



68<sup>th</sup>

# Annual Report

2017-18



**UNION PUBLIC SERVICE COMMISSION**

Dholpur House, Shahjahan Road, New Delhi-I 10069





**68<sup>th</sup> (2017-18)**  
**Annual Report**

**UNION PUBLIC SERVICE COMMISSION**  
Dholpur House, Shahjahan Road  
New Delhi - 110069

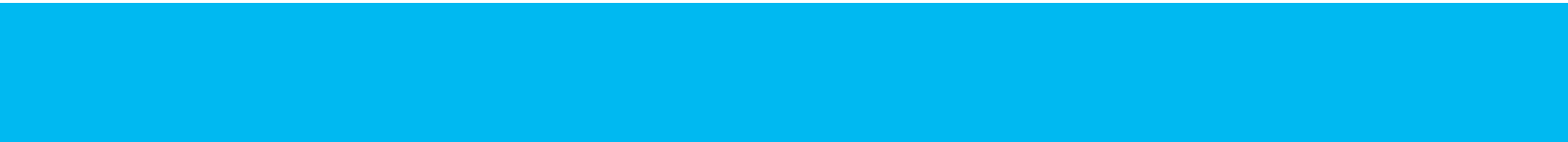
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**The Union Public Service Commission have the privilege  
to present before the President their Sixty Eighth Report  
as required under Article 323(1)  
of the Constitution.**

**This Report covers the period from  
April 1, 2017 (Chaitra 11, 1939 Saka) to  
March 31, 2018 (Chaitra 10, 1940 Saka).**



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## List of Abbreviations

Admn.	Administration	ER	Examination Reforms
AIS	All India Services	FN	Forenoon
AN	Afternoon	GEOL	Geologists' Examination
APFC	Assistant Provident Fund Commissioner	GM	General Manager
APR	Applicants to Post Ratio	Govt.	Government
B.E.	Bachelor of Engineering	Gr.	Group
B.Sc. (Engg)	Bachelor of Science (Engineering)	IAS	Indian Administrative Service
B.Tech.	Bachelor of Technology	IES	Indian Economic Service
CAT	Central Administrative Tribunal	IFoS	Indian Forest Service
CCS (CCA)	Central Civil Services (Classification, Control and Appeal) Rules	IFS	Indian Foreign Service
CE	Chief Engineer	IO	Inquiry Officer
CPWD	Central Public Works Department	IPoS	Indian Postal Service
CSSS	Central Secretariat Stenographers Service	IPS	Indian Police Service
CVC	Central Vigilance Commission	ISS	Indian Statistical Service
D/o	Department of	ISTC	Including Short Term Contract
Deptt.	Department	JS	Joint Secretary
DGE&T	Directorate General of Employment & Training	Lakh	A cardinal number = 1,00,000 used as a unit of measurement
DA	Disciplinary Authority	M.A.	Master of Arts
DoP&T	Department of Personnel & Training	M.C.D.	Municipal Corporation of Delhi
DoT	Department of Telecommunication	M.Com.	Master of Commerce
DPC	Departmental Promotion Committee	M.E.	Master of Engineering
DS	Deputy Secretary	M.Sc. (Engg)	Master of Science (Engineering)
E.P.F.O.	Employees' Provident Fund Organisation	M.Tech.	Master of Technology
E.S.I.C.	Employees' State Insurance Corporation	M/o	Ministry of
		Misc.	Miscellaneous
		MOS	Member of Service
		MR	Ministry Representative
		MTS	Multi Tasking Staff
		NCT	National Capital Territory
		N.D.M.C.	New Delhi Municipal Council

N.F.S	None Found Suitable
No.	Number
N-SCS	Non State Civil Service
NTD	Normal Time of Disposal
OBC	Other Backward Class
OL	Official Language
PPS	Principal Private Secretary
PS	Private Secretary
PWD	Persons with disabilities
Recom	Recommended
Rectt.	Recruitment
Retd.	Retired
RPR	Recommendation to Post Ratio
RS & A	Research, Statistics & Analysis
SC	Scheduled Caste
SCM	Selection Committee Meeting
SCS	State Civil Service
SLP	Special Leave Petition
SO	Section Officer

SO/PS LDCE	Section Officers'/ Stenographers' (Grade 'B'/ Grade-I) Limited Departmental Competitive Examination
Sr.PPS	Senior Principal Private Secretary
ST	Scheduled Tribe
SWS	Single Window System
UDC	Upper Division Clerk
UD & PA	Urban Development & Poverty Alleviation
UR	Un-reserved
US	Under Secretary
UTs	Union Territories
Vig.	Vigilance
w.e.f.	with effect from
yrs	Years

## Union Public Service Commission

(During the period 1.4.2017 to 31.3.2018)

1.	Prof. David R. Syiemlieh	Chairman	Appointed to perform the duties of Chairman, UPSC w.e.f. 04.01.2017 under Article 316-(1A) of the Constitution till a regular appointment is made. He was appointed as regular Chairman, UPSC w.e.f. 03.04.2017 under article 316-(1) of the Constitution.  Demitted office on 21.01.2018(AN).
2.	Shri Vinay Mittal	Member	Appointed to perform the duties of Chairman, UPSC w.e.f. 22.01.2018 under article 316-(1A) of the Constitution.
3.	Shri Chhatar Singh	Member	Resigned w.e.f. 22.09.2017
4.	Shri Arvind Saxena	Member	
5.	Prof. (Dr.) Pradeep Kumar Joshi	Member	
6.	Shri Bhim Sain Bassi	Member	
7.	Air Marshal Ajit S. Bhonsle AVSM, VSM	Member	
8.	Ms. Sujata Mehta	Member	
9.	Dr. Manoj Soni	Member	Assumed Charge on 28.07.2017
10.	Ms. Smita Nagaraj	Member	Assumed Charge on 01.12.2017

A brief write-up on the profiles of the Chairman and Members is given at **Appendix-1**.



## Highlights

### 1. Examination

1. The Commission conducted a total of 14 examinations under the method of Recruitment by Examinations. Of these, 10 examinations for selection to Civil Services/ Posts and 04 for Defence Services were conducted. For these examinations, a total of 29,90,071 applications were received and processed and 6,556 candidates were interviewed for Civil Services/Posts. The interviews for Defence Services were conducted by Services Selection Board (SSB) of Ministry of Defence. A total of 4,829 [4,192 +637 (Reserve list)] candidates were recommended for appointment to various posts. A total of 3,323 candidates (including 637 candidates through Reserve List) were recommended for Civil Services/Posts and 1506 candidates for Defence Services/Posts (**Appendix-4, Appendix-5 and Appendix-6**).

(Chapter- 3)

2. Of the 1,413 posts reserved for SC, ST and OBC candidates to be filled up under method of Recruitment by Examinations, the Commission recommended 1285 SC, ST and OBC candidates. In addition, 128 reserved category candidates were recommended against unreserved posts. The final status will be known after allocation of service upon applying the Reserve List Rule.

(Chapter-5)

3. Under the method of Recruitment by Examination, the offer of appointment is made by the Ministry/Department concerned. A delay in the issues of offer of appointment was reported in 165 cases.

(Chapter10)

4. 13 (thirteen) cases of malpractices, committed by the candidates were reported to the Commission relating to suppression of information, submission of false information/fabricated documents, using unfair means and copying etc. The Commission took serious note of such cases and, after following due process, imposed penalties on the delinquent candidates, ranging from cancellation of candidature to debarment from future Examination/ Selections, conducted by the Commission, for periods varying from five years to permanent debarment.

(Chapter-12)

5. Based on the recommendations of the Prof. Natarajan Committee and the Prof. Sonde Committee, the Engineering Services Examination, 2017 was held in a new three tier format, having a Preliminary Examination followed by the Main (Written) Examination and Personality Test/ Interview. The logistical burden is reduced on the Commission to a large extent in conducting the Engineering Services (Main) Examination on a smaller scale.

(Chapter- 3)

### II. Direct Recruitment by Selection

6. The Commission received 193 requisitions for 1,291 posts from various Ministries/ Departments. After adding the cases carried forward from the previous year, a total of 397 requisitions for 3,214 posts were processed during the year. Of these, 73 requisitions for 708 posts were deemed

as closed for want of clarifications from the Ministries/Departments concerned, or withdrawal at the pre-advertisement stage by them.

**(Chapter-4)**

7. A total of 581 posts against 120 requisitions were advertised during the year and 67,151 applications were received. The recruitment process was cancelled in respect of 05 requisitions for 81 posts, subsequent to the publication of advertisement.

**(Chapter-4)**

8. During the year, a total of 7,03,691 applications were finalized including applications received in the preceding year; 6,419 candidates were called for interview and 4,737 candidates actually appeared for interview. 1,465 candidates were recommended against 1,615 posts requisitioned in 170 cases. The Applicant to Post ratio was 436 and the Recommendation to Post ratio was 0.91.

**(Chapter-4)**

9. Computer Based Recruitment Tests/ Recruitment Tests (CBRTs/RTs) were conducted in 28 cases, where the number of applicants was disproportionately high vis-à-vis the number of vacancies. It includes one Recruitment Test to the post of Junior Works Manager (Mechanical), Ordnance Factory Board, Ministry of Defence involving 41,786 applications.

**(Chapter-4)**

10. The process of selection to 150 posts became infructuous due to non-availability of suitable candidates. Most of these posts required specialized medical or scientific qualifications.

**(Chapter-4)**

11. As against 801 reserved posts, a total of 691 candidates (188 SC, 84 ST and 419 OBC) were recommended. Thus 86.3 percent of the posts for reserved category were filled up. Besides, 11 SC, 02 ST and 109 OBC candidates were recommended for selection against the unreserved posts.

**(Chapter-5)**

12. The Commission recommended 45 candidates against 62 posts reserved for Person with Disabilities.

**(Chapter-5)**

13. A delay was reported in 11 cases in issue of offer letters of appointment, by the Ministry/Department concerned, to the candidates recommended by the Commission. In certain cases, the Ministry/ Department concerned did not provide information regarding the issue of the offer letters of appointment to the recommended candidates.

**(Chapter - 10)**

### **III. Appointments**

14. The Commission made recommendations regarding the suitability of candidates/officials for promotion, deputation, absorption etc. in respect of 3,398 officers/posts.

**(Chapter - 7)**

15. The Commission considered the service records of 5,534 officers and recommended (a) 3,280 officers for promotion in Central Services and (b) 118 officers for appointment on Deputation (ISTC)/Absorption.

**(Chapter-7)**



#### **IV. Recruitment Rules**

16. During the Financial Year 2017-18, RR proposals in respect of 595 posts were advised on by the Commission. Besides, 2 Service Rules and 9 One Time Mode proposals were also approved by the Commission during the year.

17. Normal Disposal Time for processing the RR proposals in the Commission was 17 working days during the year.

18. "E-Appointment under Single Window System" has been introduced in the RR Branch w.e.f. 19.02.2018 for discussing RR proposals.

**(Chapter-6)**



## Brief History and Workload over the Years

### Brief History

1. The origin of the Public Service Commission in India is found in the First Dispatch of the Government of India on Indian Constitutional Reforms on March 5, 1919 which referred to the need for setting up some permanent office charged with the regulation of service matters. This concept of a body intended to be charged primarily with the regulation of service matters, found a somewhat more practical shape in the Government of India Act, 1919. Section 96C of the Act provided for the establishment in India of a Public Service Commission which should “discharge, in regard to recruitment and control of the Public Services in India, such functions as may be assigned thereto by rules made by the Secretary of State in Council”.

2. After the passing of the Government of India Act, 1919, a prolonged correspondence took place between the Secretary of State, the Government of India and Local Governments, regarding the functions and machinery of the body to be set up. This continued for over four years. No decision was, however, arrived at, and the subject was referred to the Royal Commission on the Superior Civil Services in India (Lee Commission). In their report dated 27<sup>th</sup> March, 1924, **the Lee Commission recommended that the statutory Public Service Commission contemplated by the Government of India Act, 1919 should be established** without delay.

3. In spite of the provisions of the

Section 96(C) of the Government of India Act, 1919 and the strong recommendations made by the Lee Commission in 1924 for the early establishment of a Public Service Commission, it was not until October, 1926 that the Public Service Commission was set up in India for the first time.

4. **The first Public Service Commission was established on October 1, 1926.** The Commission consisted of four Members in addition to the Chairman, appointed by the Secretary of State in Council. Sir Ross Barker, a member of the Home Civil Service of the United Kingdom, was the first Chairman. The Commission was built up by him and his successors on the model and in accordance with the traditions of the British Civil Service Commission.

5. The functions of the Public Service Commission were not laid down in the Government of India Act, 1919, but were regulated by the Public Service Commission (Functions) Rules, 1926 framed under subsection (2) of Section 96(C) of the Government of India Act, 1919. These rules provided for consultation with the Commission on questions connected with recruitment to All-India Services and to the Central Services Class I and Class II, on questions of drawing up of syllabi for examinations and of qualifications for recruitment by selection, on promotions to these Services, on disciplinary cases, on questions connected with pay and allowances, pension, provident or family pension funds, leave rules and conditions of service, generally of any of these services.

6. The next important development in the history of Public Service Commission in India took place with the issue of a White Paper in December, 1931 containing proposals for Indian Constitutional Reforms. The White Paper also included a blue print of the Public Service Commissions for the proposed Federation and the Provinces. The report of the Joint Committee on Indian Constitutional Reforms (1934) was the next step in this direction.

7. The proposals contained in the White Paper in regard to the Public Service Commissions, as further elaborated in the report of the Joint Committee on Constitutional Reforms (1934) were given concrete form in Sections 264 to 268 of the **Government of India Act, 1935**. The Act envisaged a Public Service Commission for the Federation and a Provincial Public Service Commission for each Province or group of Provinces.

8. **The Sections of the Government of India Act, 1935 relating to the Public Service Commissions were brought into force on 1<sup>st</sup> April, 1937, and the then Public Service Commission at the Centre became the Federal Public Service Commission.**

9. The Constituent Assembly saw the need for giving a secure and autonomous status to Public Service Commission both at Federal and Provincial levels for ensuring unbiased recruitment to Civil Services as also for protection of service interests. After Independence, **with the promulgation of the new Constitution for independent India on 26<sup>th</sup> January, 1950, the 'Federal Public Service Commission' was accorded a Constitutional status and was renamed as 'Union Public Service Commission'**. The Chairman and Members of the Federal

Public Service Commission became Chairman and Members of the Union Public Service Commission by virtue of Clause (1) of Article 378 of the Constitution. The list of Chairmen and Members since 1926 is given at **Appendix-37**.

### Functions of the Commission

10. **The functions of the Commission are prescribed in Article 320 of the Constitution. These include:**

- (a) Conduct of examinations for appointment to the Services of the Union.
- (b) Direct recruitment by selection through interviews.
- (c) The Commission shall also be consulted in:-
  - (i) Appointment of officers on promotion / deputation / absorption.
  - (ii) Framing and amendment of Recruitment Rules for various Services and posts under the Government of India and Union Territories.
  - (iii) Disciplinary cases relating to different Civil Services.
  - (iv) On any matter referred by the President of India.

### Workload

11. A depiction of the workload of the Commission since 1950-51 (decade-wise) to the present is given in **Tables-1, 2, 3, 4 and 5**.

12. **Table-1** gives the number of applications received, candidates interviewed/ Service records evaluated and candidates recommended over the years.

**Table-1: Recruitment by examination/interview**

YEAR	No. of applications received			Candidates interviewed/ Service Records evaluated			No. of candidates recommended		None found suitable (N.F.S.)	
	Exam.	Rectt.	Total	Exam.*	Rectt.	Total	Exam.‡	Rectt.		
1950-51#	24680	18047	42727	3383	6484	9867	2780	883	120	3783
1960-61	34349	36833	71182	4862	9078	13940	3298	1727	249	5274
1970-71	81539	65197	146736	3473	13706	17179	4187	2059	190	6436
1980-81	243374	58748	302122	9256	14090	23346	4093	2591	361	7045
1990-91	615850	72079	687929	13838	16788	30626	4609	2341	655	7605
2000-01	762501	48019	810520	3351	5662	9013	4177	1050	179	5406
2010-11	1893030	106083	1999113	5342	4083	9425	4896	1117	155	6168
2017-18	2990071	67151	3057222	6556	4737	11293	4829	1465	150	6444

# This data is from January 26, 1950 to March 31, 1951.

\* Candidates interviewed by UPSC.

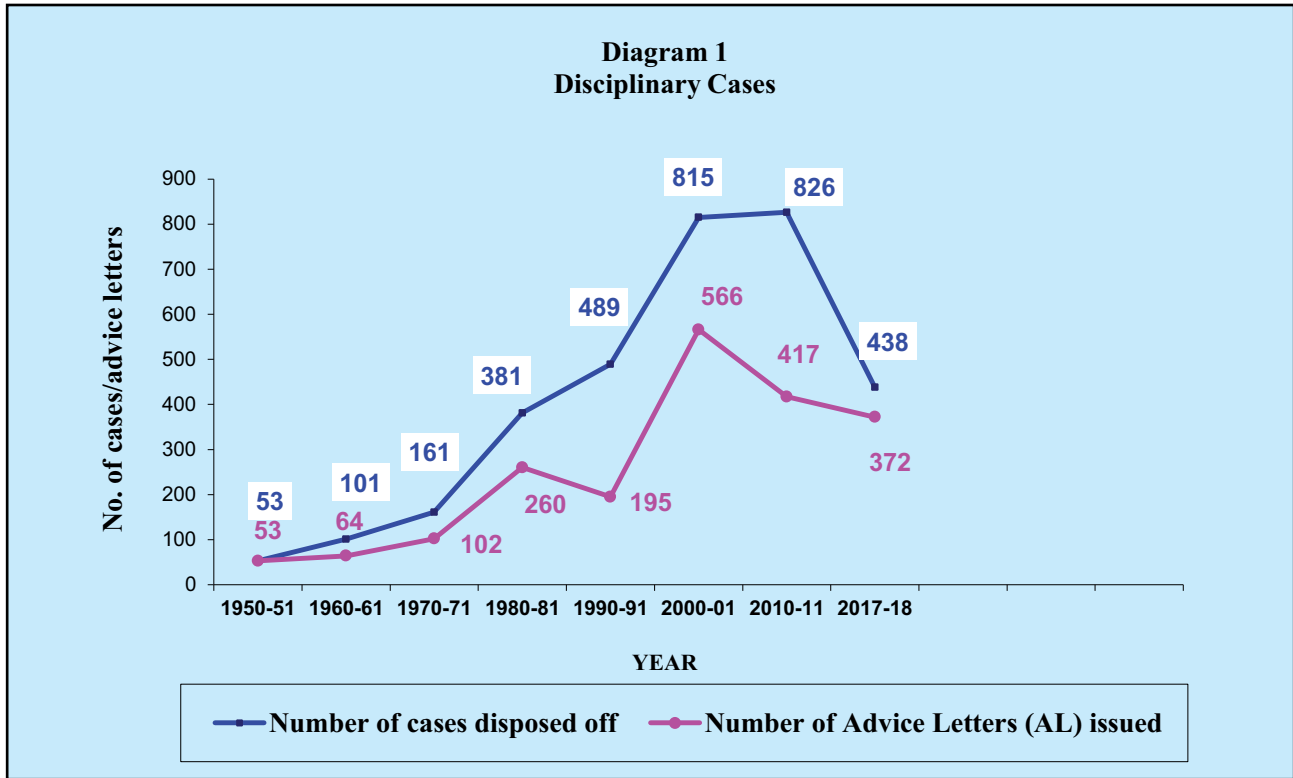
‡ Candidates selected by UPSC as well as by SSBs (NDA+CDS).

13. The number of disciplinary cases **Table-2** and also represented in **Diagram-1**. handled by the Commission is given in

**Table - 2: Disciplinary Cases**

Year	Number of disciplinary cases disposed off during the year	Number of disciplinary cases in which Advice tendered	Deficient proposals returned
1950-51*	53	53	-
1960-61	101	64	37
1970-71	161	102	59
1980-81	381	260	121
1990-91	489	195	294
2000-01	815	566	249
2010-11	826	417	409
2017-18	438	372	66

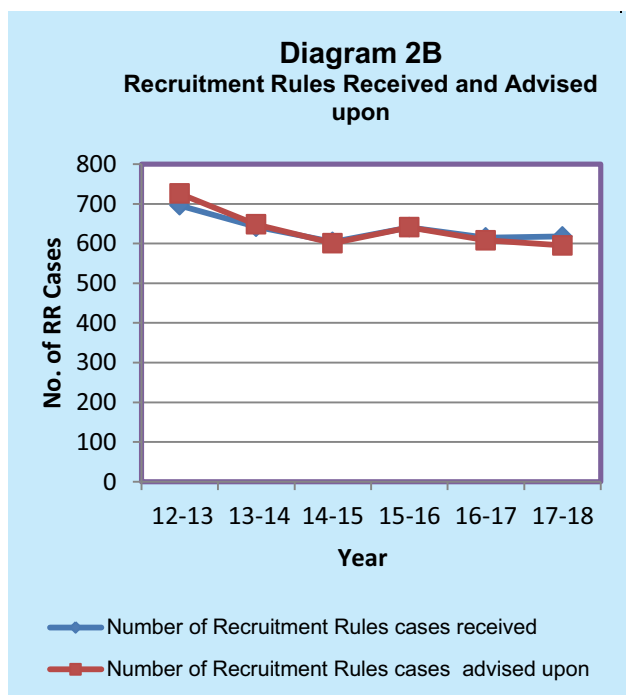
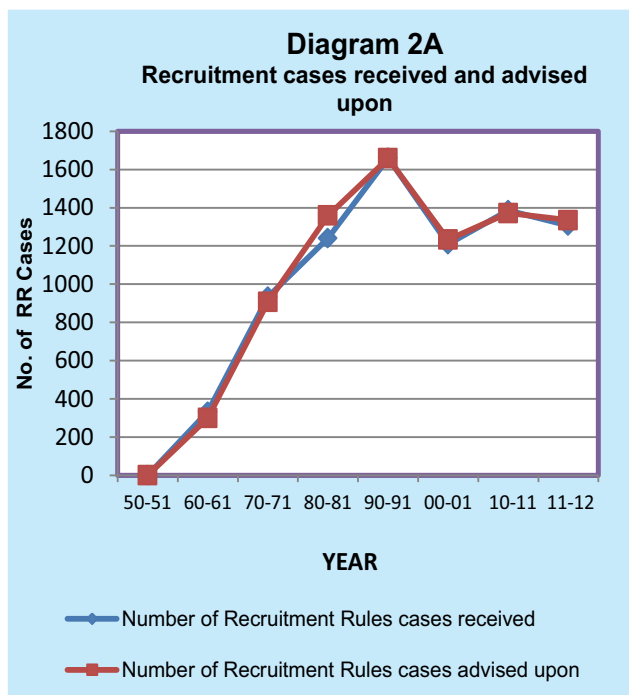
\* This data is from January 26, 1950 to March 31, 1951.



14. The number of Recruitment Rules Commission is given in Table-3 and also cases received and advised upon by the represented in Diagram-2A and 2B.

