

**No. 22038/1/2015-Estt.(D)**  
**Government of India**  
**Ministry of Personnel, Public Grievances and Pensions**  
**Department of Personnel & Training**

**North Block, New Delhi**  
**Dated the 25<sup>th</sup> June 2015**

**OFFICE MEMORANDUM**

**Subject: Review of instructions on appointment to Non Functional Selection Grade of Organized Group 'A' Central Services-regarding.**

Reference is invited to the Department of Personnel & Training (DoPT) Office Memorandum (OM) No. 28038/1/88-Estt.(D) dated 09.10.1989 & OM No. 28038/1/88-Estt.(D) dated 22.11.1990 regulating appointment to Non Functional Selection Grade (NFSG) of organized Group 'A' Central Services and DPC Guidelines issued by this Department vide OM No. 22011/5/86-Estt.(D) dated 10.04.1989.

2. The provisions contained in OM dated 22.11.90 regarding calculation of vacancies in NFSG in respect of officers proceeding on long term deputation (more than one year) have been reviewed and it has been decided that the vacancies arising due to officers proceeding on long term deputations (more than one year) can be considered while calculating the total number of vacancies for grant of NFSG, subject to the following conditions:-

- (i) as and when the officers return from deputation, the junior most officer (s) who has/have been granted NFSG will be reverted to JAG level and
- (ii) the total number of posts in the cadre in NFSG at any point of time shall not exceed 30% of the Senior Duty Post (SDP). The OM dated 22.11.90 shall stand amended to this extent.

3. The suitability criteria for appointment to NFSG contained in OM dated 9.10.89 provides that the overall performance of an officer shall be good and he shall have at least two 'Very Good' gradings in the last five APARs/ACRs. This criteria has been reviewed and it has been decided that overall performance of an officer for appointment in NFSG shall be "Very good" i.e. 5 Very Good in the last five APARs. The OM dated 9.10.89 shall stand amended to this extent.



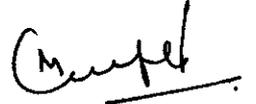
(Mukta Goel)  
Director (E.I)

Ph. No. 23092479

**All Ministries/Departments of the Government of India**

Copy to:-

1. The President's Secretariat, New Delhi.
2. The Vice-president's Secretariat, New Delhi
3. The Prime Minister's Office, New Delhi.
4. The Cabinet Secretariat, New Delhi.
5. The Lok Sabha /Rajya Sabha Secretariat, New Delhi.
6. The Comptroller and Audit General of India, New Delhi.
7. The Secretary, Union Public Service Commission, New Delhi
8. The Staff Selection Commission, New Delhi.
9. All attached/subordinate offices under the Ministry of Personnel, Public Grievances and Pensions.
10. All Officers and Sections in the Department of Personnel and Training.
11. Establishment (D) Section, DoP&T (10 copies)
12. NIC for updation on the website.



(Mukta Goel)

Director (E.I)

Ph. No. 23092479