

**2.59 Fixation of combined seniority of incumbents in the cadre of Extension Officer and Manager for promotion as Deputy BDO**

Rural Development(E.II) Department

G.O. (Ms) No. 87

Dated : 15.4.1993

Read :

- 1) From the Tamil Nadu Administrative Tribunal, Madras-6, Judgement in O.A.No.639/89 and TA.714/89 dated 27.11.91
- 2) From the Director of Rural Development, Madras-108 Letter No.79073/5C, dated 27.4.1992.

**ORDER**

While delivering its Judgement in O.A.No.639/89 and T.A. No.714/89 (in W.P.No.9732/87) (filed by Thiru.S. Vittalrajan and others, S.T. Anandan and Others) the Tamil Nadu Administrative Tribunal, laid down certain principles for fixation of combined seniority of the incumbents in the cadre of Extension Officers and Managers for promotion as Deputy Block Development Officer in the light of decisions of Supreme Court and directed the Director of Rural Development to submit the papers to the Government for taking a policy decision. The Director of Rural Development in compliance with the directions of the Tribunal has now submitted the proposal to the Government.

2) The Government after careful consideration of the observations of the Tamil Nadu Administrative Tribunal and the proposal submitted by the Director of Rural Development issue the following instructions:-

- (i) When inter-se-seniority of different categories of posts are to be determined, their seniority in the basic category will be the most reliable test. There is no other common measure or yardstick for determination of seniority of eligible employees belonging to different cadres;
- (ii) In respect of persons holding the post as on 1.6.79 their date of appointment should be taken as the basis, provided the person officiated continuously in the post thereafter, if there are breaks, they have to be considered whether they are for limited periods;
- (iii) The earlier regular service with short break should be counted. Service for a few months and break for long periods extending over years need not be taken into consideration;
- (iv) Once an incumbent is appointed to a post according to rule, his seniority should be counted from the date of his appointment and not according to the date of his confirmation;
- (v) The fitment in the combined category as on 1.6.79 should be based solely on the post held on that date without reference to earlier appointment followed by reversion;
- (vi) Where the initial appointment is only adhoc or temporary and not according to rules and made as stop gap arrangement, the officiation in such post should not be taken into account as the basis for counting the seniority.

(By order of the Governor)

**V. MADHAVAN NAIR**  
SECRETARY TO GOVERNMENT