**Table-3: Recruitment Rules cases (1950-2017)**

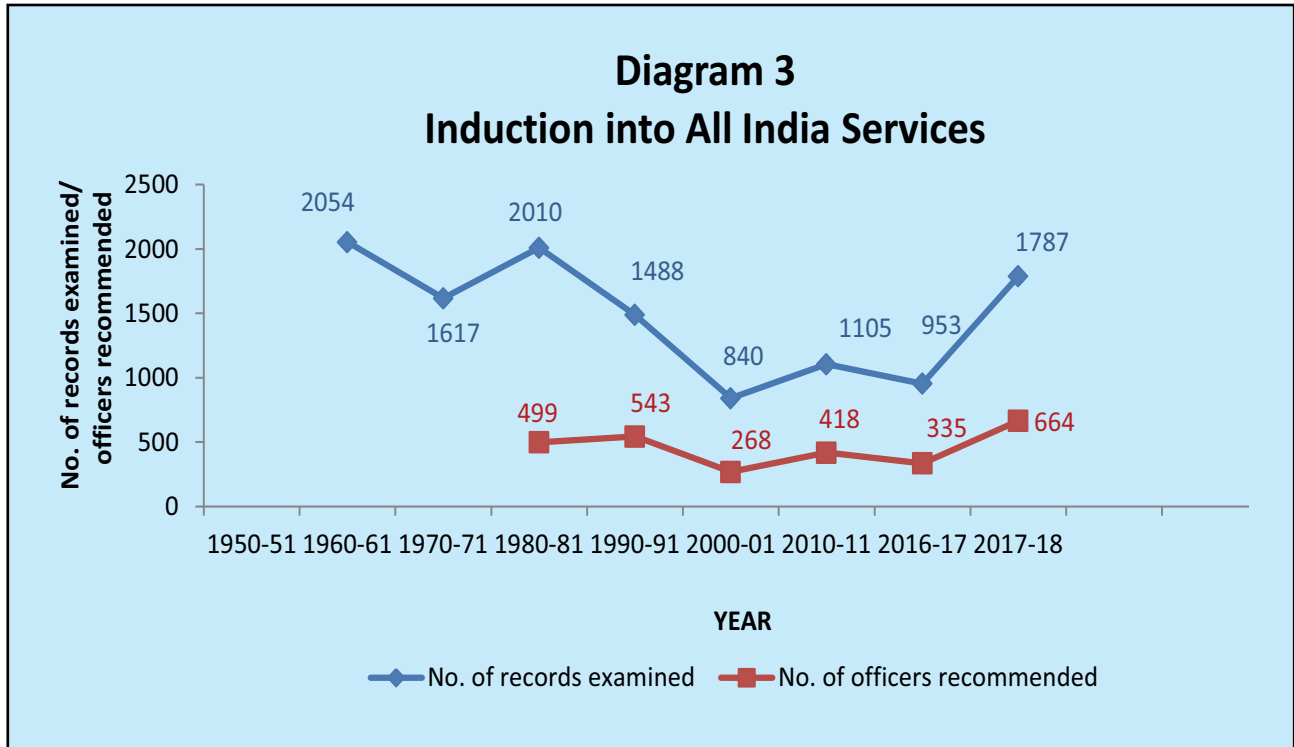
Year	Recruitment Rules cases received	Recruitment Rules cases advised upon
1950-51	--	--
1960-61	332	299
1970-71	934	907
1980-81	1241	1359
1990-91	1660	1659
2000-01	1209	1233
2010-11	1386	1372
2011-12	1306	1335
[Note :- The Single Window System was introduced w.e.f. 01.09.2011. Therefore, the analysis has been done in two stages i.e. prior to the introduction of Single Window System (i.e. upto FY 2011-12) and post-introduction of Single Window System (i.e. from FY 2012-13 to FY 2017-18).]		
2012-13	696	726
2013-14	642	648
2014-15	604	601
2015-16	11 (Carried forward)+ 630 = 641	641
2016-17	615	608
2017-18	7 (Carried forward) + 611 = 618	595



15. The number of records processed for induction into the All India Services is given in **Table-4** and also represented in **Diagram-3**.

**Table-4: Induction into All India Services**

Year	Number of records examined for induction into All India Services (Officers recommended)
1950-51	-
1960-61	2054
1970-71	1617
1980-81	2010 (499 officers)
1990-91	1488 (543 officers)
2000-01	840 (268 officers)
2010-11	1105 (418 officers)
2017-18	1787 (664 officers)



16. The number of records processed for is given in **Table-5**.  
Promotion/ Deputation/ Absorption Cases

**Table-5: Deputation/Absorption Cases**

Year	Number of records examined for Promotion/Deputation/ Absorption cases (Officers recommended)
1950-51	-
1960-61	5200
1970-71	12924
1980-81	20711
1990-91	35645 (4100 officers)
2000-01	32726 (6221 officers)
2010-11	17574 (3978 officers)
2017-18	5534 (3398 officers)

### Single Window System

17. The Single Window System was first adopted in the Commission in the year 2011 and has been extended in a phased manner to cover the various functions of

the Commission. It is intended to expedite the processing of Promotion/Deputation Cases / Selection Committee Meetings/ Disciplinary cases/ Recruitment Rules proposals/Direct Recruitment cases. Under



this dispensation:-

- (i) Ministries/ Departments/ State Governments are required to bring their proposals in person to the Commission. A designated official, of the rank of Under Secretary in the respective Branch of the Commission scrutinizes the proposal in consultation with the Representative(s) of the Ministries/ Departments on the spot.
- (ii) Deficient proposals are returned

indicating the shortcomings which require to be rectified. Proposals complete in all respects, in accordance with the check-list are accepted and processed in a time bound manner.

18. The Single Window System has improved the compliance of the extant guidelines in the submission of proposals by Ministries/ Departments/ State Governments. This has reduced the processing time of cases. Comparative details of time taken in processing various cases are given in **Table-6**.

**Table-6: Reduction in processing time of proposals in the Commission after adoption of Single Window System**

Year	Direct Recruitment	DPC	Deputation	Disciplinary Cases	Recruitment Rules
2007-08	397 days	133 days	180 days	180 days	33 days
2017-18	212 days	45 days	77 days	113 days	17 days
<b>Effective reduction in time (in percentage)</b>	46.60%	66.17%	57.22%	37.22%	48.48%



## Recruitment by Examinations

The Commission conducted 14 examinations – 10 for recruitment to Civil Services/ Posts and 04 for Defence Services during 2017-2018, as detailed below:

### For Civil Services/ Post

- (i) Civil Services (Preliminary) Examination, 2017 (CSP) – 18.6.2017
- (ii) Civil Services (Main) Examination, 2017 (CSM) – 28.10.2017
- (iii) Indian Forest Service (Main) Examination, 2017 (IFoS) – 6.10.2017
- (iv) Engineering Services (Main) Examination, 2017 (ESE) – 14.5.2017
- (v) Engineering Services (Preliminary) Examination, 2018 (ESE) – 8.1.2017
- (vi) Indian Economic Service/Indian Statistical Service Examination, 2017 (IES/ISS) – 12.5.2017
- (vii) Combined Geo-Scientist and Geologist' Examination, 2017 (GEOL) – 12.5.2017
- (viii) Combined Medical Services Examination, 2017 (CMS) – 13.8.2017
- (ix) Central Armed Police Forces (Assistant Commandants) Examination, 2017 (CAPF) – 5.5.2017
- (x) Central Industrial Security Force (Assistant Commandant) (Executive) Limited Departmental Competitive Examination, 2018 – 5.3.2017

### For Defence Services

- (i) National Defence Academy and Naval Academy Examination (I), 2017 [NDA & NA (I), 2017] – 23.4.2017

- (ii) National Defence Academy and Naval Academy Examination (II), 2017 [NDA & NA (II), 2017] – 10.9.2017
- (iii) Combined Defence Services Examination (II), 2017 [CDS (II), 2017] – 5.2.2017
- (iv) Combined Defence Services Examination (I), 2018 [CDS (I), 2018] – 19.11.2017

### Number of Applications

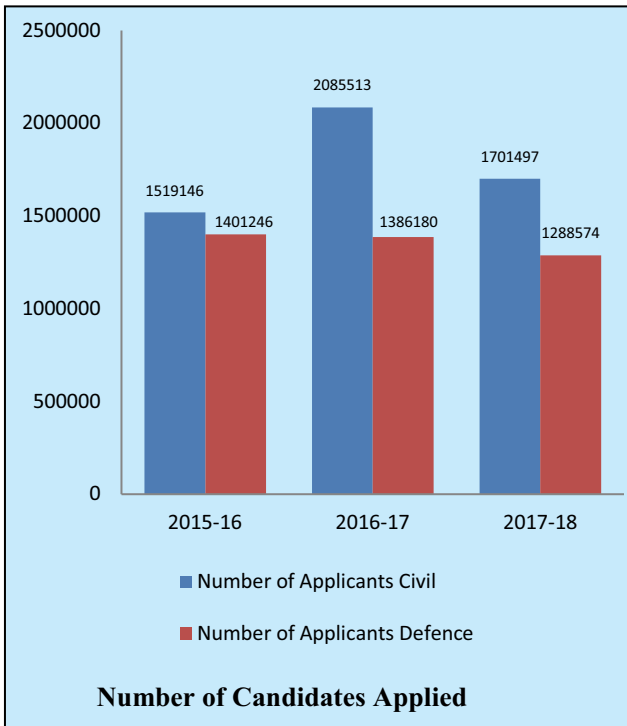
2. During the year 2017-2018, the Commission received 29,90,071 applications compared to 34,71,693 during the previous year. **Table-1** below shows the number of applicants in various examinations during the last three years.

**Table - 1**

Exam	2015-16	2016-17	2017-18
<b>Civil</b>			
1. CS(P)	939763	1128262	969065
2. CS(M)	14927	15382	13300
3. IFoS (M)	991	932	1193
4. ESE	250041	267557	3769
5. ESE(P)	--	325604	346773
6. IES/ISS	17868	18839	21831
7. SO/PS LDCE	2314	--	--
8. CMS	31786	33986	39166
9. GEOL	22484	23421	22657
10. CAPF	238972	270727	282260
11. CISF, LDCE	--	803	1483
<b>Total Civil</b>	<b>1519146</b>	<b>2085513</b>	<b>1701497</b>

Defence			
1.NDA&NA (I)	507576	503062	416961
2.NDA&NA(II)	413867	423064	344202
3. CDS(II)	243496	276210	266102
4. CDS (I)	236307	183844	261309
<b>Total Defence</b>	<b>1401246</b>	<b>1386180</b>	<b>1288574</b>
<b>Grand Total</b>	<b>2920392</b>	<b>3471693</b>	<b>2990071</b>

-- Exam. not held



### Number of Candidates Appeared

3. **Table-2** below shows the number of candidates who appeared in various examinations during the last three years.

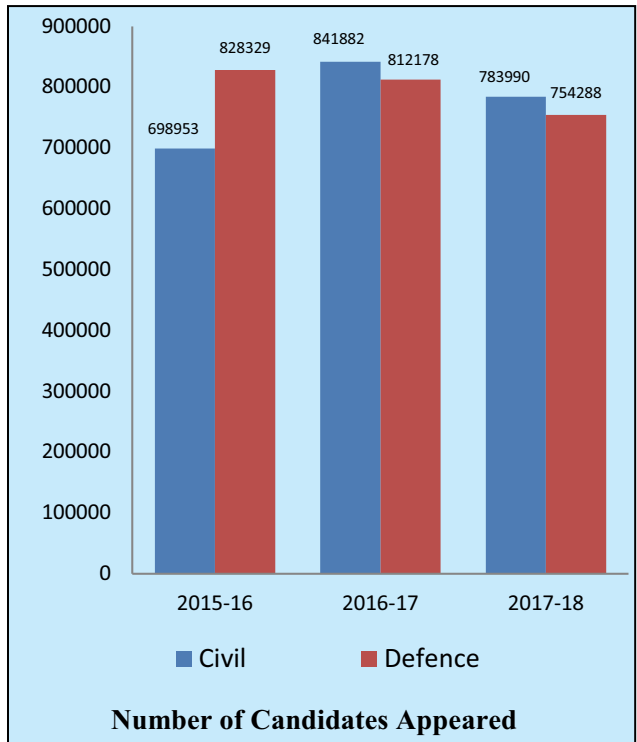
**Table-2**

Exam	2015-16	2016-17	2017-18
<b>Civil</b>			
1. CS(P)	463418	459659	462848
2. CS(M)	14626	15149	13060
3. IFoS (M)	736	651	790

4. ESE	92817	87957	3437
5. ESE(P)	--	154995	173094
6. IES/ISS	2917	2856	2804
7. SO/ PS LDCE	1781	--	--
8. CMS	15420	16864	18183
9. GEOL	9076	6725	5882
10. CAPF	98162	96473	102707
11. CISF, LDCE	--	553	1185
<b>Total Civil</b>	<b>698953</b>	<b>841882</b>	<b>783990</b>

Defence			
1. NDA (I)	311279	305146	268012
2. NDA (II)	283001	286511	232120
3. CDS (II)	113768	127013	127326
4. CDS(I)	120281	93508	126830
<b>Total Defence</b>	<b>828329</b>	<b>812178</b>	<b>754288</b>
<b>Grand Total</b>	<b>1527282</b>	<b>1654060</b>	<b>1538278</b>

-- Exam. not held



### Candidates Interviewed

4. The Commission conducts interviews for the Civil Services/ Posts only. In respect of Defence Services, the Services Selection Boards under the Ministry of Defence conduct interviews, physical tests, etc. of the candidates who qualify at the written examination conducted by the Commission. During the year 2017-18, the Commission conducted Personality Tests /interviews in respect of Civil Services/Posts based on the results of the following examinations held during the year 2016-17 and 2017-18:

- (i) Civil Services (Main) Examination, 2016
- (ii) Engineering Services Examination, 2017
- (iii) Indian Economic Service/ Indian Statistical Service Examination, 2017
- (iv) Combined Geo-Scientists' and Geologists' Examination, 2017
- (v) Combined Medical Services Examination, 2017
- (vi) Indian Forest Service (Main) Examination, 2017
- (vii) Central Industrial Security Forces (Assistant Commandant) (Executive) Limited Departmental Competitive Examination, 2017.

5. In all, the Commission interviewed 6,556 candidates for various Civil Services/ Posts during 2017-18. In respect of Defence Services Examinations, interviews, physical tests etc. were conducted by Services Selection Board (SSB) of Ministry of Defence. The Examination-wise number of candidates interviewed by the Commission for various Civil Services/ Posts is given in **Table 3** below: -

**Table-3**

S. No.	Examination	No. of candidates interviewed during 2017-18
<b>For Civil Services/Posts</b>		
1	CS(M), 2016	2956
2	ESE, 2017	1401
3	CISF(AC), 2017	25
4	IES/ISS, 2017	104
5	GEOL, 2017	184
6	CMS, 2017	1585
7	IFoS(M), 2017	301
	<b>Total</b>	<b>6556</b>

### Candidates Recommended

6. The Commission recommended 4829 candidates for appointment to Civil Services/ Posts and Defence Services/ Posts during 2017-18. For Defence Services, the recommendations for appointment were based on the written examinations conducted by UPSC and the interviews and physical tests conducted by Services Selection Board of Ministry of Defence. Out of the above, 637 candidates were also recommended for appointment from Reserve List for Civil Services/ Posts. The Examination-wise number of candidates recommended is given in **Table 4** below:-

**Table-4**

S. No.	Examination	No. of candidates recommended during 2017-18
<b>a) For Civil Services/Posts</b>		
1	CS(M), 2016	1099
2	IFoS (Main), 2017	110
3	ESE, 2017	500
4	CAPF (AC), 2016	211

5	IES/ISS, 2017	44
6	GEOL, 2017	78
7	CMS, 2017	637
8	CISF, 2017	7
	<b>Total</b>	<b>2686</b>
<b>b) For Defence Services/Posts</b>		
	NDA (II), 2016	548
	CDS (II), 2016	338
	CDS (I), 2017	249
	NDA(I), 2017	371
	<b>Total</b>	<b>1506</b>
c)	<b>Candidates recommended through reserve list.</b>	<b>637</b>
	<b>Grand Total of (a), (b) and (c)</b>	<b>4829</b>

### Applicants to Posts Ratio

7. The number of applications for an

examination divided by the number of posts to be filled by the said examination gives the Applicants to Posts Ratio (APR). The APR gives an index of the number of candidates aspiring for Civil Services/Posts through each of these examinations. As per APR calculations 933.21 candidates applied for every post filled through Civil Services Examinations, 2016. In respect of Indian Forest Service Examination, 2017, number of candidates applied for each post was 2107.76, which was the highest amongst all examinations. Details are given in **Table 5**.

### Recommended to Post Ratio

8. The number of finally recommended candidates divided by the number of posts gives the Recommended to Post Ratio (RPR). RPR for various Examinations is given in **Table -5**. The details for Civil Posts are given in **Appendix - 4**, and for Defence Posts in **Appendix 5**.

**Table - 5**

Name of the Examination	Number of Posts	Number of Applicants	Number of Recommended Candidates	APR	RPR
Civil Services (Main) Examination, 2016	1209	1128262*	1099	933.21	0.90
Indian Forest Service (Main) Examination, 2017	110	231854**	110	2107.76	1
Engineering Services Examination, 2017	548	325604	500	594.2	0.91
Indian Economic Service/ Indian Statistical Service Examination, 2017	44	21831	44	496.15	1
Geologists' Examination, 2017	78	22657	78	290.47	1
Combined Medical Services Examination, 2017	717	39166	637	54.62	0.88
<b>Total</b>	<b>2706</b>	<b>1769374</b>	<b>2468</b>	<b>653.87</b>	<b>0.91</b>

\*No. of applicants in CS(P), 2016

\*\*No. of applicants of IFoS(P), 2017 in CS(P), 2017

**Civil Services Examination, 2016****(i) Highlights**

9. The Civil Services Examination, 2016 was notified on April 27, 2016. In response to the Notification, a total number of 11,28,262 candidates applied for the above Examination, of whom 4,59,659 candidates appeared in the examination. The written part of the Civil Services (Main) Examination, 2016 was held from December 03, 2016 in which 15,149 candidates appeared. Personality Tests/Interview were held from March 20, 2017 to May 26, 2017.

**(ii) Recommendations**

10. The final result of the Civil Services (Main) Examination, 2016 was declared on May 31, 2017. The Commission recommended a total number of 1,099 candidates which included SC-163, ST-89, OBC-347 and 44 Persons with Disabilities.

**(iii) Women Candidates**

11. A total number of 253 women candidates were recommended for appointment in 2017-18.

**(iv) Persons with Disabilities**

12. The number of Persons with Disabilities recommended for appointment on the basis of the Civil Services (Main) Examination, 2016 was 44.

**(v) Interviews**

13. For the Civil Services Examination, 2016, six Personality Test Boards were constituted from March 20, 2017 to May 26, 2017. Six Personality Test Boards were held for the whole spell except in the last week on the last day, when there was only one P.T. Board. Candidates were allowed to opt for either English or any one of the Indian

Languages as medium for Personality Test. Out of 2,961 candidates qualified for the Personality Test, candidates actually appeared for the Personality Test were 2,956 (02 candidates did not appear for the Personality Test and the candidature of three candidates was cancelled). 2,582 candidates opted for English while 379 candidates opted for an Indian Language as medium for interview.

The details in this regard are given in **Table 6**.

**Table-6**  
**Medium for Personality Test**

<b>Name of Indian Language</b>	<b>Number of Candidates</b>
Gujarati	01
Hindi	327
Kannada	5
Marathi	27
Punjabi	02
Sanskrit	01
Tamil	06
Telugu	10
<b>Total</b>	<b>379</b>

**(vi) Indian Language in the Main Examination**

14. The number of candidates who opted for the Literature of an Indian Language as one of the optional subjects for the 2016 Examination was 1191. The number of candidates who opted for an Indian Language as a medium for answering other papers is given at **Appendix-8**.

**Engineering Services Examination, 2017**

15. The Engineering Services Examination,

2017 was notified on September 28, 2016. In response to the notification, a total number of 3,25,604 candidates applied for the above Examination. The written examination, Stage-I/Engineering Services (Preliminary) was held on January 8, 2017, in which a total of 1,54,995 candidates appeared. The result of the Stage-I of the examination was declared on February 23, 2017. A total number of 3,769 candidates qualified for the Stage-II / Engineering Services (Main) Examination, 2017, including Gen-1458, OBC-1333, SC-654 and ST-324, including 135 Persons with Disability Candidates. Stage -II of the aforesaid examination was held on May 14, 2017. The result of Engineering Services (Main) Examination, 2017 was declared on June 23, 2017. A total number of 1413 candidates qualified for the Personality Tests including Gen-534, OBC-577, SC-200 and ST-102(which includes 41 PwD candidates). Personality Test Boards for the candidates who had qualified the written examination were held from July 31, 2017 to September 1, 2017. The maximum number of Personality Test Boards held was six and the minimum number of Personality Test Boards held was four. The final result was declared on September 11, 2017. **A total number of 500 candidates were recommended, which includes General-209, OBC-159, SC-88 and ST-44. This figure also includes 20 Persons with Disabilities.** The proposal for operation of Reserve List has not been received upto March 31, 2018 from Ministry of Railways.

#### **Changes implemented during the year 2017-18**

##### **(i) Engineering Services Examination:**

Based on the recommendations of the Prof. Natarajan Committee and the Prof. Sonde Committee, the Engineering Services Examination, 2017 was held in a new

three tier format, having a Preliminary Examination followed by the Main (Written) Examination and Personality Test/ Interview. The logistical burden is reduced on the Commission to a large extent in conducting the Engineering Services (Main) Examination on a smaller scale.

##### **(ii) Streamlined Randomization of Roll Numbers:**

To streamline the allotment of Roll Number System, it was felt that the generation of Roll Numbers on complete data and assigning of first two digits therein as Centre Code would be more convenient to all the stakeholders. With this objective, the revised system of generation of Roll numbers was introduced from the CDS-II Examination, 2017 held on November 19, 2017.

This new System has given lot of comfort at all the levels. The new System has gelled seamlessly with the entire examination system of the Commission with add-on benefits.

##### **(iii) Public Disclosure Scheme for willing candidates, who appear in the Interviews/SSB, but not finally recommended:**

Pursuant to the decision of the Government (DoP&T) on "*Making available scores publically and ranking of candidates in recruitment examinations through portal for increasing access of the unemployed to job opportunities*", the Commission has decided to disclose the details (i.e. candidate's name, father's/ spouse's name, Date of Birth, Category (SC / ST / OBC / PH / Minority), Gender, Educational Qualifications, Total Marks obtained in the Examination, Complete Address and E-mail Address) of only those willing candidates in Roll Number Order, who have appeared in the final stage of Examination (i.e Personality Test



/ SSB) but were not recommended. NDA / NA Examination (12th standard based Examination), LDCE (SO/Steno and CISF) and Direct Recruitment Tests are not covered by the Scheme. These details will be uploaded on the Commission's Website after the release of Reserve List (wherever applicable), which will be linked to the National Career Service (NCS) Portal of the Ministry of Labour & Employment. The said information will be valid for one year from the date of such disclosure. The Scheme is to be made effective from the Combined Medical Services Examination, 2017.

**(iv) Deployment of Low Powered Jammers in the Examinations / Recruitment Tests conducted by the Commission:**

The Commission is deploying Low Powered Jammers in the Venues of the Commission's Examinations conducted by the Commission in pursuance of the guidelines issued by the Government [Secretary (Security), Cabinet Secretariat] in order to stop scope of use of mobiles, IT gadgets or any communication devices, etc. An Agreement has been signed with BEL for providing the Jamming Services

to the Commission during its Examinations/ RTs. BEL deployed Low Powered Jammers successfully at two Venues in Delhi on Pilot Basis in the CBRT held on December 17, 2017. Deployment of Low Powered Jammers for the Commission's Examinations/RTs, as a normal practice, has started from the Engineering Services (Pre.) Examination held on January 7, 2018.

**(v) Time Frame for making representations on the questions asked in the Papers of the Examinations:**

The Commission has put in place a structured mechanism for making representations to the Commission. A time frame of 7 days (a week) i.e. from the next day of the Examination Date to the 7<sup>th</sup> day (till 6:00 p.m.) is fixed for the candidates to make representations to the Commission on the Questions asked in the Papers of that Examination. Such representations are to be submitted on-line only and no representation by post/hand is to be entertained. No representation is to be entertained under any circumstances after this window of 7 days is over.



