

F. No. 36033/2/2018-Estt.(Res.)

Government of India

Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training  
Establishment (Reservation-I) Section

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North Block, New Delhi

Dated June 8, 2018

To

The Chief Secretaries of all States / Union Territories

Subject:- Reservation for candidates from Other Backward Classes – Revision of Income Criteria and determining equivalence of posts in Central Public Sector Enterprises (CPSEs), Public Sector Banks, Public Financial Institutions, etc. with Posts in Government for establishing Creamy Layer criteria – regarding

Madam/ Sir,

I am directed to invite attention to this Department's Office Memorandum No. 36012/22/93-Estt.(SCT) dated 08.09.1993 which, inter-alia provided that sons and daughters of persons having gross annual income of Rs.1 lakh or above for a period of three consecutive years would fall within the 'creamy layer' and would not be entitled to get the benefit of reservation available to the Other Backward Classes.

2. The aforesaid limit of income for determining the creamy layer status was subsequently raised to Rs. 2.5 lakh, Rs. 4.5 lakh Rs. 6 lakh and Rs. 8 lakh vide this Department's O.M. No. 36033/3/2004-Estt.(Res.) dated 09.03.2004, O.M. No. 36033/3/2004-Estt. (Res.) dated 14.10.2008, O.M. No. 36033/1/2013-Estt.(Res.) dated 27.05.2013 and O.M. No. 36033/1/2013-Estt. (Res.) dated 13.09.2017, respectively.

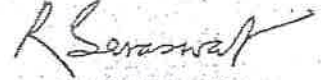
3. This Department is in receipt of references seeking clarification on the status of equivalence and revision of income criteria, in Central Public Sector Enterprises (CPSEs) and Financial Institutions with posts in Government. In this regard, copies of the following Office Memorandums issued by Department of Public Enterprises, Department of Financial Services and this Department are enclosed for ready reference:

- i) O.M. No. 36033/1/2013-Estt.(Res.) dated 13.09.2017 of this Department regarding revision of income criteria;
- ii) O.M. No. DPE-GM-/0020/2014-GM-FTS-1740 dated 25.10.2017 of the Department of Public Enterprises on establishing equivalence of posts in Central Public Sector Enterprises (CPSEs) with Posts in Government for establishing Creamy Layer criteria; and
- iii) O.M. No. 19/4/2017-Welfare dated 06.12.2017 of the Department of Financial Services on establishing equivalence of posts in respect of Public Sector Banks, Public Financial Institutions, Public Sector Insurance Companies.

(SANDEEP SAXENA)  
Deputy Secretary  
कार्मिक एवं प्रशिक्षण विभाग  
Deptt. of Personnel & Training  
Govt. of India

4. It is requested to please bring the contents of the above mentioned O.M.s/ instructions to the notice of all concerned for information / compliance.

Yours faithfully,



(Raju Saraswat)

Under Secretary to the Government of India  
Telefax - 23092110

Copy to:

1. All the Ministries/Departments of the Government of India
2. Ministry of Social Justice and Empowerment, Shastri Bhawan, New Delhi
3. Department of Public Enterprises, CGO Complex, Lodi Road, New Delhi.
4. Department of Financial Services, Jeevan Deep Building, Parliament Street, New Delhi
5. National Commission for Backward Classes, Trikoot-1, Bhikaji Cama Place, R. K. Puram, New Delhi.
6. Hindi Section for providing a translation
7. Guard File



(संदीप सक्सेना)  
(SANDEEP SAXENA)  
उप सचिव / Deputy Secretary  
कार्मिक एवं प्रशिक्षण विभाग  
Deptt. of Personnel & Training  
भारत सरकार / Govt. of India

North Block, New Delhi,  
Dated: September 13, 2017

OFFICE MEMORANDUM

Subject: Revision of income criteria to exclude socially advanced persons/sections (Creamy Layer) from the purview of reservation for Other Backward Classes (OBCs)-reg.

The undersigned is directed to invite attention to this Department's Office Memorandum No. 36012/22/93-Estt. (SCT) dated 8<sup>th</sup> September, 1993 which, inter-alia, provided that sons and daughters of persons having gross annual income of ₹ 1 lakh or above for a period of three consecutive years would fall within the creamy layer and would not be entitled to get the benefit of reservation available to the Other Backward Classes. The aforesaid limit of income for determining the creamy layer status was subsequently raised to ₹ 2.5 lakh, ₹ 4.5 lakh and ₹ 6 lakh vide this Department's OM No. 36033/3/2004-Estt. (Res.) dated 09.03.2004, OM No. 36033/3/2004-Estt. (Res.) dated 14.10.2008 and OM No. 36033/1/2013-Estt. (Res.) dated 27.05.2013 respectively.


