DDA.

This is issued with the approval of VC, DDA.


23/12/21
(विनीत जैन)
(Vineet Jain)
आयुक्त (कार्मिक)
Commissioner (Personnel)

1. Pr. Commissioner (P)
2. Director (P)-I & II
3. OSD to VC
4. DDA's website