## CHAPTER 4

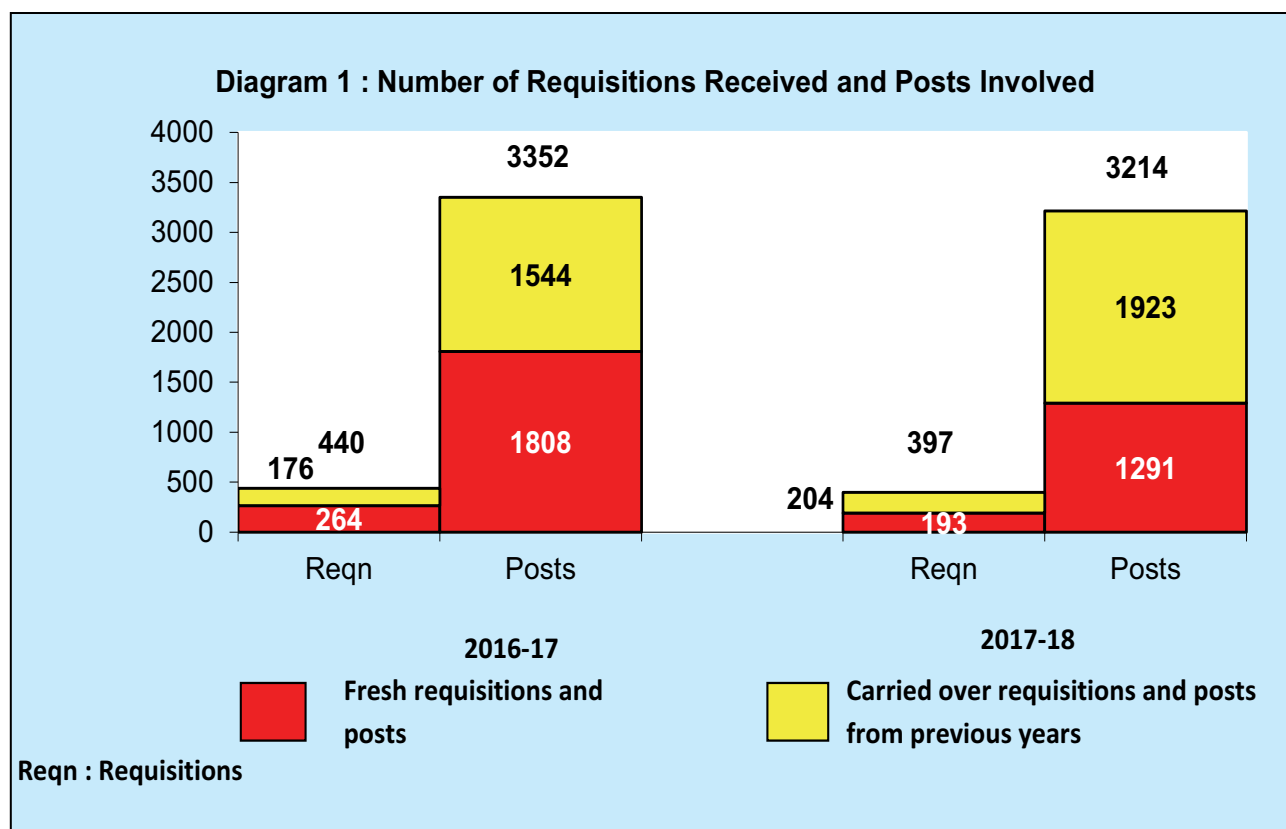
## Direct Recruitment by Selection

1. Article 320 and Article 321 of the Constitution mandate the Union Public Service Commission with the responsibility of Direct Recruitment to the Group-A and Gazetted Group-B posts of Central Government, Union Territories, Statutory Organizations, Local Bodies and Public Institutions, by the selection method.

### Number of Requisitions Received

2. During the year 2017-18, the Commission received 193 requisitions for 1,291 posts from various Ministries/Departments compared to 264 requisitions for 1,808 posts received during the previous

year. The Commission processed in all 397 requisitions (including the backlog) for 3,214 posts during 2017-18 as compared to 440 requisitions for 3,352 posts during 2016-17. Out of these 397 requisitions, 73 requisitions for 708 posts were returned to the Ministries/Departments concerned on account of discrepancies in the proposals. The proposals returned by the Commission to the Ministries/Departments concerned were treated as closed. A pictorial representation of the number of requisitions received and the posts involved, during the last two years, is given in **Diagram-1**.



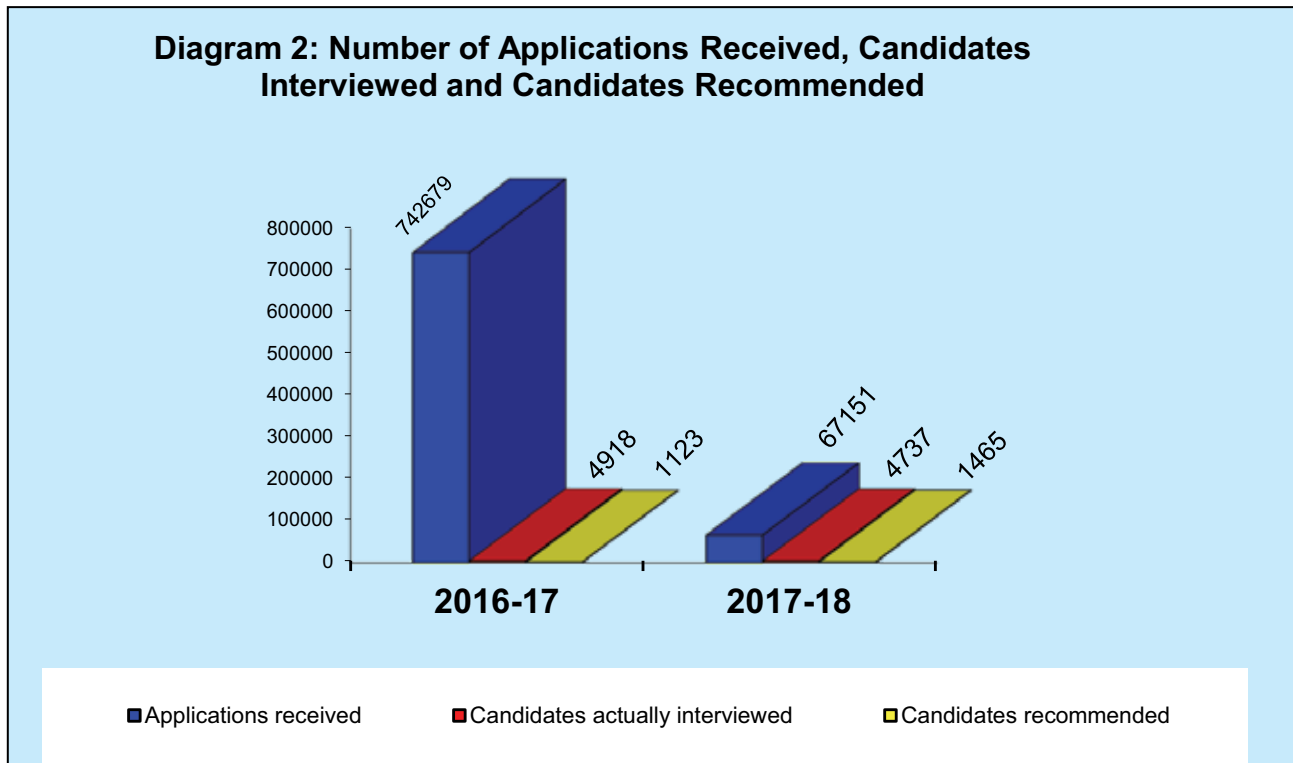
3. **Diagram-1** indicates that there has been some decrease in the number of fresh requisitions and posts received by the Commission from the Ministries/ Departments concerned during the year 2017-18 as compared to the previous year 2016-17.

**Statistical Abstract of the Number of Applications Received, Candidates Interviewed and Recommended**

4. During the year 2017-18, the Commission issued 24 advertisements inviting applications in 120 requisitions for 581 posts. The number of posts, advertised, Ministry-wise, during the year 2017-18 is given at **Appendix-12**. The recruitment process was cancelled in respect of 5

requisitions for 81 posts, subsequent to the publication of the advertisements due to various reasons viz. Court orders, withdrawal of requisition, etc.

**The Commission received 67,151 online applications during 2017-18.** A total of 7,03,691 applications were finalized during the year, which included applications received in the preceding year. After short listing, the Commission summoned 6,419 candidates for interview out of whom 4,737 candidates appeared for interview. A total of 170 requisitions for 1,615 posts were finalized by the Commission, recommending 1,465 candidates for appointment to various posts during the year 2017-18. The same is being depicted at **Diagram-2**.



5. During the year 2017-18, the number of posts in respect of which recruitment process was finalized, the number of candidates recommended, applicants to post ratio and

recommendation to post ratio, under four broad disciplines of Engineering, Scientific & Technical (excluding Engineering), Non-Technical and Medical, are given in **Table-1**.

**Table-1: Broad Discipline-wise Number of Posts Finalized and Candidates Recommended During 2017-18**

Broad Discipline	No. of Posts	No. of Applicants	Candidates Recommended	Applicants to Post Ratio	Recommendation to Post Ratio
Engineering	199	45323	186	228	0.93
Scientific and Technical (Excluding Engg.)	178	15959	163	90	0.92
Non-Technical	509	571212	491	1122	0.96
Medical	729	71197	625	98	0.86
<b>Total</b>	<b>1615</b>	<b>703691</b>	<b>1465</b>	<b>436</b>	<b>0.91</b>

**Notes:**

1. Applicants to Post Ratio = Number of applicants divided by number of posts.
2. Recommendation to Post Ratio = Number of candidates recommended divided by number of posts.

6. The number of posts, Discipline/Specialisation-wise and Community-wise, for which recruitment process was finalized under the above four broad disciplines and the number of candidates recommended for appointment by the Commission during the year 2017-18 are given at **Appendices 13, 14, 15 and 16**. A statement showing the percentage variation (discipline-wise) in 2017-18 vis-à-vis the corresponding figures of previous year is given at **Appendix-2**.

**Computer Based Recruitment Tests/ Recruitment Tests (CBRTs/RTs)**

7. Recruitment Tests are held in those cases where the number of applications received is large. CBRT/RT method is resorted to for the purpose of shortlisting the candidates to a reasonable number. The performance of the candidates in the CBRT/RT is assigned appropriate weightage on a case to case basis, followed by Interview for final selection.

8. **During the year 2017-18, CBRTs were held in 28 cases of recruitment for 442 posts.** Details of these cases are given in **Appendix-17**.

**Average Time Taken in Completion of Recruitment Process**

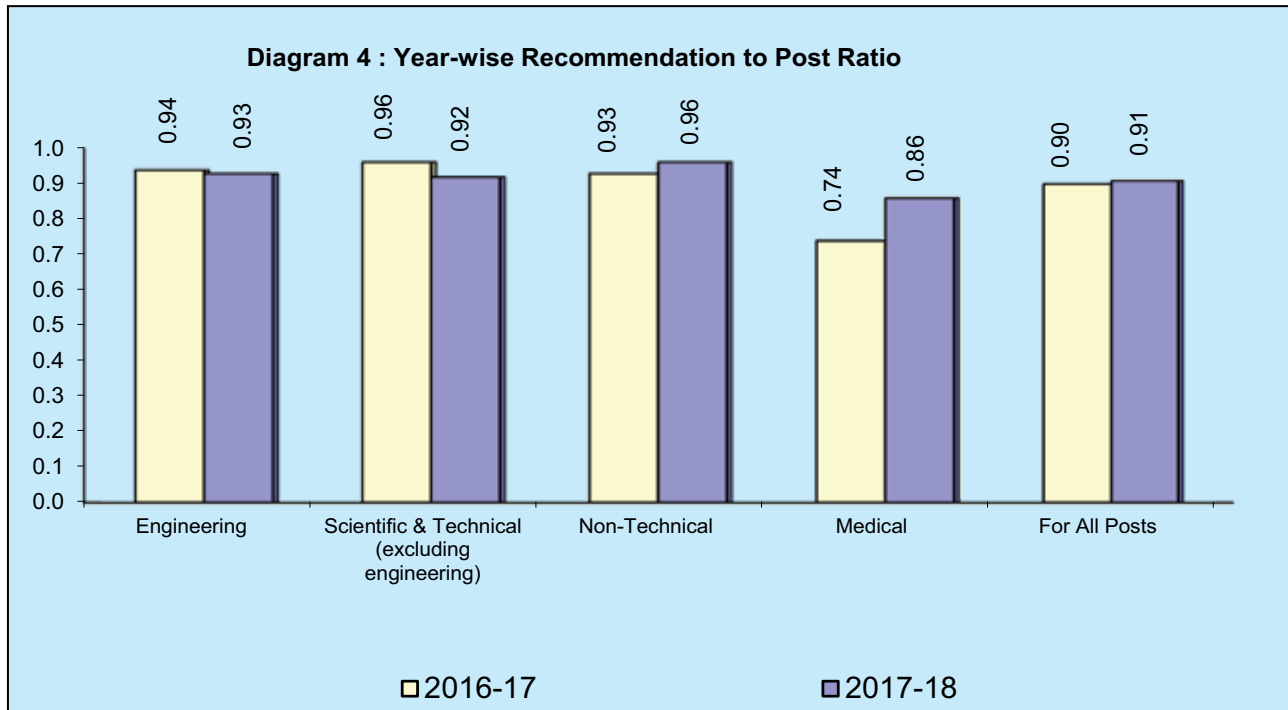
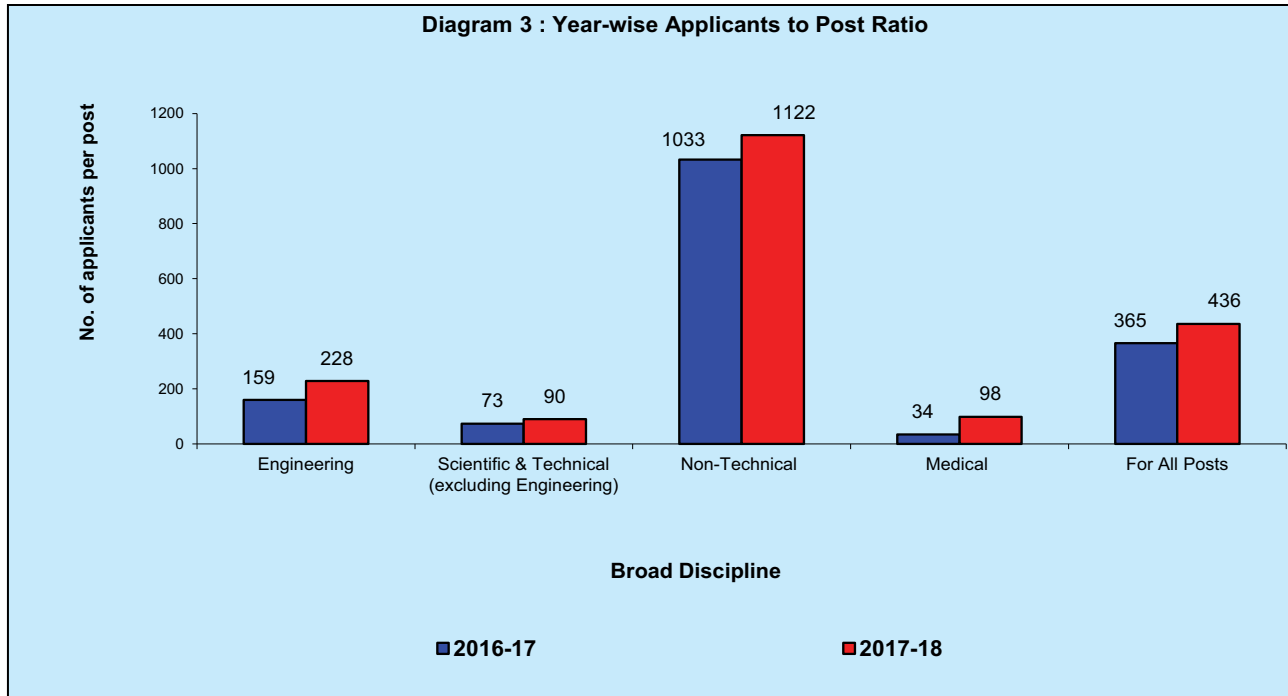
9. During the year 2017-18, the average time taken for finalizing normal recruitment cases was about 212 days from the date of receipt of complete requisition to the date of recommendation.

**Applicants to Post Ratio (APR)**

10. Applicants to Post Ratio (APR) is an indicator of the average number of candidates who apply against one post. There were, on an average, 436 applicants per post in cases of Direct Recruitment by Selection, which were finalized during the year 2017-18. **Diagram-3** indicates that the APR in all disciplines, has increased as compared to the previous year.

**Recommendation to Post Ratio (RPR)**

11. Recommendation to Post Ratio (RPR) of less than 1 indicates non-availability of suitable candidates for the post. **Diagram-4** indicates that the RPR in 2017-18 is lower in respect of Engineering, and Scientific & Technical (Excluding Engg.) disciplines as compared to the previous year.



**None Found Suitable**

12. During the year, the recruitment process became infructuous for 150 posts as suitable candidates were not found. Most of these posts required specialized medical or scientific qualifications.

**Bulk Recruitment Cases**

13. In cases where the number of applications exceeds 500 are treated as Bulk Recruitment cases. There were 49 such cases for 1,011 posts finalized during 2017-18, for which 6,90,313 applications were

received. Details of such cases are given at **Appendix-18**.

### **Recruitment for Statutory Bodies/Local Authorities**

14. During the year 2017-18, the Commission also made recruitment for Statutory Bodies/Local Authorities. 257 candidates were recommended for the post of Enforcement Officer/ Accounts Officer in Employees' Provident Fund Organisation.

### **Changes made to improve the Efficiency and Functioning of the Commission.**

#### **New Website of the Commission**

15. The content of the information related to Recruitment Branch was modified. The formats in which information pertaining to recruitment cases is published on the website were modified to facilitate fast location of the required data.

#### **National Career Services (NCS) portal of the Ministry of Labour and Employment**

16. The advertisements of vacancies in the Commission are placed on the National Career Services (NCS) portal of the Ministry of Labour and Employment for wider publicity of Commission's examinations and recruitments

### **Regular Review of progress achieved on various Court Cases**

17. A dialogue has been initiated with various Ministries for receipt of updated information on pending cases, with the objective to facilitate regular updation of records.

### **Difficulties Experienced by the Commission while dealing with Recruitment by Selection (including Recruitment Test) cases**

18. While applying online, candidates do not comply with the instructions given and often do not upload requisite documents along with their applications, which makes short-listing process a bit tough and time consuming.

### **Technology Induction**

19. The Existing Server capacity has been upgraded for Online Recruitment Application (ORA) System. As the Server is common for SOAP Application and ORA Application, load capacity for ORA Cell also stands enhanced by 2.25 times, enabling system access capacity from existing 5,000 applicants at a time to 18,000 applicants.





## Representation of Candidates belonging to Scheduled Castes, Scheduled Tribes, Other Backward Classes and Persons with Disabilities

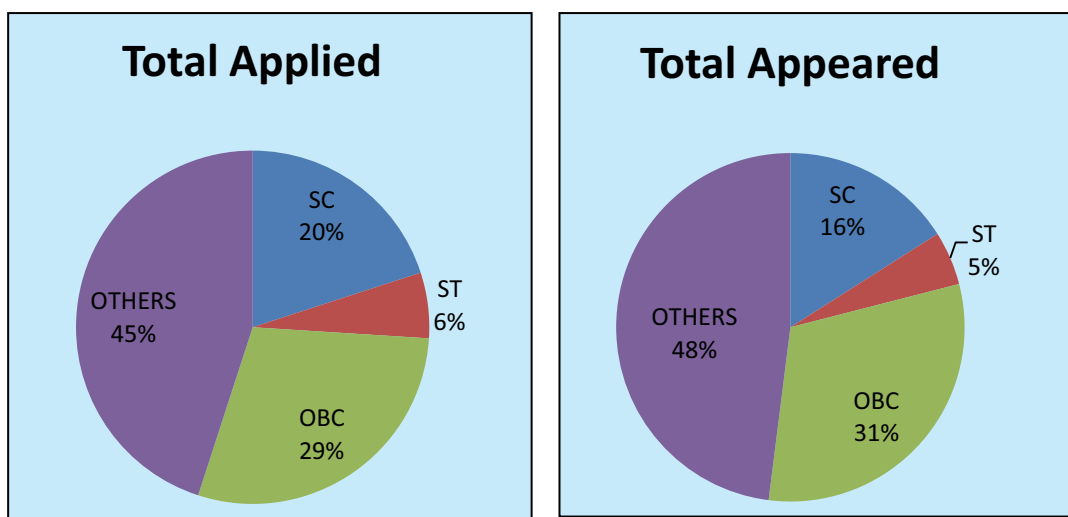
1. During 2017-18, a total of 1285 candidates were recommended against vacancies reserved for them in the Examinations conducted by the Commission. The details of the candidates belonging to these categories for the examinations held/ completed during 2017-18 are given at **Appendix-26**. A comparative statement for the years 2016-17 and 2017-18 is given in **Table-1**.

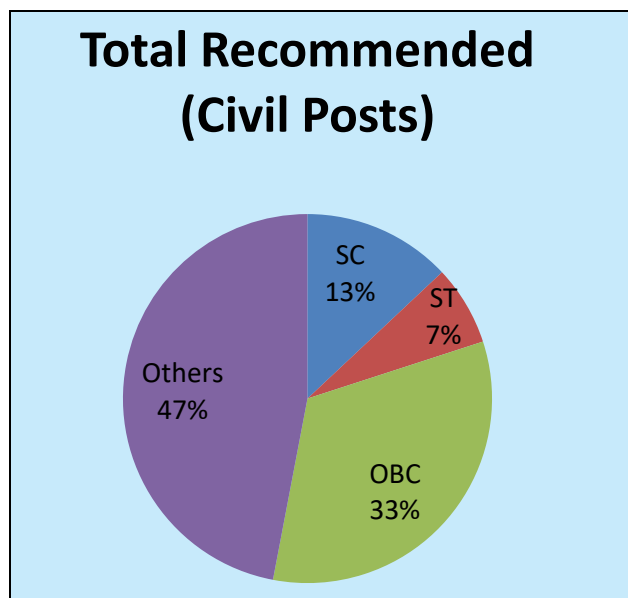
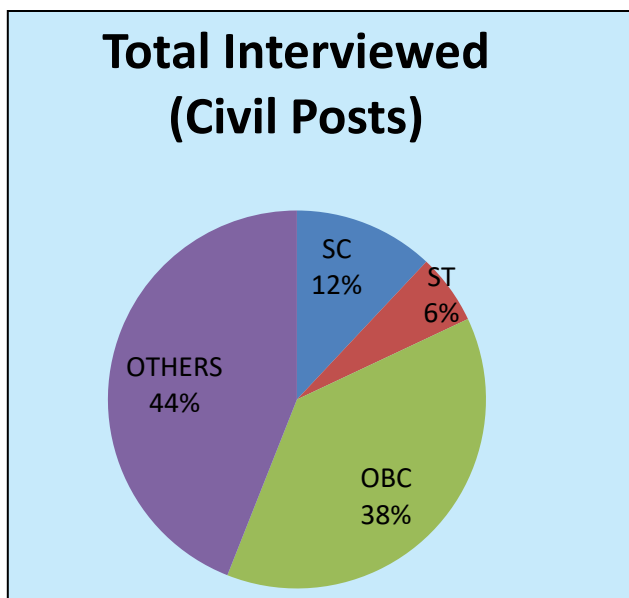
2. The details of SC/ST/OBC candidates who applied /appeared during 2017-18 in the Examinations conducted by the Commission, and were interviewed (or whose service records were assessed) and recommended are available at **Appendix-4** and **Appendix-5**. In addition to the above, 36-SC, 05-ST and 352 OBC candidates were recommended during 2017-18 from the Reserve List. The details are given at **Appendix- 6**.

**Table - 1**

Particulars	2016-17				2017-18			
	Reserved Posts	Recommended against Reserved Posts	Shortfall	Recommended against Unreserved Posts	Reserved Posts	Recommended against Reserved Posts	Shortfall	Recommended against Unreserved Posts
Recruitment by Examination	1741	1729	12	12	1413	1285	0	128*
		99.31%				90.94%		

\* After operation of Reserve List, the figures will change. The final status will be known after allocation of service upon applying the Reserve List Rule in each of these examinations.





#### Direct Recruitment by Selection

4. The number of posts reserved for SC, ST and OBC categories and the candidates recommended against these posts during 2017-18 are given in **Table-3**.

5. As against 801 reserved posts (210 SC, 107 ST and 484 OBC), a total of 691 candidates (188 SC, 84 ST and 419 OBC) were recommended by the Commission during 2017-18.