2. It has now been decided to raise the income limit from ₹ 6 lakh to ₹ 8 lakh per annum for determining the creamy layer amongst the Other Backward Classes. Accordingly, the expression "₹ 6 lakh" under Category VI in the Schedule to this Department's aforesaid O.M. dated 8<sup>th</sup> September, 1993 would be substituted by "₹ 8 lakh".
3. The provisions of this office memorandum have effect from 1<sup>st</sup> September, 2017.
4. All the Ministries/Departments are requested to bring the contents of this office memorandum to the notice of all concerned.



(Debabrata Das)  
Under Secretary to the Government of India  
Ph: 2304 0279

To:

1. All the Ministries/Departments of the Government of India.
2. Department of Financial Services, New Delhi.
3. Department of Public Enterprises, New Delhi.
4. Railway Board, New Delhi.
5. Union Public Service Commission/Supreme Court of India/Election Commission of India/Lok Sabha Secretariat/Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Prime Minister's Office/Niti Aayog.
6. Staff Selection Commission, CGO Complex, Lodhi Road, New Delhi.
7. Ministry of Social Justice & Empowerment, Shastri Bhawan, New Delhi.

  
(संदीप सक्सेना)  
(SANDEEP SAXENA)  
उप सचिव / Deputy Secretary  
कार्मिक एवं प्रशिक्षण विभाग  
Deptt. of Personnel & Training  
भारत सरकार / Govt. of India

8. National Commission for Scheduled Castes/National Commission for Scheduled Tribes, Lok Nayak Bhawan, New Delhi.
9. National Commission for Backward Classes, Trikoot-1, Bhikaji Cama Place, R.K. Puram, New Delhi.
10. Office of the Comptroller and Auditor General of India, 10 Bahadur Shah Jafar Marg, New Delhi-110002.
11. Director General, Press Information Bureau, National Media Centre, 7E Raisina Road, New Delhi – with a request to give wide publicity to this OM
12. The NIC, DoPT with a request to upload it at the website of this Department in OMs & Orders > Estt. (Res.) > SC/ST/OBC and in 'What's New'

**Copies forwarded to:**

The Chief Secretaries of all the States/Union Territories for information and necessary action.



(Debabrata Das)

Under Secretary to the Government of India



(संदीप सक्सेना)  
(SANDEEP SAXENA)  
उप सचिव / Deputy Secretary  
कार्मिक एवं प्रशिक्षण विभाग  
Deptt. of Personnel & Training  
भारत सरकार / Govt. of India

DPE-GM-/0020/2014-GM-FTS-1740  
 Government of India  
 Ministry of Heavy Industries & Public Enterprises  
 Department of Public Enterprises

Public Enterprises Bhavan,  
 Block No. 14, CGO Complex,  
 Lodhi Road, New Delhi-110 003.  
 Dated: 28 October, 2017

OFFICE MEMORANDUM

**Subject:** Establishing equivalence of posts in Central Public Sector Enterprises (CPSEs) with Posts in Government for establishing Creamy Layer criteria - regarding.

The undersigned is directed to refer to DoPT OM No. 41034/5/2014-Estt. (Res.) Vol. IV-Part dated 6<sup>th</sup> October, 2017 (copy enclosed), vide which the decision of the Government has been conveyed on the general principles for equivalence of posts in CPSEs with posts in Government for determination of creamy layer criteria in terms of DoPT O.M. No. 36012/22/93-Estt. (SCT) dated 08-09-1993 on the subject of reservation for Other Backward Classes (OBC) in civil posts and services under the Government of India.

2. As the pay pattern, perks and allowances of posts in Central Public Sector Enterprises (CPSEs) are completely different from the posts in Government, determination of exact equivalence of CPSEs posts with Group A, B, C & D level posts in Government is not feasible. However, in view of the Government decision referred to in DoPT OM dated 06-10-2017, for determination of creamy layer criteria in CPSEs, the general principle would be that all the Executive level posts in CPSEs i.e. Board level Executives and below Board level Executives which are managerial level posts, will be considered as "creamy layer" subject to the proviso that those Executives whose annual income as per criteria given in DoPT OM 08-09-1993 is less than Rs. 8 lakhs (as amended vide DoPT OM No. 36033/1/2013-Estt.(Res) dated 13-09-2017), will not fall under creamy layer criteria.

*AS*


Contd. on page-2

(संदीप सक्सेना)  
 (SANDEEP SAXENA)  
 उप सचिव / Deputy Secretary  
 कार्मिक एवं प्रशिक्षण विभाग  
 Deptt. of Personnel & Training  
 भारत सरकार / Govt. of India

3. All administrative Ministries / Departments concerned with CPSEs are requested to bring the contents of this OM to the notice of CPSEs under their administrative control for compliance and issuing necessary orders in accordance with the principles approved by the Government for determination of Creamy Layer criteria in respect of posts in the CPSEs.

4. This issues with the approval of Hon'ble Minister (HI&PE).

Encl. As above.