6. Further, a total of 122 candidates (11 SC, 02 ST and 109 OBC) were recommended against the unreserved posts. Details are given at **Appendix-28**.

7. Comparative statement of posts reserved and candidates recommended against SC, ST and OBC categories, during 2017-18 and 2016-17 is given in **Table-4**.

**Table-3: Recruitment Finalized for the Posts Reserved for SC, ST and OBC categories during 2017-18**

Particulars	SC	ST	OBC	Total
1. Reserved Posts	210	107	484	801
2. Candidates applied against reserved vacancies	1,36,770	27,680	2,46,099	4,10,549
3. Candidates called for interview	919	376	2,090	3,385
4. Candidates appeared in interview	640	271	1,582	2,493
5. Candidates recommended	188	84	419	691
6. Shortfall	22	23	65	110
Out of item 6 above,				
(i) Posts for which no SC, ST and OBC candidate applied ( <b>details at Appendix-27</b> )	5	3	3	11
(ii) Posts for which no SC, ST and OBC candidate was found suitable	17	20	62	99

**Table-4: Number of Posts Reserved and Candidates Recommended against SC, ST and OBC categories in Direct Recruitment by Selection**

2016-17					2017-18				
Reserved Posts	SC/ST/OBC candidates recommended against Reserved Posts	Short-fall	SC/ST/OBC candidates recommended against Unreserved Posts	Total SC/ST/OBC candidates recommended	Reserved Posts	SC/ST/OBC candidates recommended against Reserved Posts	Short-fall	SC/ST/OBC candidates recommended against Unreserved posts	Total SC/ST/OBC candidates recommended
609	528 (86.7%)	81 (13.3%)	94	622 (102.1%)	801	691 (86.3%)	110 (13.7%)	122	813 (101.5%)

**In-Service Training to SC, ST and OBC candidates and Persons with Disabilities (PWD)**

8. The Commission recommended in-service training to 62 SC, 36 ST and 76 OBC candidates as well as for 11 PWD candidates (which include 01 SC, 04 OBC and 06 General candidates) who were selected for appointment on the basis of relaxed standards

so that they could come up to the general standard. The duration of the in-service training recommended ranged from three months to one year after their appointment to the post. The distribution of SC, ST, OBC and PWD candidates, community-wise and duration-wise, for whom in-service training was recommended by the Commission during 2017-18 is given in **Table-5**.

**Table-5: Distribution of SC, ST, OBC and PWD Candidates, Community-wise and Duration-wise, to whom In-Service Training was recommended**

Duration of In-service training	Community-wise Candidates				
	SC	ST	OBC	PWD	Total
3 months	18	12	12	4	<b>46</b>
6 months	28	11	20	3	<b>62</b>
9 months	10	2	13	2	<b>27</b>
One year	6	11	31	2	<b>50</b>
<b>Total</b>	<b>62</b>	<b>36</b>	<b>76</b>	<b>11</b>	<b>185</b>

**Persons with Disabilities Recommended through Direct Recruitment by Selection**

9. During 2017-18, a total of 45 PWD candidates were recommended for

appointment against 62 posts reserved for them. The number of posts reserved for PWD and candidates recommended against these posts, discipline-wise, are given in **Table-6**.

**Table-6: Number of posts reserved for Persons with Disabilities and candidates recommended, Discipline-wise, during the year 2017-18**

<b>Sl. No.</b>	<b>Discipline</b>	<b>Number of posts reserved for Persons with Disabilities</b>	<b>Number of such candidates recommended</b>
1	Engineering	7	6
2	Scientific and Technical	11	7
3	Non-Technical	36	26
4	Medical	8	6
<b>Total</b>		<b>62</b>	<b>45</b>

## Recruitment Rules, Service Rules and Mode of Recruitment

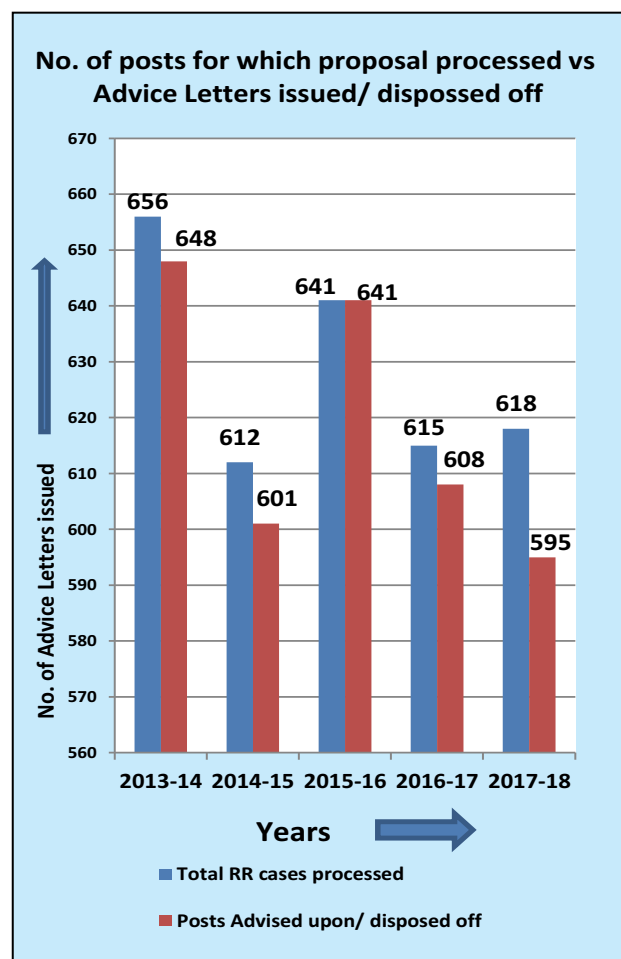
1. The Commission is mandated to advise on the framing/amendment of Recruitment and Service Rules in respect of Civil Posts under Government of India / Union Territories and certain Autonomous Organizations viz. the NDMC, EPFO, ESIC, DJB, etc. In the absence of notified Recruitment Rules for newly created posts, the Commission advises on the determination of One-time method of Recruitment, which provides for a one-time waiver to the Ministries/Departments concerned to fill up the given post. During 2017-18, the Commission received proposals in respect of **611** posts for framing and amendment of Recruitment Rules and for determination of One-time mode of Recruitment. Proposals in respect of 7 posts were brought forward from the previous year, and thus proposals pertaining to **618** posts were to be evaluated during 2017-18. The Commission rendered its Advice/disposed off in respect of Recruitment Rules proposals pertaining to **595** posts and thus 23 RR proposals were carried forward to the next year, i.e. 2018-19.

2. The number of posts for which proposals were received and Advice rendered, on a year-wise basis, during the last five years is given in **Table-1** and depicted in **Diagram 1**:-

**Table-1: RR Proposals evaluated during the year**

SI No.	Year	Brought Forward	Received	Total [(ii)+(iii)]	Posts Advised upon	Carried Forward
	(i)	(ii)	(iii)	(iv)	(v)	(vi)
1	2013-14	14	642	656	648	8
2	2014-15	8	604	612	601	11
3	2015-16	11	630	641	641	0
4	2016-17	0	615	615	608	7
5	2017-18	7	611	618	595	23

**Diagram - 1**



3. The number of posts advised upon/ disposed off, as a percentage of the number of posts for which proposals were processed, has been maintained at 96.29% in 2017-18. Further, a total of 418 Advice Letters were issued during the year 2017-18.

**Single Window System:**

4. The proposals for framing and amendment of Recruitment Rules are formulated by the Ministries/ Departments concerned and require prior concurrence of the DoP&T, before seeking the Commission’s approval. The proposals relating to amendment/framing of Recruitment Rules and for determination of One-time method of Recruitment are received in the Commission under the Single Window System. This System provides for preliminary scrutiny of proposals received from the Ministries/ Departments concerned based upon a pre-

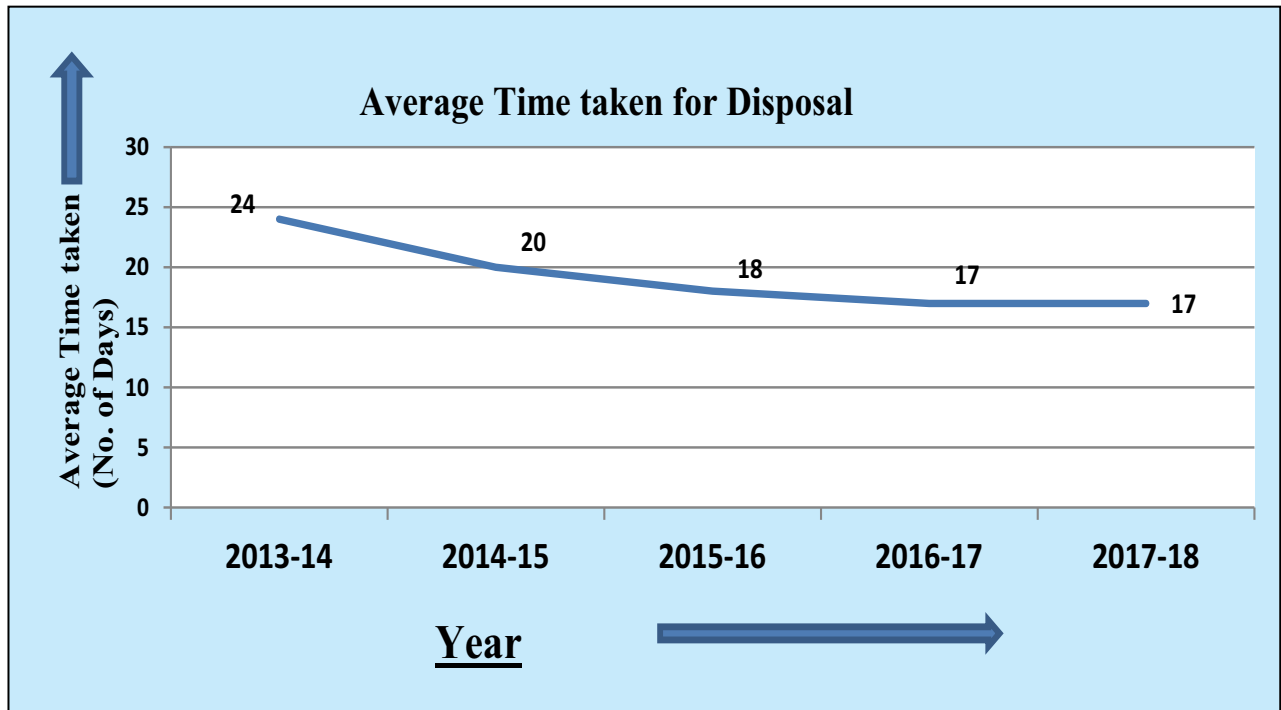
defined Check-list, which makes the process of scrutiny faster.

5. The Normal Disposal Time prescribed for these proposals is 30 days as per DoP&T guidelines. The disposal time has been progressively brought down from 24 days to 17 working days over the last 5 years as shown in **Table-2/ Diagram-2** given below.

**Table-2 : Average Time for disposal of RR proposals**

S. No.	Year	Average time taken for disposal(in days)
1	2013-14	24
2	2014-15	20
3	2015-16	18
4	2016-17	17
5	2017-18	17

**Diagram-2**



6. During 2017-18, the Commission also advised the following 2 proposals of amendments of Service Rules:-

- (i). Armed Forces Headquarter Service Rules - **Amendment**
- (ii). Indian Postal Service Group 'A' - **Amendment**

7. During the year, the Commission also advised upon One-time method of Recruitment in respect of 9 proposals of newly-created post(s) wherein regular Recruitment Rules were in the process of formulation.

#### **New Initiatives taken by the Commission**

##### **(i) Introduction of "E-Appointment under Single Window System":-**

"E-Appointment under Single Window System" has been introduced in the RR Branch w.e.f. 19.02.2018 for discussing RR proposals. In the new system, Ministry Representative may book online appointment for submitting RR proposal. This has resulted in a hassle-free booking of appointment and effective monitoring of the RR Proposals.

(ii) **Organizing RR Workshops:** - One Workshop was organized for UTs on November 11, 2017 for timely revision and notification of RR.





## Promotions and Deputations

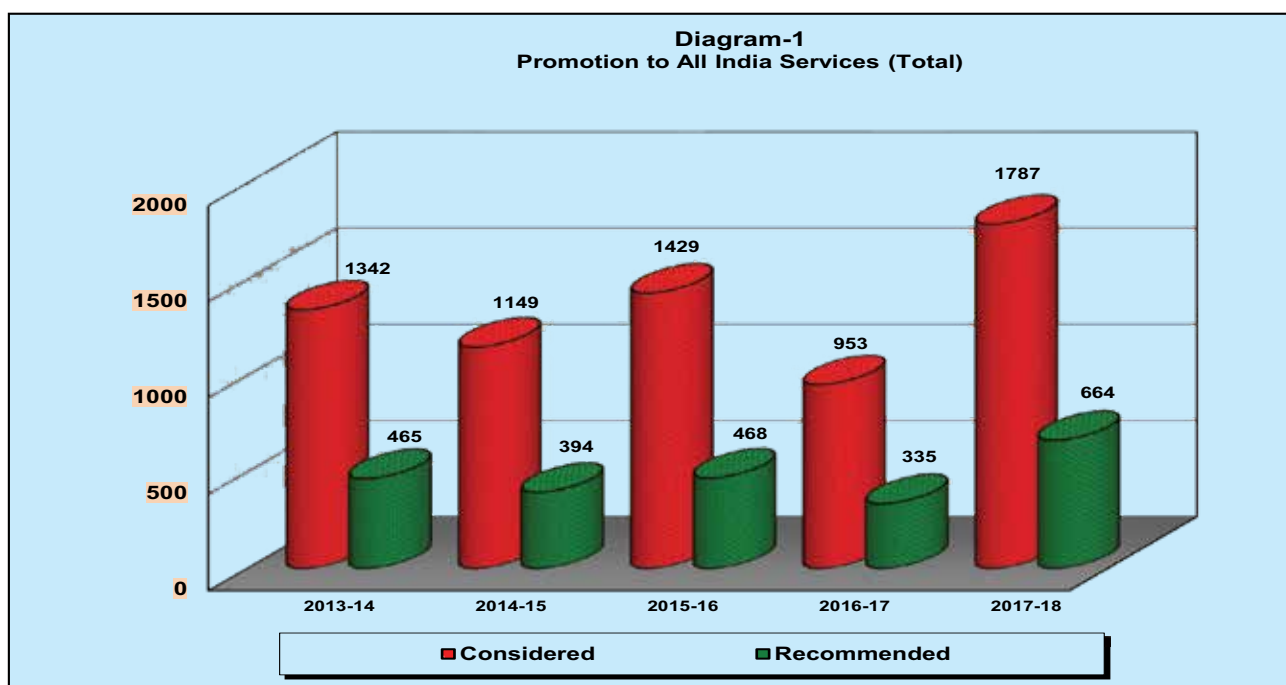
### Induction of State Service Officers into the All India Services.

1. Induction of State Service Officers into the All India Services viz. Indian Administrative Service (IAS)/Indian Police Service (IPS)/Indian Forest Service (IFoS) is governed by the Promotion Regulations framed by the Government of India under the provisions of Article 309 of the Constitution of India. The Selection Committee, presided over by the Chairman or a Member of the Commission, selects Officers of various States/UTs for induction into the All India Services. The Government of India (Department of Personnel & Training) vide their Notification dated July 25, 2000 amended the IAS/IPS/IFoS Promotion Regulations, thereby providing for preparation of year-wise Select Lists. Accordingly, the Select Lists against the

vacancies of 2016 for induction into various All India Services were prepared during the year. In addition, in the case of some States where a backlog existed, the Select Lists of previous years were also prepared.

2. The comparative figures of Officers of various States considered and recommended for induction into the All India Services during the last five years are given in **Diagram 1**.

3. During 2017-18, the Commission considered 1787 Officers of various States, of whom 664 Officers were recommended for induction into the All India Services whereas in 2016-17, a total of 953 Officers were considered of whom 335 Officers were recommended for induction into the All India Services as shown in **Table-1**.



**Table-1: Number of Officers recommended Service-Wise**

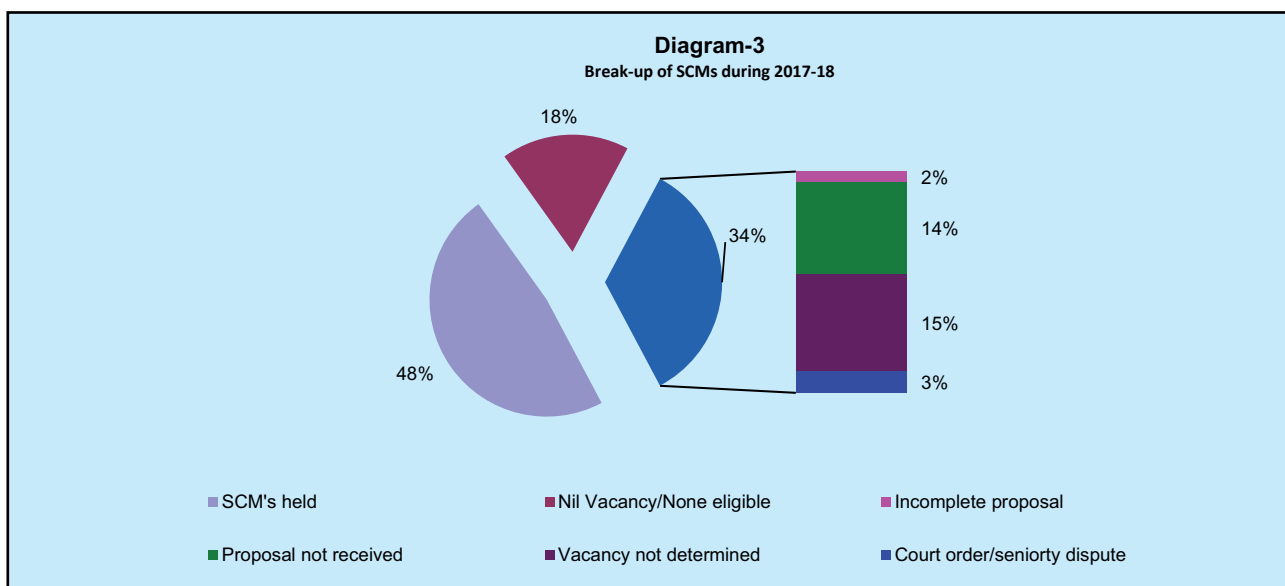
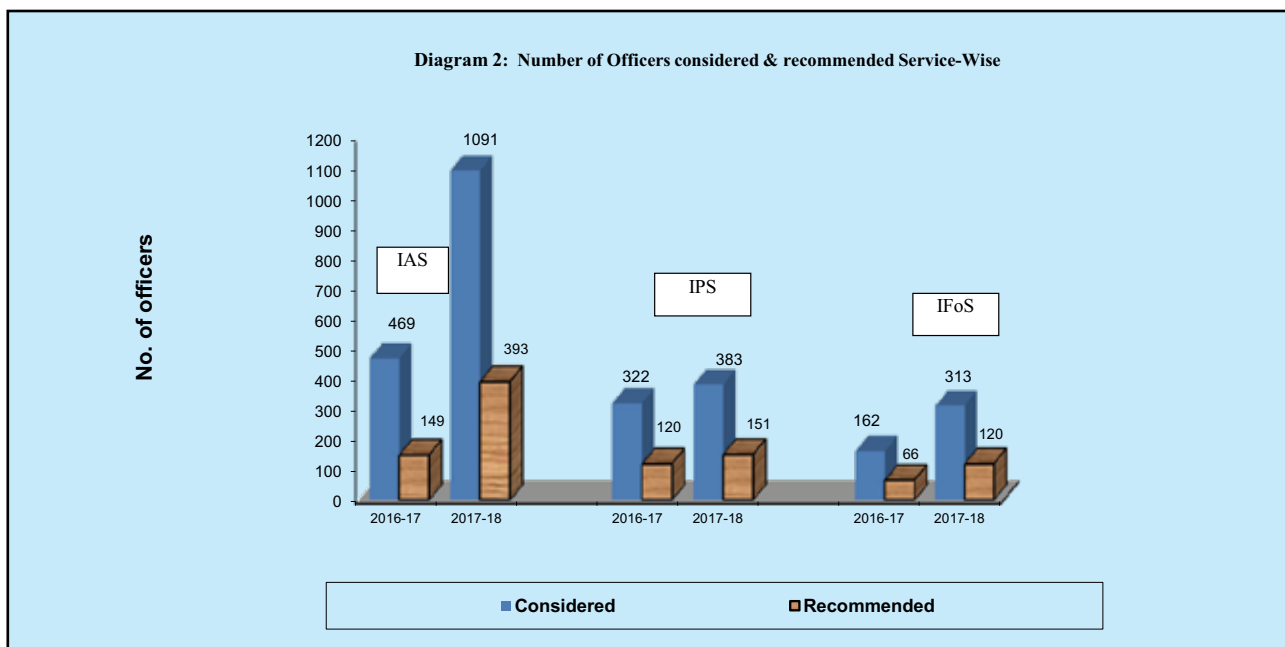
Particulars	2016-17	2017-18
IAS (From State Civil Service)	135	373
IAS (From Non-State Civil Service)	14	20
IPS	120	151
IFoS	66	120
<b>Total</b>	<b>335</b>	<b>664</b>

4. The comparative figures of Officers of various States, Service-wise, considered and recommended for induction into the All India Services during the last two years are represented in **Diagram 2**.

5. During 2017-18, Selection Committee Meetings (SCMs) were held for preparation of current Select List i.e 2016 in respect of 57 out of 119 Cadres/Sub-Cadres (In one Sub-Cadre, the SCM for preparation of Select List of 2016 has already been held in 2016-17). In four Sub-Cadres, the SCM for preparation of Select List 2017 was held in 2017-18. In 20 Cadres/Sub-Cadres, "Nil" vacancy was determined by the Government of India and in 01 Cadres/Sub-Cadres, no State Service Officer was eligible. The details are at **Appendix-19**. Thus, the overall percentage of Cadres/Sub-Cadres covered during 2017-18 comes to 66%. The Commission, from the beginning of the year 2017, made earnest efforts to set the process of induction into All India Services into motion so that there would be no delay in convening the Selection Committee Meetings for promotion of State Service Officers to respective All India Services. The communications were issued to all the State Governments/Cadres and the Cadre Controlling Authorities in the Central

Government in the month of January itself requesting them to get the vacancies determined and send the proposals for convening the Selection Committee Meetings, as per the suggested dates in the Model Calendar. The Commission also held two Zonal Meetings on 1<sup>st</sup> & 2<sup>nd</sup> June, 2017 with the representatives of all the State Government and the Cadre Controlling Authorities in the Central Government to review the status of determination of vacancies by the Central Government and submission of proposals by the State Government. The position was again reviewed on 2<sup>nd</sup> and 3<sup>rd</sup> August, 2017 and the communications were sent by the Commission to the State Governments from whom the proposals were awaited.

6. In respect of the remaining Cadres/Sub-Cadres, Select Lists could not be prepared due to various reasons such as vacancies not having been determined by the Government of India, Court Orders/Directions, seniority disputes, non-finalization of Select Lists of earlier years and non-receipt/delayed receipt of proposals from the State Governments, etc. The details in this regard are represented in **Diagram-3** and given at **Appendix- 22**.



7. During 2017-18, in 43 SCMs, Select Lists for 43 Cadres/Sub-Cadres were prepared for the current year and in another 13 SCMs, 34 Select Lists were prepared which included 13 Select Lists for the current year and 21 Select Lists for the previous years. In addition, in 11 other SCMs, 21 Select Lists were prepared only for the previous years and in 04 SCMs, Select List for 2017 was also prepared. In 01 SCM, Select Lists for 2014, 2015 & 2016 were

also prepared alongwith the Select List of 2017. Hence, a total of 72 SCMs were held during 2017-18 in which 106 Select Lists were prepared. In addition, pursuant to the directions of the Hon'ble Supreme Court/High Court/CAT, 13 Review SCMs were held, wherein 21 Select Lists were reviewed. Thus, during 2017-18, a total of 127 Select Lists have been prepared/ reviewed. Details in this regard are given in **Table-2** and shown at **Appendix-20**.

**Table- 2: Select List prepared during 2017-18**

Sl. No.	Particulars	No. of Select Lists
1.	Select Lists prepared for current year only (Select List 2016)	43
2.	Select Lists prepared for current year (Select List 2016) along with Select Lists of previous years also	34
3.	Select Lists prepared for previous years only	21
4.	Select List prepared for 2017	04
5.	Select List prepared for 2017 and for previous years	04
6.	Select Lists of previous years reviewed in Review Meetings, convened in compliance of the directions of CAT/Court ( <b>Appendix -21</b> )	21
	<b>Total</b>	<b>127</b>

**Empanelment of Indian Police Service Officers for appointment to the post of Director General of Police (Head of Police Force) in States.**

8. The Hon'ble Supreme Court vide their Order dated September 22, 2006 in WP No. (Civil) No.310/1996 (Prakash Singh and Ors. Vs. Union of India and Ors) *inter alia* directed that the Director General of Police (DGP) of the State shall be selected by the State Government from amongst the three senior most Officers of the Department who have been empanelled for appointment to the post of DGP (Head of Police Force) by the Union Public Service Commission. In accordance with the UPSC (Exemption from Consultation) Regulations, 1958, the Commission had not been involved in the matter of promotion to the post of DGP/ Head of Police Force (HoPF) of the States. However, in view of the aforesaid specific Order of the Hon'ble Supreme Court, the Commission filed Interlocutory Applications (IAs) before the Hon'ble Supreme Court seeking directions regarding the modalities for such empanelment and for directions to all the authorities concerned to provide assistance to the Commission in finalization of the process of empanelment. The IAs filed by the Commission were pending before

the Hon'ble Supreme Court as on March 31, 2018.

9. During 2017-18, three proposals for convening Empanelment Committee Meeting for the post of DGP (HoPF) were received in the Commission from Tamil Nadu, Andhra Pradesh and Rajasthan. One Empanelment Committee meeting in respect of State of Tamil Nadu was held on 29.06.2017. However, the Empanelment Committee Meeting could not be held for the other two States due to non-compliance of queries raised by MHA by the State Government concerned.

**Promotions & Deputations**

10. Article 320 of the Constitution of India provides for consultation with the Commission on the principles to be followed in making appointments to Civil Services and posts and in making promotions and transfers from one service to another and on the suitability of candidates for such appointments, promotions or transfers.

11. In accordance with the constitutional provisions, the Commission performs the work relating to promotions/deputations [including short term contract (ISTC)]/

absorption to various Civil Services and posts of the Central Government and the Union Territories. In accordance with the provisions of Article 321, the functions of the Commission are also extended in respect of promotions / deputation (ISTC) / absorption to posts in Local Authorities, Body Corporates or Public Institutions / wherever the relevant Acts provide therefor.

12. During 2017-18, the Commission made recommendations in respect of 3,398 officers for their appointment by promotion/ deputation (ISTC)/absorption as compared to 3,958 officers in 2016-17. In the process, the Commission considered service records of 5,534 officers during 2017-18, as compared

to 7,999 service records considered during 2016-17.

### Single Window System for Promotion/ Deputations (ISTC)/ Absorption proposals

13. In order to expedite the processing of promotion / deputation (ISTC) / absorption proposals, the Single Window System was introduced in the Commission w.e.f. August 1, 2010.

14. The details of proposals received/ returned and the stage of processing of cases accepted under the Single Window System during 2017-18 as on March 31, 2018 are given in **Table 3**.

**Table 3: Proposals received/returned and stage of processing**

Promotion Cases					
Total cases received	Accepted/ Returned after on the spot scrutiny	Meeting held/Advice Letter issued/ Disposed of	Member Nominated/ Meeting fixed	Reply/ Document (s) awaited	Under Examination/ Submission
531	400 (Accepted) 131(Returned)	363*	32	24	35

Deputation Cases					
Total cases received	Accepted/ Returned after on the spot scrutiny	Meeting held/Advice Letter issued/ Disposed of	Member Nominated/ Meeting fixed/ Eligibility Approved	Reply/ Document (s) awaited	Under Examination/ Submission
268	178 (Accepted) 90 (Returned)	119#	20	17	22

\* includes 54 meetings in respect of cases brought forward from previous year.

# includes 30 infructuous cases, where none was found eligible.

### Promotions in Central Services

15. During 2017-18, a total of 400 Departmental Promotion Committee (DPC) proposals were accepted under the Single

Window System. DPC meetings were held and advice letters were issued to the Ministries/Departments concerned in 363 cases, which included 54 cases of the previous

year. In respect of 32 cases received during 2017-18, dates for DPC Meetings were fixed or Members were nominated to preside over the DPC meetings. The remaining 59 cases were at various stages of processing as on March 31, 2018.

16. The average time taken for disposal of a DPC case during 2017-18 was 45 days as compared to 120 days of Normal Time of Disposal (NTD). The details of deficient proposals and the time taken to dispose off DPC proposals which were accepted in the Commission during the last 5 years are given in the following **Table 4**.

17. **The Commission recommended 3,280 officers** in 363 DPCs convened

during 2017-18, as compared to 3,850 officers recommended in 434 DPC meetings convened during 2016-17.

18. **Out of 3,280 officers recommended for promotion during the year 2017-18, 122 officers belonging to SC and ST categories were recommended** against 213 vacancies reserved for them. Against the balance 91 reserved vacancies, no SC/ST officer could be recommended due to non-availability of eligible officers. A total of 13 officers belonging to SC and ST categories were recommended for promotion from Group 'B' to Group 'A' posts against unreserved vacancies. Ministry/ Department-wise break up of such cases are given at **Appendix-25**.

**Table 4 : Details of Deficient proposals and disposal time - DPC cases**

No. of proposals received	No. of deficient proposals returned after on the spot scrutiny under SWS (% of deficient proposals)	No. of proposals accepted	Average Time Taken for disposal of accepted proposals as against NTD of 120 days
<b>Year 2013-14</b>			
541	49 (9%)	492	52 days
<b>Year 2014-15</b>			
603	84(14%)	519	62 days
<b>Year 2015-16</b>			
698	137(19%)	561	35 days
<b>Year 2016-17</b>			
604	124(20%)	480	38 days
<b>Year 2017-18</b>			
531	131(25%)	400	45 days

#### **Deputation (ISTC)/Absorption**

19. During 2017-18, a total of 178 proposals for Deputation (ISTC)/ Absorption were accepted under the Single Window System. **SCMs/SCMs (PT) were held and advice letters were issued to the Ministries/ Departments concerned in 89 cases** and 30

cases were rendered infructuous for various reasons. Further, in 20 cases received during 2017-18, dates of SCMs were fixed or Members were nominated. The remaining 39 cases were at various stages of processing as on March 31, 2018.

20. The average time taken for disposal of Deputation (ISTC)/Absorption proposals that were accepted during 2017-18 was 77 days as against the prescribed Normal Time of Disposal (NTD) of 180 days. The details of deficient proposals and the time taken to dispose off the proposals which were accepted in the Commission during the last

5 years are given in the following **Table 5**.

21. The Commission recommended 118 officers in the 89 SCMs/SCMs (PT) for Deputation (ISTC)/Absorption held during 2017-18, as compared to 108 officers recommended in 96 SCMs/SCMs(PT) held during 2016-17.

**Table 5: Details of Deficient proposals and disposal time-Deputation (ISTC)/ Absorption cases**

No. of proposals received	No. of deficient proposals returned after on the spot scrutiny under SWS (% of deficient proposals)	No. of proposals accepted	Average Time Taken for disposal of accepted proposals as against NTD of 180 days
<b>Year 2013-14</b>			
268	54(20%)	214	68 days
<b>Year 2014-15</b>			
294	116(39%)	178	79 days
<b>Year 2015-16</b>			
334	109(32%)	225	60 days
<b>Year 2016-17</b>			
302	108(36%)	194	66 days
<b>Year 2017-18</b>			
268	90(34%)	178	77 days

#### **Ad-hoc Appointments reported by Ministries/ Departments**

22. The Appointments made by the Government to various Group 'A' and Group 'B' posts, pending appointments/promotions of candidates through the Commission, are treated as ad-hoc Appointments. Such appointments/promotions are required to be reported to the Commission by all the Ministries and Departments by way of monthly and half yearly returns. However, monthly/half yearly returns from 52 Ministries/ Departments and Union Territories were not received during the year 2017-18. The details

are at **Appendix-23**.

23. During the year 2017-18, 06 Ministries/Departments/ including Union Territories filed reports regarding fresh ad-hoc Appointments. As per the above report ad-hoc appointment to 01 Group 'A' post has been made. During the year 2016-17, 05 Ministries/ Departments/Union Territories filed their reports according to which ad-hoc Appointments to 01 Group 'A' posts was made.

24. At the end of 2017-18, 04 cases of ad-hoc Appointments were continuing for more than one year. The year wise breakup

of such cases is given in the following **Table 6** and Ministry-wise details are given at **Appendix-24**.

**Table 6: Ad-hoc appointments continuing for more than one year**

Sl. No.	Years	Group 'A'	Group 'B'
1	Between 1-2 Years	3	0
2	Between 2-3 Years	1	0
3	Between 3-4 Years	0	0
4	Between 4-5 Years	0	0
5	Between 5-10 Years	0	0
6	More than 10 Years	0	0
	<b>Total</b>	<b>04</b>	<b>0</b>

**Note:** The figures reflected above are those indicated by the Ministries/Departments in the half-yearly report to the Commission for the period ending December, 2017. In cases where the Ministries/Departments have not submitted report for December, 2017, figures indicated in the half-yearly report for June, 2017 have been taken.

### **Implementation of the Judgements/Orders of the CAT/court.**

25. The Commission examines and processes the proposals relating to promotions and deputations / absorption to various posts pertaining to Ministries/ Departments / Organizations / Union

Territories concerned wherever consultation with the Commission is necessary in conformity with the Recruitment Rules.

26. Accordingly, DPCs / SCMs / SCMs (PT) are held for such posts in the Commission. Recommendations of the Commission relating to the officers/candidates are sent to the Ministries/ Departments/ Organizations/ Union Territories concerned and such recommendations are to be implemented by the Appointing Authorities. The Commission acts as an Advisory Body and recommends panels for appointment by promotion/deputation (ISTC)/absorption. The onus for implementation of any CAT/ Court direction in promotion/deputation cases lies primarily on the Ministry / Department / Organization / UTs concerned.



## Disciplinary Cases

1. Article 320(3)(c) of the Constitution stipulates that the Union Public Service Commission shall be consulted on all disciplinary matters affecting a person serving under the Government of India or State Government in a Civil capacity, including memorials or petitions relating to such matters. Consultation with the Commission is also required under the relevant Pension Rules where the President proposes to withhold or withdraw the pension of a retired Government servant. Accordingly, the disciplinary cases are referred by the Ministries/ Departments and State Governments to the Commission for advice.

2. For expeditious disposal of disciplinary cases in the Commission and to reduce avoidable delay, the Single Window System was introduced by the Commission in September, 2010 covering five Ministries. This System was gradually extended to all Ministries and Departments. With effect from January 1, 2013, all the State Governments are also covered under the Single Window System. The cases received from the Ministries/ Departments/ State

Governments are initially scrutinized in accordance with the check list at Single Window. Only proposals complete in all respects are accepted for further examination and advice in the Commission. In order to sensitize various Ministries/ Departments/State Governments with regard to importance of adherence to the procedure while dealing with disciplinary proceedings and the need to fill up the Check list accurately while submitting the cases to the Commission, workshops on disciplinary cases were held in three phases in UPSC with the officers of 24 Ministries on March 16, 2018 and March 23, 2018 and with the officers of 10 State Governments on March 27, 2018. About 107 officers from Ministries/ Departments/State Governments attended these workshops. These workshops by and large, achieved its objectives considering the enthusiastic response by the participants and their queries.

3. The number of disciplinary cases received and processed in the Commission during 2017-18 and the preceding six years are given in the **Table-1**.

**Table -1**

Year	No. of cases brought forward at the commencement of the year	No. of cases received during the year	No. of Advice Letters sent during the year	No. of cases returned during the year	Balance left at the end of the year
2011-12	172	655	424	255	148
2012-13	148	642	453	201	136
2013-14	136	619	455	122	178
2014-15	178	538	463	104	149
2015-16	149	546	492	91	112
2016-17	112	487	431	49	119
2017-18	119	582	372	66	263

4. During the year 2017-18, the Commission received 582 disciplinary cases for tendering advice. Considering the 119 cases were brought forward from the previous year i.e. 2016-17 which were pending with the Commission as on April 1, 2017, the total number of cases with the Commission during the year was 701. Out of these 701 cases, advice of the Commission was tendered in 372 cases and 66 cases were returned on account of procedural deficiencies. Thus, out of a total of 701 cases, 372 cases were disposed off during the year, leaving a balance of 263 cases at the close of the year.

5. **Table-1** shows that there is a declining trend in the number of cases returned, on account of non-fulfilment of procedural formalities and incomplete documentation from 255 in 2011-12 to 66 in 2017-18. This trend is attributable to the fact that before 2010-11, the cases were received by post and many documentary and procedural deficiencies were observed in those cases and a large number of cases had to be returned to the Government without tendering the advice of the Commission. The introduction of the Single Window System has resulted in the submission of proposals with greater compliance of the documentary and procedural requirements by the Ministries/Departments and State Governments concerned, which has reduced the processing time, thereby resulting in the disposal of cases in a time bound manner. A careful scrutiny of the case records by the Ministries/ Departments and the State Governments concerned at the initial stage obviates delays in finalization of the cases. During the year 2017-18, 774 cases were received at Single Window. Out of these, 571 cases were accepted and 203 cases were returned due to deficiencies in the documents.

11 cases were received directly through post without following the prescribed procedure.

6. The details of misconduct, number of Officers charged, Group-wise, and the details of the Commission's advice are given at **Appendix-29**. This Appendix also depicts the number of cases, which were returned to the Ministries/Departments and State Governments concerned on account of procedural/ documentary deficiencies.

7. The details in respect of 372 cases, Ministry/Department and State Government wise, in which the Commission tendered its advice is given at **Appendix-30**. In 264 cases, the charges pertained to doubtful integrity. Of these, the Commission advised imposition of major penalty in 205 cases, minor penalty in 37 cases and in 22 cases, the Commission did not advise imposition of any penalty.

8. There were 104 cases relating to other categories of misconduct, including lack of devotion to duty. In these cases, the Commission advised imposition of major penalty in 57 cases, minor penalty in 36 cases and in 11 cases, the Commission did not advise imposition of any penalty.

9. In remaining 04 cases, the advice of the Commission was of a miscellaneous nature. In one case, it was noted that as per Section 26 of General Clauses Act, 1897 and Article 20(2) of the Constitution of India, no person shall be prosecuted and punished for the same offence more than once. However, since it had been observed that the crux of the charge alleged against the CO in both the criminal and disciplinary proceeding case was same, Ministry was informed that imposing another penalty for the same offence would tantamount to 'double jeopardy'. In second case, the Commission

while considering the appeal and taking into account the perspective of the DA as well as the facts and circumstances of the case, decided to remit back the case to DA to have the case re-examined as deemed appropriate in line with Rule 22(2)(c)(ii) of Railway Servants(D&A) Rules, 1968. In third case which was a review petition with the grievance of the CO that the minimum compassionate allowance granted to him was not sufficient to meet his medical expenses and other financial obligations, DA was informed that the competent authority has full powers for grant of compassionate allowance after considering each case individually on its merits. Commission accordingly modified its advice to remove the limit on the compassionate allowance indicated in the original advice. In fourth case, the Commission had already tendered their advice previously. Subsequently, Hon'ble CAT had remanded back the case to Disciplinary Authority to review only the

matter of penalty imposed. It was noted from the case records and CAT's order that fact and circumstance of the disciplinary case, which was considered by the Commission earlier, had not changed. Further, no new fact had been brought in the case, which would change the outcome of the case or which warrants reconsideration/ review by the Commission. Therefore, DA was advised to take a decision in the matter.

10. During the year 2017-18, Orders in a total of 398 cases were issued by the Government in accordance with the advice of the Commission. In 11 cases where advice of the Commission were issued during years 2012-13 to 2017-18, the Orders received during the year 2017-18 from the Government were found to be in disagreement with the advice of the Commission. The details of these cases are given in **Chapter-9**.



## Non-acceptance of the advice of the Commission by the Government

The details of the 11 cases in which the orders passed by the Government were not in accordance with the advice of the Commission are given below:-

### (I)

#### **ACTION ON THE APPEAL UNDER RULE 23 of CCS (CCA) RULES, 1965 PREFERRED BY AN ACCOUNTANT (RETIRED AS SUPERINTENDENT) IN THE UNION TERRITORY OF LAKSHADWEEP ADMINISTRATION, MINISTRY OF HOME AFFAIRS**

Advice of the Commission was sought by the Ministry of Home Affairs in July, 2016 on the Appeal preferred by an Accountant (Retired as Superintendent), of Union Territory of Lakshadweep Administration against the penalty of 'Compulsory Retirement with entitlement of 2/3rd of admissible pension' imposed on him vide Order dated July 03, 2015.

1.2. The Charged Officer (CO) was issued major penalty charge sheet on December 04, 2013 under Rule 14 of CCS (CCA) Rules, 1965 on the following Articles of Charges:

*The CO, while working as Accountant, Govt. Sr. Sec. School, Chetlat prepared the file on 23.07.2012 for withdrawal of ₹ 15,000/- only. The withdrawal of ₹ 35,000/- was made by him vide cheque No. 609952 dated 30.07.2012 without the consent of the DDO, signing the cheque by himself, affixing the seal of the Principal. This*

*was a clear misuse of Government fund forging Principal's signature and misusing the official seal.*

*During the aforesaid period and while functioning in the aforesaid office, the CO prepared a bogus Utilization Certificate on 06.08.2012 stating that an amount of ₹ 50,000/- has been utilized for the purpose of Adult Education Programme for which it was sanctioned and the balance was NIL.*

*During the aforesaid period and while functioning in the aforesaid office, the CO processed the file for issuance of the fresh Utilization Certificate, showing an amount of ₹ 29,895/- as balance/un-utilized, although on that date, in the account of Adult Education Funds, the balance was zero.*

*By the aforesaid acts, the CO committed gross misconduct and acted in a manner unbecoming of a public servant and failed to maintain devotion to duty and thereby violated Clause (ii) & (iii) of Rule 3(1) of CCS(Conduct) Rules, 1964.*

1.3. On denial of the charges by the CO, an inquiry was ordered and the Inquiry Officer in his report held all the three Articles of Charges as proved beyond doubt. The Disciplinary Authority agreed with the Inquiry findings and a copy of the inquiry report was forwarded to the CO for his representation, if any. The CO submitted his representation against the inquiry report and after considering the facts and circumstances

of the case, the DA imposed the penalty of 'compulsory retirement from service' on the CO and ordered that 'the CO be given 2/3rd of the admissible pension only', vide Order dated July 03, 2015. Aggrieved by the penalty Order, the CO preferred an Appeal on August 01, 2015 under Rule 23 of CCS (CCA) Rules, 1965. The same was considered by the DA and was referred to the Commission in July, 2016 for their advice in the matter.

1.4. The Commission, on detailed analysis of the case, observed that as regards Article of Charge I, the documents on record, notably the copy of the cheque No. 609952 dated 30.07.2012 for a sum of ₹ 35,000/- , copies of note sheet of the relevant file as well as the depositions of the witnesses establish that the Appellant had withdrawn ₹ 35,000/- from the amount sanctioned under the National Adult Education Programme (NAEP) and that he himself had signed the cheque affixing the seal of the Principal, without showing it to the then Drawing and Disbursing Officer (DDO). Although the Appellant had taken the plea that there was urgency on account of payment of rent etc, the records revealed that the rent having already been paid upto June 2012, there was no urgency. Further, the fact that the money drawn was meant for purchase of furniture, TV etc. would belie any claim of urgency/ expediency, and would certainly not justify bypassing the DDO or signing in the name of the Principal. This Article of Charge was held as proved by the Commission.

1.4.1 The second Article of Charge was that the Appellant prepared a bogus Utilization Certificate. The Commission observed that the documents on record viz., copy of the Utilization Certificate dated 06.08.2012 and notings on the relevant file establish that the Appellant prepared the Certificate

but did not submit it to the Competent Authority. This was corroborated by the statement of the DDO and the Appellant's own admission. It was later revealed that a large part of the money had not been utilized and was remitted back later on. Thus, this Article of Charge i.e. the Appellant on his own prepared and signed a bogus Utilization Certificate, certifying that a sum of ₹ 50,000/- had been utilized for the NAEP and there was a NIL balance, was held as proved by the Commission.

1.4.2 As regards the Article of Charge-III, the Commission observed that the Appellant had pleaded during the inquiry that even though after drawals the balance in the pass book was nil, an amount of ₹ 35,000/- could not be utilized due to non-purchase of certain items and that a sum of ₹ 29,895/- had been remitted back to the account. It was established from the records that the Appellant showed in a note an unutilized amount of ₹ 29,895/- and obtained the then DDO's signatures on a Utilization Certificate on 18.08.2012. It was also established that though the Utilization Certificate showing this balance was issued on 18.08.2012, Bank records revealed that an amount of ₹ 29,895/- was deposited in the account only on 04.09.2012 i.e. well after the issue of the Utilization Certificate. It was also brought that the sum of ₹ 35,000/- drawn on 30.07.2012 was neither drawn in favour of any other employee as a contingent advance for any purchase of furniture, TV etc., nor was any sanction issued for such purchases. Hence a subsequent remittance was inexplicable and led to suspicion of temporary defalcation. In view of these, the Appellant's claim that he had not misused even a single rupee was not tenable and this Article was also held as proved.

1.4.3 The Commission further observed that in his Appeal, the Appellant had merely reiterated his submissions which he had stated before the DA and these were adequately addressed by the DA while passing the penalty Order dated July 03, 2015. However, two specific points raised by the Appellant in the Appeal were that (i) the Inquiry Officer was biased and the inquiry was not proper as he was not given a reasonable opportunity to rebut the charges and (ii) there was only a procedural irregularity and the Department had not sustained any pecuniary loss nor was there any misappropriation. As regards the first point, the Commission observed that from the daily order sheets it could be established that the Appellant had full faith in the Inquiry Officer and when given opportunity to produce defence witnesses and documents, the Appellant had none to produce. Regarding the second point the Commission observed that it was clearly established that the Appellant withdrew a sum of ₹ 35,000/- through false signatures and affixation of seal of the Competent Authority. The drawal was without any sanction and without any urgency of requirement of any Government work. To cover up, he himself issued a false and fabricated Utilization Certificate and thereafter attempted a rectification by securing the signatures on another wrongful Utilization Certificate. It was also observed that the amount of ₹29,895/- (out of ₹35,000/-) drawn on 30.07.2012 was remitted only on 04.09.2012, that too without the knowledge of the DDO. This certainly spoke of mal-intent on the part of the Appellant. The Commission observed that this was not a simple procedural irregularity and this tantamount to willful temporary misappropriation. The Appellant had not made any new point that would alter the verdict in respect of the charges proved.

1.4.4 In view of their observations, the Commission agreed with the decision of the DA to compulsorily retire the Appellant, looking into his intent and action of unauthorisedly drawing funds from the exchequer and gross falsification of records to cover up his action. However, in view of the fact that the Appellant had remitted the amount of money back into the Government's account, the Commission considered the penalty imposed on the Appellant somewhat on the higher side and recommended that it should be modified to that of Compulsory Retirement with entitlement of full compensation pension as admissible to him (instead of 2/3rd as ordered by the DA). The advice of the Commission for accepting the Appeal to this extent was communicated to the Appellate Authority on August 17, 2016.

1.5. On May 02, 2017, Appellate Authority issued the final Order stating that 'the penalty awarded by the DA vide Order dated July 03, 2015 imposing Compulsory Retirement with entitlement of 2/3rd of the admissible pension was confirmed and the Appeal preferred by him was not acceded to'. This Order of the Competent Authority was in disagreement with the Commission's advice. While disagreeing with the Commission's advice, the Appellate Authority observed that the charges proved against the Appellant were grave and serious and it was willful misappropriation of government money. Further the act of forging the signature of DDO in-charge, clearly proved lack of integrity on his part.