  
25/10/2017  
(J. N. Prasad)  
Director

To:

All Administrative Ministries / Departments concerned with CPSEs.:

- Copy to:
- (i) Chief Executive of all CPSEs.
  - (ii) Secretary, M/o Social Justice & Empowerment.
  - (iii) Secretary, DoPT.
  - (iv) NIC, Cell DPE, for placing this OM on DPE web-site.

  
(संदीप सक्सेना)  
(SANDEEP SAXENA)  
उप सचिव / Deputy Secretary  
कर्मचारी एवं प्रशिक्षण विभाग  
Deptt. of Personnel & Training  
भारत सरकार / Govt. of India

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No.19/4/2017-Welfare  
Government of India  
Ministry of Finance  
Department of Financial Services  
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2<sup>nd</sup> Floor, Jeevan Deep Building,  
Parliament Street, New Delhi, the 06<sup>th</sup> December, 2017

OFFICE MEMORANDUM

- Subject: (i) Establishing equivalence of posts in PSUs, Banks, Insurance Institutions with posts in Government for establishing Creamy Layer Criteria.
- (ii) Revision of income criteria to exclude socially advanced persons/sections (Creamy Layer) from the purview of reservation for Other Backward Classes (OBCs)-reg.

The undersigned is directed to refer to this Department's letter No.14/1/93-SCT(B) dated 28.9.1993 forwarding therewith DoP&T's O.M. dated 08.9.1993 regarding reservation for Other Backward Classes in civil posts and services under the Government of India. Category II C of Schedule to DoP&T's O.M. No.36012/22/93-Estt.(SCT) dated 08.9.1993 envisaged that equivalence will be established between the posts in PSUs, Banks, Insurance organizations etc. vis-à-vis posts in Government.

2. Government had recently examined the proposal for establishing equivalence of posts in Central Public Sector Undertakings (PSUs), Banks, Insurance Institutions with Posts in Government for establishing Creamy Layer criteria amongst Other Backward Classes. The Government has approved principles for determining the equivalence in respect of Public Sector Banks (PSBs), Public Financial Institutions (PFIs), Public Sector Insurance Companies (PSICs), as conveyed vide DoP&T's O.M. No.41034/5/2014-Estt.(Res.) Vol.IV-Part dated 06.10.2017. (copy enclosed), which inter-alia, provide as follows:

- (a) Junior Management Scale-I, of PSBs/PFIs/PSICs will be treated as equivalent to Group A in the Government of India and
- (b) Clerks and Peons in PSBs/PFIs/PSICs will be treated as equivalent to Group C in the Government of India.

3. Further, the income limit for determination of creamy layer amongst the OBCs have been raised from Rs.6 lakhs to Rs.8 lakhs with effect from 01st September, 2017 vide DoP&T's O.M. No.36033/1/2013-Estt.(Res.) dated 13.9.2017 (copy enclosed).

  
(संदीप सक्सेना)  
(SANDEEP SAXENA)  
उप सचिव / Deputy Secretary  
कार्मिक एवं प्रशिक्षण विभाग  
Deptt. of Personnel & Training  
भारत सरकार / Govt. of India

checked  
by mail  
& by post  
07/12/2017

4. The above instructions may please be brought to the notice of all concerned under your organisation for strict compliance under intimation to this Department.

5. This issues with the approval of Secretary(FS).

(Arun Kumar)

Under Secretary to the Government of India  
Tel. 23748725

Encls. : As above.

- To
1. The Managing Director & Chief Executive Officer of all Public Sector Banks.
  2. The Chairman, Public Financial Institutions/Public Sector Insurance Companies.
  3. The Chairman, State Bank of India, H.O. Mumbai.
  4. The Chief General Manager (HRDD), RBI, Mumbai.
  5. The Chairman, Pension Fund Regulatory and Development Authority (PFRDA), H.O. Hyderabad.
  6. The Chairman, Insurance Regulatory Development Authority (IRDA), H.O. Hyderabad.
  7. The Chairman, IBA, Mumbai.

Copy to :

1. I.R. Section.
2. All Government Nominee Directors of PSBs/PFIs/PSICs.
3. R.R.B. Section for issuing similar instructions to RRBs.
4. Department of Personnel & Training (Shri G. Srinivasan, Dy. Secretary) w.r.t. O.M. No.36033/1/2013-Estt.(Res.) dated 13.9.2017 and O.M. No.41034/5/2014-Estt.(Res.) Vol.IV (Part) dated 06.10.2017.
5. The Joint Secretary (Shri B.L. Meena), Ministry of Social Justice & Empowerment, New Delhi.
6. C.L.O./L.O. of SC/ST/OBC of DFS.
7. Notice Board of DFS.
8. NIC Cell of DFS with a request to upload it at the website of this Department.
9. Guard File.

(Arun Kumar)

Under Secretary to the Government of India

(संदीप सक्सेना)  
(SANDEEP SAXENA)  
उप सचिव / Deputy Secretary  
व्यक्तिगत एवं प्रशिक्षण विभाग  
Department of Personnel & Training  
सरकार / Govt. of India