1.6. It was also observed from the final Order that the DoP&T, who was consulted before finalizing the matter, also agreed with the decision of the Appellate Authority in confirming the initial penalty imposed vide Order dated July 03, 2015.

1.7. As the Order passed by the Government was not in accordance with the advice of the Commission, it has been treated as a case of non-acceptance of the advice of the Commission.

(II)

**ACTION UNDER RULE 14 OF CCS (CCA) RULES, 1965 AGAINST A GROUP 'A' OFFICER OF THE DEPARTMENT OF TELECOMMUNICATIONS**

2.1. Advice of the Commission was sought by the Ministry of Communications in September, 2015 on the disciplinary proceedings initiated against a General Manager (GMTD) in the Department of Telecommunications.

2.2. The Charged Officer (CO) was issued a major penalty charge sheet on October 17, 2013 under Rule 14 of CCS (CCA) Rules, 1965 on the following Article of Charge:

*The CO, while posted and functioning as GMTD during the year 2009 to 2013, misbehaved (an act of sexual harassment) with a lady Junior Telecom Officer(JTO) in his chamber and requested for sexual favours.*

*By his above acts, the CO is alleged to have indulged in act of sexual harassment of a working woman at her work place in violation of Rule 3-C of CCS(Conduct) Rules, 1964 and acted in a manner unbecoming of a Government servant contravening the provisions of Rule 3(1)(iii) of CCS(Conduct) Rules, 1964 and GOI Decision 23(4) & (5) below the Rule 3 of CCS(Conduct) Rules, 1964.*

2.3. The CO denied the charges and the Disciplinary Authority(DA) remitted the case for inquiry to Sexual Harassment Complaints Committee of BSNL Corporate

Office, New Delhi. The Inquiry Committee submitted its report holding the Article of charge as proved against the CO. The DA agreed with the inquiry findings and a copy of the inquiry report was forwarded to the CO for his representation, if any. The CO submitted his representation and after considering all the facts/aspects of the case, the President tentatively decided to impose a suitable major penalty on the CO. The case was referred to the Commission for advice in September, 2015.

2.4. The Commission, on detailed analysis of the case, observed that the Article of Charge against the CO contained four elements. The first element of the charge was that the CO called the JTO (the complainant) to his chamber many times in a day with files and when she came to his chamber he tried to misbehave with her. The Commission noticed from the depositions of the prosecution witnesses that the complainant was under immense pressure due to the behavior of the CO and she had shared this information with those prosecution witnesses. At the same time, the CO had adduced no evidence to contradict those statements. The woman witnesses had also deposed that they too used to receive indecent SMS from the CO, which clearly showed the ill intention of the CO towards female staff. It was also found that a memo was issued to the complainant on 16.02.2010 regarding irregularity in the bills paid to one Contractor. However, the matter was not pursued subsequently, when the complainant informed that the bills in question pertained to May, 2008, when she was not looking after that work. The issue of memo to the complainant without verifying the facts reflected an attempt to demoralize her. The Commission held this element of the Charge as proved.



2.4.1 The second element of the charge was that the complainant was transferred out or assigned different duties by the CO during his tenure. The Commission observed that the complainant was indeed transferred 13 times and that there was no request on record for any transfer/cancellation thereof, and it was mentioned in the orders that transfers were based 'in the interest of service'. The Commission noted that the CO's contention for such transfers was that the complainant was a non-performer and had doubtful integrity. However, the transfer orders revealed that the complainant was given positions of responsibility which should not have been the case if she was a poor performer. It was observed that the complainant was frequently given change of assignment without adequate ground and these frequent transfers were done deliberately with the motive of creating mental disturbance to the complainant. The Commission held this element as proved.

2.4.2 The third element of charge was that the complainant was allotted a seat for official work near the GM's room and though she objected to the seating arrangement, she was compelled to work from that place only. It was also alleged that the CO got his personal work done by her, wherein she was asked to write out names on invitation cards in the CO's room. The Commission observed from the depositions of various witnesses that the complainant was made to sit outside the GM's room and she even sought her colleagues' help in getting a change of seating arrangement but, they too were helpless. This seating arrangement could only have been in pursuance of official orders issued by the Administration or the GM himself. Viewed in the context of the overall circumstances and the complaint as a whole, the Commission held this part of the

Element-III as proved.

2.4.3 As far as the part of charge that the CO got his personal work done by the complainant was concerned, the Commission observed that though it was deposed by some of the witnesses that they had seen the complainant in the CO's room writing something on the invitation cards, in the absence of the relevant document as an exhibit, it could not be stated with certainty that the CO got the complainant write out invitation cards. Thus, the Commission held Element-III of charge as partly proved against the CO.

2.4.4 The fourth element of charge was that the attitude of the CO towards women officials was not respectful and his utterings were loaded with sexually colored remarks and, because of his conduct, when the complainant told about the harassment to the other women staff, they were also helpless as they too feared of being transferred out or victimized otherwise. In this regard the Commission observed that it was amply borne out from the joint statements and individual depositions by the woman officials in the course of inquiry as well as from the SMS records of CO's personal mobile number that the CO was indeed in the habit of making sexually colored remarks often in the presence of woman employees and sending SMS to them, including the complainant. It was also observed that many officials had testified that the CO called several woman officials for a meeting and openly threatened them against supporting the complainant. Further, it was noticed that the CO had made number of calls to woman officials even during late hours at night and that too continuing for long durations. Thus, the Commission held the element-IV of charge as proved against the CO.

2.5. On analysis of the case, the Commission observed that in the cases of sexual harassment, direct evidences are very rare and what could be relied upon are circumstantial evidences. The fact that the complainant was made to sit in a position right outside the CO's own room, when she was not associated with the sections that were housed there, was certainly unusual and would bolster the complainant's contention that the intention may be other than what official work would call for. The fact that the complainant was frequently transferred from one seat to another and on some occasions outside the GM's office for no apparent reason, the fact that she was served a memo for a lapse with which she had nothing to do etc. would strengthen the contention that the CO was trying to brow beat her into submission. There was substance in the CO's stand that no specific dates had been given by the complainant and that if harassment was going on from 2009 to 2013, why she chose to remain silent till 2013. The Commission observed in this regard that no doubt it had taken a long time for the complainant to come forward with a written complaint and her silence might have emboldened the CO, but at times, the harassed person do not speak out initially out of fear/social mores and come forward only when such incidents keep recurring.

2.5.1 The Commission observed that it had been established in the Inquiry Committee Report that the CO was guilty of misbehaving with the woman subordinate/the complainant, harassing her and also putting fear in the minds of other woman subordinates, all of which was unbecoming of an officer of his rank and seniority and totally not acceptable. As GM, it was expected of the CO that he would

ensure that all subordinates are provided a conducive work environment, but he seems to have been taken advantage of his position of authority to unsettle, harass and traumatize the woman officials under him. The Commission concluded that the ends of justice would be met in this case if the penalty of 'reduction to the next lower stage in the time scale of pay for a period of one year, during which period he will not earn any increments of pay and on expiry of such period, the reduction will have the effect of postponing the future increments of his pay' is imposed on the CO. Advice of the Commission was communicated to the DA on May 06, 2016.

2.6. On July 14, 2017, the Disciplinary Authority issued the final Order in this case, imposing the penalty of 'reduction to lower time scale of post for one year and the reduction will operate to postpone the increments of pay during the period of penalty and, on expiry of the period of penalty, the CO will not regain his seniority in the higher post'. This Order of the DA was in disagreement with the Commission's advice. The DA has found the quantum of penalty proposed by UPSC as not fair and just and not commensurate to the misconduct committed by the CO. It was also stated in the final Order that the DoP&T, who was consulted by the DA, agreed with the views of the DA. Thus this has resulted in imposing a more severe penalty on the CO than that has been advised by the Commission.

2.7. As the Order passed by the Government was not in accordance with the advice of the Commission, it has been treated as a case of non-acceptance of the advice of the Commission.

## (III)

**ACTION UNDER RULE 14 OF CCS (CCA) RULES, 1965 AGAINST AN EXECUTIVE ENGINEER OF BORDER ROADS ORGANISATION**

3.1. Advice of the Commission was sought by the Ministry of Defence in September, 2016 on the disciplinary proceedings initiated against an Executive Engineer (Civil) of the Border Roads Organization.

3.2. The Charged Officer (CO) was issued a major penalty charge sheet on March 31, 2014 under Rule 14 of CCS (CCA) Rules, 1965 on the following Articles of Charge:

*The CO while functioning as Officer Commander(OC) 81 RCC, in violation of well defined procedure regarding receipt, issue and account of stores, countersigned a skeleton hand receipt in token of having received 525 Kg glass beads worth ₹ 56,405/- (Rupees fifty six thousand four hundred and five only) (including all taxes) procured vide HQ CE(P) Supply Order No. 31047/16TF/13/E3 dated 28.04.2008 without ascertaining physical arrival and checking of stores by the Board of Officers as prescribed vide clause No. 8.3.2 of Technical Instructions No. 23 with ulterior motives of misappropriating the stores in connivance with one of his subordinates for personal gain.*

*The CO, while functioning as Officer Commander 81 RCC, failed to check and ensure that the stores received from various sources were properly accounted for and the related documents were maintained up to date by his subordinate, leading to manipulation of documents with an intention to misappropriate the government stores placed on his charge for personal gain. The CO has further relieved and dispatched the said subordinate on permanent posting without proper handing/taking over of stores and documents*

*held under his charge.*

*By the above acts, the CO failed to maintain absolute integrity, devotion to duty and acted in a manner which is unbecoming of his post and status and to take all possible steps to ensure the integrity and devotion to duty of personnel placed under his control and authority thus violating Rule 3 (1)(i), (ii) & (iii) and Rule 3 (2)(i) of CCS(Conduct) Rules, 1964.*

3.3. The Charged Officer denied the charges and the Disciplinary Authority remitted the case for inquiry. The Inquiry Officer held both the Articles of Charge as not proved. The DA disagreed with the inquiry findings. A copy of the inquiry report along with the note of disagreement of the DA with the inquiry findings were forwarded to the CO for his representation, if any. On consideration of the representation submitted by the CO, the DA held Article-I of the Charge as partially proved and Article-II as not proved. The case was referred to the Commission in September, 2016 along with the tentative approval of the DA for imposition of a penalty on the CO.

3.4. The Commission, on examination of the Article of Charge-I, observed that it was established that a handwritten receipt in token of having received 525 Kg glass beads, purportedly brought by a supplier was signed by the CO's subordinate staff i.e. 2IC and countersigned by the CO as Officer Commander, 81 RCC during July/ August 2008. It was reported by the CO's successor that in August, 2011 a civil truck with 525Kg glass beads which were pending for acceptance was reported to 81 RCC. The truck driver was not in possession of any of the documents related to the stores and he also did not reveal the identity of sender. Later, on the directions of the CO's

successor, the items were unloaded, checked and accepted in public interest. Hence, the said store items were not taken on ledger account till August, 2011.

3.4.1 The Commission further observed that the CO had admitted that his subordinate staff i.e. 2IC had reported to him that the supplier has brought 525 Kgs of glass beads from supply coy but he did not bring any authenticated documents like the convoy note/issue voucher and other details. The CO should have ensured that either stores in question were taken on ledger charge without waiting for a formal convoy note/issue voucher/consignment note or stores were physically handed over by his subordinate i.e. 2IC to his successor 2IC, before their posting out from 81 RCC.

3.4.2 Since the CO had failed to ensure that the said store item was physically handed over by his earlier 2IC to his successor 2IC, the responsibility of accounting of stores received by the CO without any authority/authenticated documents could not be passed on to his subordinate staff i.e. 2IC. The responsibility of receipt and accounting of stores was lying with the subordinate staff i.e. 2IC and, the CO, who countersigned the handwritten receipt, should have informed the 2IC about the receipt of stores and ensured that the stores in question were taken on proper ledger. Thus the CO being Officer Commander of the unit, could not absolve himself from his overall responsibility by passing it to his subordinate staff. Moreover, CO's plea that he countersigned the handwritten receipt since no other officer was available in the unit at that time itself was his admission that he, without having ascertained physical arrival and checking of stores by the Board

of Officers, countersigned the handwritten receipt. The Commission observed that the CO had violated the prescribed procedure of receipt, issue and accounting of stores and also failed to ensure proper supervision over his subordinates. The Commission held this Article of Charge as partly proved against the CO.

3.4.3 The Article-II of the Charge was not discussed by the Commission as the same was held as not proved by the DA.

3.4.4 In view of their observations, the Commission concluded that the ends of justice would be met in this case if the penalty of reduction to a lower stage in the time scale of pay by two stages for a period of one year with further directions that the CO will earn increments of pay during the period of reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay' is imposed on the CO. Advice of the Commission was communicated to the DA on December 27, 2016.

3.5. On July 31, 2017, the Disciplinary Authority issued the final Order in this case, imposing the penalty of 'Censure' on the CO. This Order of the DA was in disagreement with the Commission's advice. The DA found the quantum of penalty proposed by UPSC as disproportionate to the charge proved against the CO. It was stated in the final Order that the DoP&T, who was consulted by the DA, also agreed with the views of the DA.

3.6. As the Order passed by the Government was not in accordance with the advice of the Commission, it has been treated as a case of non-acceptance of the advice of the Commission.

## (IV)

**ACTION ON THE REVIEW PETITION FILED UNDER RULE 29-A of CCS (CCA) RULES, 1965 BY AN OFFICER OF INDIAN TELECOM SERVICE**

4.1. Advice of the Commission was sought by the Ministry of Communications, Department of Telecommunications in July, 2013 on the Review Petition filed by an Officer of Indian Telecom Service against the penalty imposed on him by the Disciplinary Authority.

4.2. The Charged Officer (CO)/Petitioner was proceeded against under Rule 16 of CCS (CCA) Rules, 1965 vide Charge Memorandum dated February 22, 2006 on the following Article of Charge:

*The CO while posted and functioning as Telecom District Manager (TDM), Munger Telecom District during the period 2001, purchased two nos. of Audio Visual Cable Test Sets from a Hyderabad firm on the basis of quotation, without calling any tender, although he was not authorized to do so. Tender had earlier been called for purchasing Cable Fault Locators (NSN Testers) but was later on cancelled by the CO on the recommendation of the Tender Evaluation Committee. The cancelled tender for NSN testers had names and quotations of firms supplying Cable Fault Locator and efforts could have been made to contact the said firms for the required Cable Fault Locator. But the CO did not make any effort to verify from the market the comparative prices of other firms and purchased the instrument @ ₹1,99,000/- whereas the equipment supplied earlier for detecting cable faults was costing ₹ 19,000/- approx.*

*The CO made the purchase of Cable Fault Locator (Audio Visual Cable Test Sets) from a Hyderabad firm although he was not authorized to do so. A Circular dated 03.01.2000 was*

*issued on 'Decentralization of Procurement' by Director, Department of Telecommunications, Government of India, and under the head 'Item' at Sl.No. 11, Cable Fault Locator has been included in the list of items for decentralized procurement from the year 2000-2001. Para E(i) reads: "Powers for decentralized procurements are not to be further delegated to the lower formation. The powers should be exercised by Heads of the Circles only". Thus this item could have been procured by the CGMT, Patna only, who was the Head of the Circle, and not the TDM.*

*Further, Audio Visual Cable Test sets were purchased, treating it a proprietary item. Para No. 3.3. of 'A Hand Book on Telecom Material Management & Tendering Procedures' states that "An item of stores which is of specialized nature and is being manufactured or stocked by only a particular firm, is termed as proprietary item. For purchasing these items, a necessary certificate is to be given by the concerned SSA Head that "The stores wanted is manufactured only by M/s.....No other make is acceptable for the following reasons:*

- (i) .....
- (ii) .....

*This will need approval of CGM/GM."*

*But in this case, no such approval of CGM/GM was taken.*

*Thus, by his above acts, the CO failed to maintain absolute integrity, devotion to duty and acted in a manner unbecoming of Government servant, thereby violated the provisions of Rule 3(1)(i), (ii) & (iii) of CCS (Conduct) Rules, 1964.*

4.3. The CO submitted his written statement of defence and after considering the same, the Disciplinary Authority, in consultation with UPSC, imposed the penalty of recovery of ₹ 72, 000/- (i.e. 20% of loss caused to the Government) on the CO on August 08, 2008. Aggrieved by this,

the CO preferred a Review Petition for consideration under Rule 29-A of CCS(CCA) Rules, 1965. The Reviewing Authority, after considering the petition, decided to reconsider the case and referred it to the Commission for advice in July, 2013.

4.4. The Commission, on detailed analysis of the case, observed that the charge against the Petitioner was that in the year 2001, he made purchases of 'two Audio Visual Cable Test sets' without calling for tenders. Since this purchase was beyond his financial power, he purchased these items as proprietary items on quotation basis at an exorbitant cost and that too without obtaining necessary approval of the CGM/GM. In his Review Petition, the Petitioner pleaded that the Order issued against him imposing recovery of ₹ 72,000/- towards the loss caused to the Government is unjustified and against the principles of natural justice on the following grounds:

- a. The cost of the equipment purchased by the Petitioner @ ₹ 1,99,000/- each cannot be compared to that of the equipment purchased by the CGMTS Kolkatta, as the two equipments are entirely different in respect of features and specifications.
- b. During the financial year 1997-98, there were two categories of stores: stocked items and non-stocked items. In P & T Manual Vol. X, a list of items was given and Cable Fault Locator did not find a place in it. For a non-stocked item, financial powers of various level officers in respect of purchase, had been given in Schedule of Financial Powers of DoT Officers. A TDM was having power to purchase a non-stocked item of stores upto ₹ Five lakhs on each occasion from PSU and upto ₹ Two lakhs from

non-PSU. Thus, purchases made by the Petitioner were well within his powers and he was authorized to make such purchases.

- c. The Petitioner was compelled to purchase the Cable Fault Locators and Route Tracer on quotation basis in the interest of service.
- d. The five other officers of the same organization were also proceeded against for major penalty under Rule 14 of CCS(CCA) Rules, 1965 on similar charges; but all the five officers were exonerated from the charges in view of the findings given by the inquiry officers based on the observations quoted in (a), (b) & (c) above. In the Petitioner's case, the DA while imposing the punishment held that there was loss to the Government in purchasing the equipment, whereas no such observations were made in respect of the other five officers and all of them were exonerated.

4.4.1 The Commission, on analysis of the case, observed that while agreeing with the Petitioner's contention that both items are incomparable, the DA had pointed out that the item purchased by him was decentralized one and powers to purchase this item as per Circular dated 03.01.2000 was only with Head of the Circle i.e. CGMT, Patna. Further the Petitioner as TDM was not authorized to treat this item as a proprietary and as such the imputation of violating the extant instructions/procedure in purchasing Cable Fault Locator was established against the Petitioner. However, Commission observed that the DA while dealing with cases of five other officers had agreed with the fact that the equipment i.e. Audio Visual Cable Sets and Cable Fault Locators (NSM Testers) was

a non-stocked item. If that be so, it could safely be assumed that prior to the issue of Circular dated 03.01.2000, the Cable Fault Locator was a non-stocked item and as such the TDM had the power to purchase a non-stocked item up to ₹ Five lakh on each occasion from a PSU and ₹ Two lakh on each occasion from a non-PSU. Thus, the DA's view that purchase was not within the powers of the Petitioner in terms of Circular dated 03.01.2000 seemed to be untenable.

4.4.2 As regards circulation of Circular dated 03.01.2000, the Commission observed that the same was not endorsed/issued to SSA Head for implementation. The Petitioner had contended that the Circular was never seen by him till the procurement process was approved by him. Considering the circumstances under which items were procured, benefit of doubt goes to the Petitioner.

4.4.3 The Commission further observed that the DA's view that the purchase made by the Petitioner resulted in loss of ₹ 3,60,000/- was not tenable as the DA had not taken a similar view in the other five cases. In the other cases it was agreed by the DA that procurement of the equipments resulted in rectification of faults in time and also increased the revenue of the department and therefore, resulted into satisfaction of service for the subscriber. Hence, the Petitioner's argument that the equipments were purchased on quotation basis due to emergent conditions prevailing at the particular point of time was found to be logical.

4.4.4 The Commission also observed that while accepting the petitioner's rational argument for purchase of items at higher rates, the DA had reiterated that the item

was decentralized and as such the CO was not authorized to purchase this item. This contention was not acceptable as it contradicted the decision taken by the DA in other similar cases. However, the Commission observed that the Petitioner failed to obtain rates of the equipment from the open market and thereby committed procedural lapse to this extent. As the Petitioner had not offered any explanation for this procedural lapse, the Commission held this element of charge as substantiated.

4.4.5 In view of the above observations, the Commission concluded that the lapse on the petitioner's part was of supervisory nature without any malafide intent and hence, the penalty of recovery of 20% of the loss caused to the Government (i.e. recovery of ₹72,000/) imposed on the petitioner was rather on the higher side and it should be modified to that of 'Censure'. Advice of the Commission was communicated to the Department of Telecom on February 18, 2016.

4.5. On September 11, 2017 the Reviewing Authority issued the final Order vide which the petitioner was exonerated from the charges leveled against him. This Order was in disagreement with the Commission's advice. It was stated in the said Order that, while deciding to exonerate the Petitioner, the Reviewing Authority had considered the Commission's advice and also the fact that the other five officers, who were proceeded for major penalty for the same allegations were later exonerated, as the inquiry officer(s) held the charges as not proved and the cases against them were dropped. It was also observed that when the case was referred to the DoP&T to resolve the disagreement with UPSC advice, the Competent Authority in DoP&T agreed with the views of the Reviewing Authority to exonerate the Petitioner.

4.6. As the Order passed by the Government was not in accordance with the advice of the Commission, it has been treated as a case of non-acceptance of the advice of the Commission.

(V)

**ACTION UNDER RULE 9 OF CCS (PENSION) RULES, 1972 AGAINST A SENIOR AUDITOR (RETIRED) IN THE DEPARTMENT OF EXPENDITURE ON THE CHARGES OF CONVICTION**

5.1. Advice of the Commission was sought by the Ministry of Finance, Department of Expenditure in November, 2014 on the disciplinary proceedings on the charges of Conviction against a Senior Auditor (retired) in the Office of the Accountant General (G&SSA), Gujarat.

5.2. The facts of the case, were that, consequent upon his Conviction by the Hon'ble Special Judge, CBI, Ahmedabad vide their Judgement dated October 04, 2011, the Charged Officer (CO) was issued a Show Cause Notice on July 18, 2014 under Rule 9 of CCS(Pension) Rules, 1972 which, in brief, stated as follows:

*Whereas, the Court of Special Judge, Central Bureau of Investigation, Ahmedabad vide its Judgement dated 04.10.2011 in the criminal case No. CBI/SPE/GANDHINAGAR/No.6 dated 07.02.2001 has convicted the CO (retired on superannuation on 31.03.2005) on a criminal charge under section 120-B of IPC and Section 7 and 13(2) read with Section 13(1) (d) of Prevention of Corruption Act, 1988. The CO has been awarded the sentence of simple imprisonment for one and half year and fine of ₹ 3,000/- and if the fine is not paid, additional 15 and/or 30 days simple imprisonment.*

*And whereas, the President has carefully*

*considered the ground of the conduct of the CO which has led to his conviction, as aforesaid and is of the opinion that because he has been convicted in the Court of Law for accepting illegal gratification on February 7, 2001 while auditing the accounts of Kendriya Vidyalaya, Shahibaug, Ahmedabad, the circumstances of the case warrant imposition of the appropriate penalty on him. It is, therefore, proposed to impose the penalty of appropriate cut in monthly pension on him, in terms of Rule 9 of CCS(Pension) Rules, 1972.*

5.3. The CO submitted his representation to the Show Cause Notice and after considering the same, the Disciplinary Authority referred the case to the Commission for their advice in November, 2014 along with the tentative decision to impose a penalty of cut in pension on the CO.

5.4. The Commission, on detailed analysis of the case, noted that the Trial court, on consideration of the oral and documentary evidences produced in the case, had observed that the complainant side had produced that the CO had, during the work of audit, demanded bribe of ₹ 2000/- to give Nil audit report, and the co-accused had accepted the bribe amount and, had undoubtedly proved all essential ingredients of provisions of Prevention of Corruption Act, such as, to demand bribe, accept bribe and recovery of bribed money from the CO. Thus, the complainant side had succeeded in proving all allegations against the CO. It was further observed by the Trial Court that the CO had demanded the bribe amount by abusing power of his post and by doing so, he had committed offence under section 7, 13(1) (2) of P.C. Act, to be read with section 13(2) of P.C. Act. The Trial Court had quoted Hon'ble Supreme Court Judgements in various cases wherein it was held that in civil society, corruption is an ailment like cancer,



which if not prevented timely, may spread as disastrous epidemic in the whole country, and whole society will be in its shackle. The Hon'ble Supreme Court had also held that when inclination of corruption is accepted in public service, it will spread everywhere, because of which, administrative machinery will be affected very badly, and each and every person of society will get damaged and, in such circumstances no mild behavior should be shown towards corrupt persons. After considering the submissions of the parties and the age of the CO, the Trial Court had passed the Judgement imposing simple imprisonment for one and half year and fine of ₹ 3,000/- and if the fine is not paid additional 15 and/or 30 days simple imprisonment.

5.4.1 The Commission further observed that the CO, in his representation, had not pointed out any factual errors or any legal or procedural infirmity in the Show Cause notice issued to him. He had only mentioned about his deteriorating health and weak financial condition in his representation.

5.4.2 The Commission concluded that the charges of corruption established against the CO constitute grave misconduct on his part and advised that the penalty of 'withholding of 100% of pension and gratuity otherwise admissible to the CO on permanent basis' be imposed on the CO. Advice of the Commission was communicated to the DA on April 29, 2015.

5.5. On October 27, 2017 the Disciplinary Authority issued final Order in this case imposing the penalty of 'Reduction of pension by 1/3<sup>rd</sup> from the final pension payable to the CO, for a period of seven years and, reduction of 1/3<sup>rd</sup> of gratuity from the final gratuity payable to him, from the date

of passing the final orders by the Competent Authority'. This Order was in disagreement with the Commission's advice. On perusal of the final Order it was observed that the DA had referred the case to the Department of Personnel & Training to resolve the disagreement with the Commission's advice. The DoP&T advised the DA to accept the advice tendered by the UPSC. However, the DA disagreed with the advice of DOP&T also and issued the final Order stating that they had taken the decision to reduce the penalty on consideration of CO's financial condition, fragile health condition, family circumstances and also the fact that CO had rendered an unblemished service of 33 years to the IA & AD, except the current incident.

5.6. As the Order passed by the Government was not in accordance with the advice of the Commission, it has been treated as a case of non-acceptance of the advice of the Commission.

## (VI)

### **ACTION UNDER RULE 14 OF CCS (CCA) RULES, 1965 AGAINST A GENERAL MANAGER IN THE MINISTRY OF COMMUNICATIONS, DEPARTMENT OF TELECOMMUNICATIONS**

6.1. Advice of the Commission was sought by the Department of Telecommunications in January, 2016 on the disciplinary proceedings against a General Manager (Telecom District), Rajasthan, later Deputy Director General, Dehradun. The Charged Officer (CO) was issued a major penalty charge sheet under Rule 14 of CCS(CCA) Rules, 1965 on February 7, 2011 on the following Articles of Charge:

- I. *The CO, while working as GMTD, Churu, Rajasthan during the period*

2004-2007, approved purchase of the store items, on several occasions, on quotation/ single quotation basis. The financial powers of GMTD for purchase of store items on quotation basis was ₹ 10,000/- only as per financial power delegation by BSNL HQ vide letter No. 6-15/2000-EB dated 04.10.2001. The store items were purchased through quotation basis violating various guidelines thereby depriving BSNL of getting competitive rates through open tender.

The store requirement was taken from the field offices after getting the quotation from two PSUs(Public Sector Undertaking). As such, the approval for procurement of the store items was given by the CO based on the artificial requirement. No efforts were made to verify the genuineness of the quotation and rate by the CO.

As per the PSUs' AGM(Vig.) letters dated 05.11.2007 and 20.11.2007, the items were neither their proprietary items and nor manufactured by them. The CO did not confirm whether the items were proprietary items or not as prescribed under the Rule 154 of GFR 2005 (para 34 under Rule 128 of GFR, 1963). The CO also approved the purchase of some decentralized items, which was an infringement of the powers vested with the Circle, without valid authorization.

The CO approved the procurement of  
(i) Transient protective device at higher rate in comparison to the rate of the similar type of item purchased through tender by the Bharatpur SSA, which caused loss to BSNL to the tune of ₹ 8,31,000/-  
(ii) Solar Charger Controller at higher rate in comparison to the rate of the similar type of item purchased through tender by the MM Wing of the Circle Office, Jaipur, which caused loss to BSNL to the tune of

₹ 14,14,500/-. Therefore, a total loss of ₹22,45,500/- was caused to BSNL. Many other cases of store procurement were also approved at higher rates by the CO which resulted in loss to BSNL.

By the aforesaid acts the CO violated Rule 60 of FHB Vol. I, Rule 6 of GFR (now Rule 21 of GFR 2005), Rule 154 of GFR 2005 (para 34 under Rule 128 of GFR 1963) Financial Power delegation by BSNL HQ Vide letter No. 6-15/2000-EB dated 04.10.2001 & 28.02.2002, Para "Limited Tender Route" of Procurement Manual, 2003 issued vide order No. 3-2/2002-MMT/Pt. dated 04.07.2003 read with Para 31 to 36 under Rule 128 of GFR, BSNL HQ Order No. 60-8/2000-MMS/508 dated 21.06.2001,CGMT, Rajasthan Circle Order No. SP 1-118/ Procurement procedure/2003-04/15 dated 14.10.2003 and Rule 203, 264 & 265 of P & T Manual Vol. X, during purchase of the stores, during the year 2003-04 to 2006-07 from two PSUs and caused loss to the tune of ₹ 22,45,500/-

II. The CO, while working as GMTD, Churu, Rajasthan during the period 2004-2007, approved the procurement of same store items on multiple occasions through quotation within a short period or even within the same financial year instead of purchasing in one go through tender. Thereby, he split the store quantity to bring it within the financial powers of GMTD.

The above action indicated that the CO approved multiple time purchases of the same store within a short period/within the same financial year by splitting the store quantity to bring it within the financial power of GMTD and to avoid assessment of fair rate by following the tender procedure.

*Thus, the CO violated the provisions contained in the Rule 154 of GFR 2005 (para 34 under Rule 128 of GFR), 1963 and Rule 203, 264 and 265 of P & T Manual Vol. X.*

- III. *The CO, while working as GMTD, Churu, Rajasthan during the period 2004-2007, approved payment of Sales Tax @ 9.45 to 10% and did not avail the concessional Sales Tax facility against Form C in the matter of procurement of stores. Thus an amount of ₹1,48,081/- was paid in excess resulting loss of corresponding amount to the BSNL.*

*By his above acts, the CO violated Order No. SP1-118/Sales Tax/02-03/51 dated 28.02.2003, SP-118/Sales Tax/2002-03/60 dated 08.04.2003, SP-118/Sales Tax/2002-03/61 dated 28.04.2003, SP-118/Sales Tax/2002-03/76 dated 22.12.2003, SP-118/Sales Tax/2004-05/88 dated 14.12.2004, SP-118/Sales Tax/2004-05/91 dated 30.08.2005, SP-118/Sales Tax/2004-05/110 dated 15.02.2006, SP-118/Sales Tax/2004-05/118 dated 30.06.2006. Thus he failed to maintain absolute integrity, devotion to duty and acted in a manner unbecoming of a Government servant and thereby contravened the Rules 3(1)(i), (ii) & (iii) of CCS(Conduct) Rules, 1964.*

- 6.2. The CO denied the charges and the Disciplinary Authority remitted the case to inquiry. The Inquiry Officer submitted his report holding Articles I, II & III of Charge as 'partially proved'. The DA disagreed with the findings of the Inquiry Officer and forwarded a copy of the inquiry report along with the disagreement note to the CO for his representation. The CO submitted his representation and the DA, after considering the same, held all the three Articles as 'proved' and, referred the case

to the Commission for advice in January, 2016 along with the tentative approval of the President for imposition of a suitable penalty on the CO.

6.3. The Commission, on detailed analysis of the case, observed that vide Article I of the Charge, the CO was alleged to have approved procurement of store items from the two PSUs on single quotation basis, on 11 occasions during the period 2004-2007. The Commission noted that in accordance with para 34 under Rule 128 of GFR 1963, single quotation may be considered in case of articles which are specifically certified as being of proprietary nature by the Intending Department or when it is in the knowledge of the procuring agency that only a particular firm is the manufacturer of the stores demanded. The sub section under Rule 154 of GFR 2005 provides for three situations where procurement can be resorted to from a single source (i) a situation where it is in the knowledge of the user department that only a particular firm is the manufacturer of the required goods (ii) in the case of an emergency necessitating purchase of the required goods from a particular source for which reasons should be recorded and approval of the competent authority obtained and (iii) for standardization of machinery or spare parts in order to be compatible to the existing sets of equipments (on the advice of the competent technical expert and approved by the competent authority), necessitating the purchase of the required items from a selected firm. This Rule also prescribes provision of 'Proprietary Article Certificate' by the concerned Ministry/Department procuring the goods before effecting the procurement from a single source. The Commission noted from the letters dated 05.11.2007 and 20.11.2007 received from the corporate offices of the PSUs, that the items

procured by the CO were stated to be neither proprietary in nature nor manufactured by these two PSUs. The DA had opined that the clarification given in these two letters were applicable to all the units of both these PSUs, and that the CO had neither verified the proprietorship, nor the manufacturing of the stores items being purchased by him from these two PSUs on single quotation basis; and he had also not issued the 'Proprietary Article Certificate' as enjoined under Rule 34 of GFR 1963 as also Rule 154 of GFR 2005.

6.3.1 The Commission observed that two out of the eleven procurement proposals for store items approved by the CO, were prior to the promulgation of GFR 2005 which came into effect from July 2005; four of them were within a short period of the operationalization of GFR 2005. The GFR 1963 did not have any provision for the issue of proprietary certificate by the purchasing agency and only necessitated a certification of the proprietary nature of the articles only by Intending Department, or on the basis of the knowledge of procuring agency that only that particular firm was the manufacturer of the demanded stores. However, Rule 154 of GFR 2005, which became operational w.e.f. 01.07.2005, required the issue of 'Proprietary Article Certificate' by the Procuring Agency before effecting the procurement of such stores. It was seen that most of the 11 Purchase Orders approved by the CO were issued either prior to the promulgation of GFR 2005 or within a short period of its operationalization. While non-compliance of a rule which has become operational could not be condoned, it was also a fact that adapting to a new procedure normally takes some time and therefore the failure of the CO in not issuing the 'Proprietary Article Certificate' as enjoined in Rule 154 of GFR 2005 could at the best be considered as a procedural lapse on the part of the CO.

6.3.2 The Commission further observed that the DA had not commented on the CO's plea regarding the widely prevalent practice of purchases of store items from PSUs on single quotation basis. Also, the CO's contention that as the proprietary certificate had been issued by PSUs on their letterheads, there was no further need for verification or to doubt the veracity of the certificates since both were centrally governed PSUs, merit consideration. The Commission also noted that the prosecution had not established that the CO was duty bound to reconfirm whether the items stated in the proprietary certificates issued by the PSUs were their proprietary items or even to satisfy the proprietorship or manufacturing of these items separately.

6.3.3 The Commission observed that the charge against the CO was proved only to the extent of procedural lapse of non-adoption of the newly introduced Proforma of 'Proprietary Article Certificate' in some of the cases by the CO, after GFR 2005 was operationalised with effect from 01.07.2005.

6.3.4 Regarding the allegation pertaining to obtaining requirement from field units for purchase of store items after the receipt of quotations from the concerned PSUs, the Commission found this element to be correct from the relevant documents. However, it was seen that in many of these cases the quotations already received were used as budgetary quotations by taking into account the rates of the items as mentioned therein, and the actual procurement process for the items began only after the requirement of store items were obtained from the field units. Also, considering the problems being faced by the Churu SSA as brought out by the CO (as one of the most backward SSA in Rajasthan Telecom Circle), which had not been denied by the DA, the instructions and guidelines issued by the office of CGMT,

Rajasthan Circle for achieving significant improvement in services would definitely had necessitated some amount of flexibility and initiative in decision making at the level of GMTD. Moreover, there was no evidence on record to establish that the CO in obtaining the requirements from the field units after getting the quotations from the concerned PSUs, had violated any instructions, or exceeded his power, or has acted in a mala fide manner for personal gain.

6.3.5 It was observed that as per the financial powers delegated vide Sr. DDG letter No. 6-15/2000-EB dated 28.02.2002, the CGMs/SSA Heads were specifically authorized to effect procurements upto ₹ 10 lakhs from PSUs on each occasion. The Commission observed that the said letter expressly delegated certain financial powers to the SSA Heads which included purchases upto ₹ 10 lakhs on each occasion from PSUs, and the CO had not exceeded these financial powers in respect of any of the purchases authorized by him.

6.3.6 Thus, the Commission observed that the only allegation under this Article that was found to be proved was of not having issued the newly introduced 'Proprietary Article Certificate' as stipulated under Rule 154 of GFR 2005, with the mitigating factor of the overlapping time period for the adoption of the stipulations. Thus, the Commission held Article I of the Charge as partially proved.

6.4. The Commission noted that the Article-II of the Charge against the CO was splitting the stores quantity by approving procurement of the same store items on multiple occasions within a short period of time so as to bring it within his financial power and with a view to avoid a fair rate by following a proper tender procedure. The Commission observed that one Purchase Order (PO) was issued on 01.10.2005 for

supplying 14 Solar Charge Controllers and another PO was issued to the same firm on 27.12.2005 for an additional supply of 16 Solar Charge Controllers, with the total cost amounting to ₹ 16,33,500/-. The CO had given cogent and acceptable arguments as to why it was done i.e. the first order was placed on the basis of requirement received up to that point of time from the field units, and the second order was placed after three months when further requirements were received from the field units and after getting overwhelming response from the field units certifying the effectiveness of the Solar Charge Controllers. The Commission found the explanation reasonable and acceptable, particularly as there was no evidence on record to establish that there existed a requirement of 30 Solar Charge Controllers at the time of placing the first Purchase Order, or that the purchase of subsequent 16 Solar Charge Controllers were intentionally delayed by the CO. It was seen that the date of placing of POs for the various store items was not indicative of any intention on the part of the CO to split the quantities. In the case of Transient Safety Devices also, there was considerable gap in the placement of the orders. As regards the Underground Transmission Route Finders, the POs were placed within a gap of 45 days, but there was no price difference. Thus keeping in mind the nature of the store items and the CO's submissions indicating the circumstances in which the purchases were made, the Commission held this Article of Charge as not proved, as it was observed that advance knowledge of the entire demands of items before the first purchase was very essential for establishing the charges of splitting of requirements and there was no evidence to indicate that the requirements of both the purchases were known to the CO before initiation of the first purchase.

6.5. The Commission noted that the allegation under Article-III was that the CO had not availed concessional sales tax facility for BSNL against Form C in respect of procurements of stores, due to which an excess amount of ₹1,48,081/- was paid. It was observed from the records that the Rajasthan Circle vide letter dated 08.04.2003 issued by DGM and addressed to all SSA Heads/CE (Civil work)/DGM(Project) had instructed that Form C had to be issued for all POs which had been issued after 01.08.2002 and SSAs had also been asked to submit the required number of Form C along with details so that Form C could be made available to them. This was followed by reminders, intimation letter regarding registration with CST/RST Authorities, CGMT's approval letter dated 14.12.2004 for submission of revised sales tax returns with directions regarding the Form C etc. The Commission observed that though the CO had fixed responsibility on the planning/finance officers of his office and showed ignorance of various letters issued by the Circle Office, it was clear that the CO was aware of the issue of Form C on receipt of the letter dated 14.12.2004. It was observed that after 14.12.2004, concessional sales tax benefits were availed by Churu SSA in six cases and not availed in four cases. Consequently, the Commission held the allegation in this Article as partially proved to the extent that CO, as Head of SSA, failed to observe that proposals for taking benefit of concessional sales tax were not moved by the subordinate staff in each procurement case.

6.6. In view of their observations the Commission concluded that Articles I and III of Charge were 'partially proved' and the Article II was not 'proved'. It was observed that no mala fide on the part of the CO or unwarranted financial gain by him was established in respect of any of the Articles of

Charge. Also, a holistic appreciation of the case revealed that the CO procured certain store items in a progressive manner, as and when he became aware of new developments in instrumentation/ equipments which would facilitate resolution of the various problems being faced by the field units in his SSA with a view to bring about improvement in the ground level situation. The Commission held that the charge proved against the CO was, procedural irregularity, without the element of mala fide, in respect of non issue of 'Proprietary Article Certificate' enjoined by the GFR 2005 which came into operation with effect from 01.07.2005 i.e. the same period in which most of the POs had been issued by the CO, and also, his managerial failure in respect of the failure of his subordinate staff in taking action for realising the benefit of concessional sales tax. The Commission recommended that the penalty of 'Censure' be imposed on the CO. Advice of the Commission was communicated to the DA on April 21, 2016.

6.7. On October 18, 2017 the Disciplinary Authority issued final Order in this case imposing the penalty of 'Reduction to the lower stage in the time scale of pay by one stage for a period of one year with the direction that he will not earn increment of pay during this period of such reduction and after expiry of this period, reduction will not have the effect of postponement of future increments' on the CO. This Order was in disagreement with the Commission's advice. On perusal of the final Order it was observed that the DA was of the opinion that the UPSC had recommended the penalty of Censure despite having found the CO partially guilty on Article III of the charge sheet which referred to omission of procurement of stores without C Form resulting in loss to BSNL because of not availing the benefit of concessional rate of RST/CST was not

availed. Also, according to the DA, the UPSC had not addressed the entire issue of purchase of store items without open tender. The DA found the penalty recommended by the Commission not proportionate to the misconduct committed by the CO. To resolve the disagreement with the Commission's advice, the case was referred to DoP&T and, the Competent Authority in DoP&T agreed with the DA's opinion for imposing the enhanced penalty of 'Reduction to the lower stage in the time scale of pay by one stage for a period of one year with the direction that he will not earn increment of pay during this period of such reduction and after expiry of this period, reduction will not have the effect of postponement of future increments', as against the penalty of 'Censure' advised by the Commission.

6.8. As the Order passed by the Government was not in accordance with the advice of the Commission, it has been treated as a case of non-acceptance of the advice of the Commission.

### (VII)

#### **ACTION UNDER RULE 14 OF CCS (CCA) RULES, 1965 AGAINST AN OFFICER OF THE CENTRAL SECRETARIAT SERVICE**

7.1. Advice of the Commission was sought by the Ministry of Statistics & Programme Implementation in September, 2015 on the disciplinary proceedings initiated against a Section Officer of Central Secretariat Service.

7.2. The Charged Officer (CO) was issued a major penalty charge sheet on May 9, 2013 under Rule 14 of CCS (CCA) Rules, 1965 on the following Article of Charge:

*"The CO, a Section Officer, on 14.12.2009, while functioning as an Assistant in Foreigners Division, Ministry of Home Affairs has demanded and accepted bribe of ₹10,000/-*

*(Rupees Ten Thousand only) from a resident of Canada (who was the complainant) for extension of his Visa.*

*Demanding and accepting of illegal gratification of money for extension of Visa shows lack of integrity, devotion to duty and an act of unbecoming of a Government servant hereby violating the provisions of Rule 3(1)(i) and (iii) of CCS(Conduct) Rules, 1964".*

7.3. The CO denied the charge and the case was remitted to departmental inquiry. The Inquiry Officer (IO) submitted his report holding the charge as 'not proved'. After examination of the Inquiry Report, the Disciplinary Authority observed that the IO had not evaluated the evidences as per procedure prescribed under the Rules. Therefore, the DA referred the case to further inquiry by a different Inquiry Officer. The new IO held the charge as 'proved' and the DA tentatively agreed with the inquiry findings. After considering representation of the CO to the Inquiry Report and other facts of the case, the DA came to the conclusion that the Charge against the CO stands proved and referred the case to the Commission for advice in September, 2015. On scrutiny of the case, the Commission observed that since the findings of the first IO had not been accepted by the DA, the correct course of action in the given circumstances would have been either to remit the case back to the first IO by recording the reasons in writing ordering a further inquiry from a specified stage or the DA should have recorded his own tentative reasons for disagreement with the findings of the first IO and proceeded further in the matter. The case was returned to the Ministry of Statistics & Programme Implementation for rectification of this procedural discrepancy. The issue was examined by the Ministry in consultation with the Ministry of Law and the Department

of Personnel and Training (DoP&T). The Ministry of Law observed that considering the facts of the case and findings that the first IO had not taken into consideration vital evidence and material witnesses while holding the charge as not proved, the DA came to the conclusion that de novo inquiry was warranted and in view of this, such a decision of the DA could not be faulted. The DoP&T endorsed the opinion of the Ministry of Law and the case was, thereafter, referred to the Commission in September, 2016, along with the clarifications of the Ministry of Law/DoP&T.

7.4. The Commission, on detailed analysis of the case, observed that, the contention of the CO that he was on leave on 14.12.2009 and someone else might have impersonated and demanded/accepted bribe by posing as him, was not acceptable as it was established that the CO had processed the Visa extension request of the complainant and his signatures were available on the application processing form. The Commission observed that only Indian Passport was to be accepted as proof of the status of the complainant as PIO and the complainant was in possession of copy of his Indian Passport. Under such situation, demanding and accepting bribe would not have arisen and the request would have been accepted/processed in normal course. The fact that Visa was initially denied and had eventually been extended on 14.12.2009 pointed to the probability that the same was done in the absence of the Indian Passport and therefore, there was every possibility that additional documents such as driving licence, date of birth certificate and school leaving certificate had been demanded so as to put pressure on the complainant to pay the bribe. Regarding the CO's argument that the DA's action of entrusting the inquiry to a new Inquiry Officer (IO) was not in order,

the Commission observed that Ministry of Law had opined that in view of the DA's finding that the first IO had not taken into consideration vital evidence and material witnesses while recording his findings, the decision of the DA in ordering a de-novo inquiry could not be faulted. This was endorsed by the DoP&T also, and hence, the Commission found the argument of CO as not valid.

7.4.1 The Commission could find no force in the CO's argument that the complainant telephoned CVC for making a complaint with malafide intention instead of approaching senior officers, since, it was on record that the complainant/his brother had telephoned the senior officers of MHA and CVC from the reception of the Visa office. As regards the CO's assertions about a conspiracy hatched against him by one of his colleagues who was arrested earlier on the charge of demanding and accepting bribe at the instance of the CO, the Commission observed that allegations against the CO were examined in the light of the evidence available in this case and action taken against some other officer was not relevant in evaluating the charges against the CO. In respect of the contention of the CO that the identification of the person who had demanded/accepted bribe from the complainant was not properly carried out, the Commission observed that the complainant had identified the CO from the photograph sent to him, after seeing the faces of all the staff members who were dealing with the Canadian nationals in the Visa Facilitation Center. The Commission found some force in the contention of the CO that the complainant had not appeared before the inquiry, and thus he was denied the opportunity of cross-examination of the witness/complainant to defend himself. It was observed from the records that the



complainant had to be dropped as a witness as no date and manner in which he could appear before the inquiry could be firmed up. Further, the complainant's brother, who had accompanied the complainant to the Visa Facilitation Center, had appeared before the inquiry as a Court witness and corroborated the contents of the complaint dated December 15, 2009.

7.4.2 The Commission observed that though direct evidence regarding demand and acceptance of bribe was not available in this case, it was established that it was the CO who might have taken the bribe as the application of the complainant had been processed by the CO, the complainant had recalled the CO's surname as the person who had taken money from him, the CO was identified by the complainant through photograph sent to him and there was no apparent motive for the complainant to make a false/motivated complaint in this case.

7.4.3 The Commission further observed that though no direct/documentary evidence was available in such cases of bribe, in this case there was sufficient circumstantial evidence to establish that the CO had demanded and accepted a bribe of ₹ 10,000/- from the complainant to facilitate his Visa. The complainant had no reason to lodge a false complaint and had satisfactorily identified the CO as the person who had been paid the bribe. The CO's defence was weak and efforts to give it the color of a conspiracy were not well founded. The CO was not able to explain why he asked the complainant to submit copies of his driving licence and school leaving certificate when the actual requirement was of copy of an Indian Passport-which, presumably would have been available with the application, as the Visa was eventually facilitated.

7.4.4 In view of their observations, the Commission concluded that on the basis of principle of preponderance of probability it was established that it was the CO who had demanded and accepted bribe of ₹ 10,000/- from the complainant for facilitating extension of his Visa, and hence the charge against the CO was proved. The Commission advised that the penalty of 'reduction to a lower stage in the time scale of pay by three stages till the CO attains the age of superannuation with further direction that he will not earn increments of pay during the period of such reduction' be imposed on the CO. Advice of the Commission was communicated to the DA on December 13, 2016.

7.5. On November 9, 2017 the Disciplinary Authority issued the final Order in this case imposing the penalty of 'Dismissal from service which shall ordinarily be a disqualification for future employment under the Government' on the CO, in disagreement with the Commission's advice. It was observed from the final Order that the DA disagreed with the Commission's advice for imposition of 'reduction in the time scale of pay' on the CO on the grounds that, according to Rule 11 of the CCS(CCA) Rules, 1965, in every case in which the charge of possession of assets disproportionate to known sources of income or the charge of acceptance from any person of any gratification, other than legal remuneration, as a motive or reward for doing or for bearing to do any official act, is established, the penalty mentioned either in Clause (viii) i.e. removal from service which shall not be a disqualification for future employment under the Government or in Clause (ix) i.e. dismissal from service which shall ordinarily be a disqualification for future employment, shall be imposed. Advice of the Commission was neither for removal nor for dismissal. Hence, the DA

disagreed with the Commission and referred the matter to the Department of Personnel & Training for resolving the disagreement. The DoP&T, after considering the case, agreed with the proposal of the DA to impose the penalty of 'Dismissal from service' on the CO. The DA accepted the advice of DoP&T and issued the final Order on November 9, 2017.

7.6. As the Order passed by the Government was not in accordance with the advice of the Commission, it has been treated as a case of non-acceptance of the advice of the Commission.

(VIII)

**ACTION UNDER RULE 8 OF ALL INDIA SERVICES (DISCIPLINE & APPEAL) RULES, 1969, CONTINUED UNDER RULE 6 OF AIS (DEATH-CUM-RETIREMENT BENEFITS) RULES, 1958 AGAINST AN OFFICER OF INDIAN ADMINISTRATIVE SERVICE**

8.1. Advice of the Commission was sought by the Ministry of Personnel, Public Grievances & Pensions, Department of Personnel and Training in August, 2015 on the disciplinary proceedings initiated against an Officer of the Indian Administrative Service.

8.2. The Member of Service (MOS), the then Senior Regional Manager, FCI, Assam Region was issued a major penalty charge sheet on May 30, 2011 under Rule 8 of All India Services (Discipline & Appeal) Rules, 1969 on the following Articles of Charge:

I. *The MOS, while working as Zonal Manager in-charge (I/c), Zonal Office (North East) rejected the offer received in respect of Transport Contract Ex.Gossaigaon to Dhubri floated vide NIT No. S&C/1112/Assam/2003 dated*

*17.02.2004 quoting poor financial soundness and business competency of the party, although same party had worked as transport contractor of FCI from Gossaigaon to Gauripur w.e.f. 24.01.2002 to 23.01.2004. The contract was scrapped ignoring recommendations of Zonal Contract Section. The MOS subsequently awarded the contract Ex.Gossaigaon to Dhubri to another contractor, a party with similar financial credentials, at much higher rate. The different stands of the MOS on two occasions for the same contract on similar issues were to favour the private party at the cost of FCI, thus, causing a financial loss to the tune of ₹2,08,36,953/- to the Corporation.*

II. *The MOS was also holding dual charge of ZM I/c, ZO (NE). While scrapping the contract in the capacity of ZM I/c, FCI, ZO (NE) he directed SRM, FCI, RO, Assam to make adhoc arrangement. SRM, FCI, Assam Region had power to award limited tender inquiry contract up to the value of ₹ 10 lakhs as per delegation of powers. The contract value for limited tender contract from Gossaigaon to Dhubri should have been ₹ 59,57,437/- based on the quantity to be moved within six months. Subsequent events showed that the total value of the contract actually worked out to ₹ 148.74 lakhs. However, value of limited tender contract was kept at ₹ 10 lakhs i.e. within the DOP of SRM. Resultantly, security deposit and earnest money deposit of contract was kept low. The MOS, thus, blatantly violated delegation of power with intention to favour private party at a risk to FCI.*

*Thus, the MOS failed to maintain absolute integrity and devotion to duty, resulting in a financial loss to the tune of ₹2,08,36,953/- to the FCI, thereby violating Rule 3(1) & 3(2) of the AIS*

*(D&A) Rules, 1969 (There was a technical inaccuracy in the Rule quoted by the DA. The correct Rule was Rule 3(1) and Rule 3(2) of AIS (Conduct) Rules, 1968. The DA had clarified that wrong Rule was quoted due to typographical mistake).*

8.3. The MOS retired on May 31, 2011 on attaining the age of superannuation and the disciplinary proceedings were continued under Rule 6 of AIS (DCRB) Rules, 1958. The MOS denied the charges and the case was remitted to inquiry. The Inquiry Officer (IO) held Article-I as proved and Article-II as partly proved. The DA accepted the IO's findings with respect to Article-I, but disagreed with the IO in respect of Article-II, held both Articles of Charges as proved. A copy of the inquiry report along with the disagreement memo was forwarded to the MOS for his submissions, if any. The MOS submitted his representation and after considering the same and all other facts of the case, the DA referred the case to the Commission for their advice in August, 2015 along with the tentative approval of the Competent Authority for imposition of suitable cut in pension on the MOS.

8.4. The Commission observed that the Charge under Article-I was that while working as Zonal Manager I/c, ZO (NE), the MOS, (a) rejected the offer received in respect of transport contract Ex. Gossaigaon to Dhubri quoting poor financial soundness and business competency of the party, although same party had worked as transport contractor of FCI from Gossaigaon to Gauripur w.e.f. 24.01.2002 to 23.01.2004 (b) scrapped the contract ignoring the recommendations of Zonal Contract Section (c) subsequently awarded the contract to another contractor, who was a party with similar financial credentials, at much higher rate and (d) the MOS' different stands on two occasions for the same contract on

similar issues was to favour a private party at the cost of FCI, thereby causing a financial loss to the tune of ₹ 2,08,36,953/- to the Corporation.

8.4.1 The Commission observed that as per Para 25.19 of the Storage and Contract Manual of the FCI, "under ordinary circumstances, it is not permissible to scrap a tender and re-invite quotations. The Regional Manager, may, however, scrap tenders and re-invite quotations after recording on the file his reasons for doing so when strong grounds exist for this course of action". The notings from the relevant file on which this tender was processed and decided revealed that the MOS had recorded an order dated 10.05.2004 as Zonal Manager (NE) to scrap the tender. He had also ordered that Earnest Money Deposit (EMD) of the tenderer may be returned and the Regional Officer, Assam may be asked to arrange for the adhoc contract and also to immediately float a new tender for making regular arrangement. The MOS had also recorded the grounds for scrapping the tender such as, the tenderer was financially not sound and solvent at that time, the tenderer could not produce registration book of trucks owned by him, there was no logic in the Junior Manager (F&A)'s note that the contract clause No.26.6 regarding the workability of the rates quoted by the party was not applicable in this case, tenderer's financial position and competency were not taken into consideration by the Contract Section while recommending acceptance of the quoted rates etc. The Commission observed that the said note of the MOS itself established the part of the charge that he rejected the offer in respect of the transport contract on the grounds of poor financial credentials and business competency of the party.

8.4.2 Regarding the imputation that the MOS ignored the recommendations of the

Zonal Contract Section while scrapping the contract, the Commission observed that the MOS in his note had acknowledged the fact the Contract Section as well as the Junior Manager had recommended for acceptance of the quoted rate. However, he had noted that the party's financial position and competency were not taken into consideration by them, which were more pertinent to run the contract for the next two years. Further, the Commission found the other reason recorded by the MOS in his note i.e. his apprehension that the low rate quoted by the party may not be workable and may eventually jeopardize the foodgrains transportation, to be well-founded since, the quoted rates were much below the market rate and existing contract rate.

8.4.3 Regarding the part that the MOS accepted a much higher rate with similar financial position of the bidder in the subsequent regular tender, the Commission observed from the relevant documents that the financial credentials of the subsequent tenderer did not appear better than those of the first party. The stand of the MOS in the case of the subsequent tenderer who was allotted the contract seemed to be inconsistent with his stand in the case of the first tenderer because of similar financial credentials. Due to the partisan stand of the MOS, the subsequent regular tender was approved although the tenderer had no credible past experience of working for FCI.

8.4.4 As regards the charge of extending favour to a private party and causing loss to the organization, the Commission noted that the decision to scrap the tender was not arbitrary but based on logical reasoning. There appeared to be no nexus between the decision to scrap the earlier tender and to award the contract to subsequent tenderer. The sequence of events revealed

that there was a considerable gap between the cancellation of the first regular tender and the approval of the subsequent regular tender. Also, it was intriguing that the first tenderer did not participate in the subsequent tender and if he was a serious player, he would have participated in the subsequent regular tender. This fact lent some credence to the apprehension of the MOS that the first tenderer's rate was unrealistic and unworkable. Viewed from this perspective, the Commission observed that there could be no mala fide on the part of the MOS, but it was established that his inconsistent stand in the subsequent regular tender resulted in favoring the party.

8.4.5 As regards the loss suffered by the FCI, the Commission observed that the logic of working out the loss of about ₹ 2 crore was that if the rate of the scrapped tenderer had been approved, the FCI would have saved that much amount. However this assumption could be held as valid only if there was evidence to establish that the rate quoted by the scrapped tenderer was indeed workable. Since the tender was scrapped, there was no way of knowing this for sure. Also, as there was overwhelming evidence to support that the decision to scrap the tender was a bona fide one, this loss to the FCI would be considered as a notional loss. On the basis of their above observations, the Commission held the Article-I of the charge as partly proved.

8.5. The Charge under Article-II was that the MOS while holding the dual charge of ZM in-charge of Zonal Office (NE) and of SRM, had directed inter alia that adhoc arrangement be made for carrying out the transportation work. The SRM had the power to award a limited tender up to the value of ₹ 10 lakh. Based on the quantity of foodgrains to be moved in six months, the contract value

for the limited tender should have been about ₹ 59,57,437/- and, the subsequent events showed that the total value of contract actually worked to be ₹ 148.74 lakh, however, the value of limited tender was kept to ₹10 lakh to keep it within the delegation of powers of the SRM. Resultantly, the security deposit amount and earnest money deposit of the contract were kept low, thus the MOS violated the delegation of powers with the intention to favour a private party and caused financial loss to the FCI. The Commission observed from the relevant documents that the financial value of the adhoc contract should have been much more than ₹ 10 lakhs and the matter needed to be decided by the Zonal Office as the estimated value of work was beyond the delegation of powers of the SRM. But the SRM office kept the value of the adhoc contract at ₹ 10 lakh and therefore, the value of earnest money deposit and security deposit were kept low as per contract value. If the value of contract had been kept at ₹ 59,57,500/- or more, both these amounts would have been much higher. Thus evidently a loss was caused to the FCI. The Commission observed that the defence of the MOS was that if the amount of work had to be assessed it would have been a regular tender not an adhoc/limited tender. But he could not answer the basic point as to why the quantum of work to be undertaken through the ad hoc tender was not assessed and, if any such assessment had been done, the amount of work estimated to be done through the ad hoc tender would have been much more than ₹ 10 lakh. The line of defence of the MOS was thus found to be evasive and unacceptable.

8.5.1 The Commission observed that the charge that the MOS acted in violation of the delegation of powers was clearly established. But that he acted with the intention to favour a private party could not be borne out from

the available records. It appeared to be more of a case of negligence on the part of the MOS and his office as they failed to show due diligence in the matter. Thus, the Commission held the Article-II of the charge as partly proved.

8.6. In view of their observations and findings, the Commission concluded that both the Articles of Charge were partly established and there was no evidence of any mala fide on the part of the MOS. The part of Charges held established against the MOS constitute grave misconduct and negligence on his part and hence, the Commission advised that the penalty of 'withholding of 20% of monthly pension otherwise admissible to him for a period of two years' be imposed on the MOS. Advice of the Commission was communicated to the DA on May 20, 2016.

8.7. On November 17, 2017, the Disciplinary Authority issued final Order in this case imposing the penalty of 'withholding of 30% of monthly pension otherwise admissible for a period of two years' on the MOS. This Order was in disagreement with the Commission's advice. It was stated in the penalty Order that on receipt of the Commission's advice, the case was discussed at the Committee of Secretaries (CoS) constituted for the purpose. The reasons for disagreement of the DA with the Commission's advice based on the recommendations of the CoS were as following:

i) Regarding Article-I of the Charge, UPSC had held that no nexus between the decision to scrap the earlier tender and to award the subsequent tender could be seen. In this regard, it was seen that the MOS as Zonal Manager in charge, through a detailed note, had analyzed the financial

credentials and had given reasons for non-acceptance of the scrapped tender despite the recommendation of the Zonal Contract Section. UPSC had held that the reasons for rejection of the tender were based on valid grounds; whereas, the records made available indicated that the credentials of the subsequent tenderer were weaker compared to the earlier tenderer as he was neither an existing FCI contractor nor did he had any experience in handling of transportation of foodgrains. His experience was in construction of dam/road etc. Finance section of Regional Office, Assam had opined that the tender was not up to the mark. Despite these shortcomings on the part of the subsequent tenderer, the MOS, as SRM, chose to select him, without any argument to support his recommendation and in digression of his own stated stand in the case of the earlier tenderer. The financial superiority of the subsequent tenderer on the basis of which the MOS had selected him, was not borne out of records and hence, the selection was done with the intention to favour the subsequent tenderer.

ii) In respect of Article-II of the charge, UPSC had again stated that the intent to favour a private party was not borne out by available records. The MOS who was working in the dual charge of SRM and ZM incharge knew that the probable quantity to be transported during the adhoc arrangement was well over ₹ 10 lakhs i.e. beyond the financial powers assigned to the SRM. Therefore, as ZM incharge, by not taking up the tender process for the adhoc arrangement and delegating it to the SRM, the MOS ensured that the decision making powers remained with him. The chain of events i.e. rejecting the tender of the scrapped tenderer, notings on the file that scrapping of the contract may result in higher rates in the next tender and finally approving

the subsequent tender at more than the market rate, indicated that the intent of the MOS was malafide and done to favour the private party. Departmental proceedings are decided on the basis of preponderance of probability rather than proving the Articles beyond reasonable doubts.

The CoS opined that the quantum of punishment recommended by UPSC was premised on their opinion and hence, the DA might take a fresh view on the penalty. The DA finally decided to impose a higher penalty of 30% cut in monthly pension for a period of two years on the MOS and issued Order accordingly on November 17, 2017.

8.8. As the Order passed by the Government was not in accordance with the advice of the Commission, it has been treated as a case of non-acceptance of the advice of the Commission.

### (IX)

#### **ACTION UNDER RULE 14 OF CCS (CCA) RULES, 1965 CONTINUED UNDER RULE 9 OF CCS (PENSION) RULES, 1972 AGAINST AN OFFICER OF THE SALES TAX DEPARTMENT**

9.1. Advice of the Commission was sought by the Ministry of Home Affairs in June, 2016 on the disciplinary proceedings initiated against a Sales Tax Officer in the erstwhile Sales Tax Department (now Trade & Taxes Department) of the Government of National Capital Territory of Delhi.

9.2. The Charged Officer (CO) was issued a major penalty charge sheet on June 27, 2011 under Rule 14 of CCS (CCA) Rules, 1965 on the following Article of Charge:

*The Charged Officer, while functioning as Sales Tax Officer, Ward-84 in the erstwhile Sales Tax Department (now Trade & Taxes*

*Department) during the relevant period of posting committed gross misconduct in as much as he accepted illegal gratification offered by a bribe giver who approached him in his office to seek favour from him. The transaction of offer and acceptance was secretly video graphed and recorded by a News Channel and was also telecast which tarnished the image of Sales Tax Department.*

*Thus, the CO, by the above mentioned deliberate act failed to maintain absolute integrity and devotion to duty and acted in a manner unbecoming of a Government servant, thereby violated Rule 3 of CCS (Conduct) Rules, 1964.*

9.3. The CO denied the charges and the Disciplinary Authority remitted the case to inquiry. The Inquiry Officer held the Article of Charge as proved. The DA agreed with the inquiry findings and a copy of the inquiry report was forwarded to the CO for his representation, if any. The CO retired from Government service on attaining the age of superannuation on June 30, 2011 and the disciplinary proceedings initiated against him were continued under Rule 9 of CCS (Pension) Rules, 1972. After considering the submissions of the CO, the DA referred the case to the Commission for advice in June, 2016 along with the tentative approval for imposition of a cut in pension on the CO.

9.4. The Commission, on detailed analysis of the case, observed that, the allegation against the CO was that while functioning as Sales Tax Officer, he had accepted illegal gratification for extending a favour and the transaction was secretly video graphed and telecast by a News Channel. The contention of the CO in his defence was that the purpose or benefit/favour extended to the party and the amount of bribe were not identified during the course of inquiry. The Commission observed that the said contention of the CO was not tenable in the light of the fact that

he was clearly seen in the Video CD taking money and keeping the same in his pocket for which no convincing explanation was available with him, such as, the money was not for extending some favour or the same was for some other reason/consideration. The CO was identified by the officers of Vigilance Branch as the person in the Video CD, who had taken the money.

9.4.1 The Commission observed that the forensic report of the Central Forensic Science Laboratory (CFSL), had not established the voice sample of the CO and hence, the said report had no evidential value either for prosecution or for the defence. Similarly there was no force in the contention of the CO that non-appearance of certain witnesses before the inquiry was indicative of the fact that they did not support the case of the prosecution since, sufficient evidence was available in the form of video footage to establish that the CO had taken money from the party and kept the same in his pocket and he had no satisfactory explanation for the money.

9.4.2 The Commission further observed that there was some force in the CO's contention that there was no evidence to establish the demand of bribe and, the person who had allegedly given the bribe was not identified and produced before the inquiry to substantiate the charge. In this regard, the Commission appreciated the fact that the case was originated from a sting operation carried out by a News Channel, which only recorded the events related to the case through hidden camera. There was no sufficient evidence to establish the element of demand of bribe and the purpose for which the same was demanded/accepted. However, there was adequate proof in the form of video recording wherein CO was seen taking money from the party and, he was

identified from the footage by the officials of the Vigilance wing. Further, no explanation was available with the CO to the effect that he had not taken the money, or with regard to the purpose for which the money had been given by the person seen in the video footage. Thus, based on the principle of preponderance of probability, it was established that the CO had taken the money from the party for extending some benefit/favour and therefore, the Commission held the charge as proved against the CO.

9.4.3 In view of their observations, the Commission concluded that the charge was proved on the principle of preponderance of probability, and, as the proven charge amounts to grave misconduct, the penalty of 'withholding of 20% of monthly pension otherwise admissible to him for a period of three years' be imposed on the CO. The gratuity admissible to the CO was advised to be released if not required otherwise in any other case. Advice of the Commission was communicated to the Ministry of Home Affairs on September 8, 2016.

9.5. On December 22, 2017 the Disciplinary Authority issued the final Order imposing the penalty of 'withholding of 100% of the monthly pension and 100% of gratuity otherwise admissible to the CO permanently' on the CO. This was in disagreement with the Commission's advice. It was observed from the final Order that the DA decided to disagree with UPSC advice in respect of the proposed quantum of penalty. The DA had held that since the proven charges were of illegal gratification, the same were grave enough for imposing the penalty of withholding of 100% of monthly pension as well as gratuity permanently which were otherwise admissible to the CO.

9.6. It was also observed from the final Order that the case was referred to DoP&T

for resolving the disagreement between the DA and UPSC and the Competent Authority in DoP&T had agreed with the proposal of the DA for imposing the said penalty.

9.7. As the Order passed by the Government was not in accordance with the advice of the Commission, it has been treated as a case of non-acceptance of the advice of the Commission.

(X)

**ACTION UNDER RULE 19(1) AND RULE 11 OF CCS (CCA) RULES, 1965 AGAINST A DEPUTY SUPERINTENDENT OF POLICE, CENTRAL BUREAU OF INVESTIGATION**

10.1. Advice of the Commission was sought by the Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training (DoP&T) in January, 2017 on the disciplinary action against a Deputy Superintendent of Police/CBI on the charges of Conviction.

10.2. The facts of the case were that, consequent upon his Conviction by the Court of IX Additional Special Judge for CBI cases vide their Judgement dated June 21, 2016, the Charged Officer (CO) was issued a Show Cause Notice on August 08, 2016 under Rule 19(1) of CCS(CCA) Rules, 1965, which, in brief, stated as follows:

*Whereas, the Court of IX Addl. Special Judge for CBI cases vide its order dated 21.06.2016 in RC MA1 2011 A 0011 has convicted the Charged Officer u/s 120-B IPC r/w Section 13(2) r/w 13(1)(d) of Prevention of Corruption Act, 1988 and u/s 13(2) r/w 13(1)(d) of Prevention of Corruption Act, 1988 and he has been sentenced to undergo Rigorous Imprisonment for two years for each offence and also to pay a fine of ₹ 10,000/- for each offence, in default to undergo Simple Imprisonment for three months each.*



*And whereas, on a careful consideration of the ground of the conduct of the Charged Officer which has led to his conviction, as aforesaid, the President has provisionally come to the conclusion that the Charged Officer is not a fit person to be retained in service and in terms of Rule 19(1) and Rule 11 of CCS(CCA) Rules, tentatively proposes to impose on him a major penalty of 'dismissal from service which shall ordinarily be a disqualification for future employment under the Government'.*

10.3. The CO submitted his representation to the Show Cause Notice and after considering the same, the Disciplinary Authority referred the case to the Commission for their advice in January, 2017.

10.4. The Commission, on detailed analysis of the case, observed that based on a source information, an FIR vide RC 11(A)/2011-ACB:Chennai u/s 120B r/w 420 IPC, Section 132 and 135 of Customs Act, 1962 and Section 13(2) r/w 13(1)(d) of POC Act, 1988 was registered by CBI on February 13, 2011 against the CO and two others. It was followed by a joint surprise check conducted by officials of CBI:ACB:Chennai and Directorate of Revenue Intelligence (DRI), Chennai. It was alleged that CO, along with others, had conspired to cause undue pecuniary advantage to private persons by way of evasion of Customs Duty by misusing his official position. The CO was arrested and placed under suspension on March 11, 2011 which was revoked on June 22, 2012. After completion of the investigation a charge sheet was filed in the Court against the CO and others. The Learned Court of Court of IX Addl. Special Judge for CBI cases vide its Judgement dated June 21, 2016 had convicted the CO u/s 120-B IPC r/w Section 13(2) r/w 13(1)(d) of Prevention of Corruption Act, 1988

and u/s 13(2) r/w 13(1)(d) of Prevention of Corruption Act, 1988 and he was sentenced to undergo Rigorous Imprisonment for two years for each offence and also to pay a fine of ₹ 10,000/- for each offence, in default to undergo Simple Imprisonment for three months each. He was released on bail on the same day on execution of bail bond and payment of fine amount of ₹ 20,000/-. The Learned Court in their Judgement had observed that:

*'The CO entered the Arrival Hall of the Airport to receive the two co-accused who were proceeding towards green channel. They were intercepted by DRI and CBI officials and taken to Air Intelligence Office Room and a custom official assessed the value of goods and recorded their voluntary statements u/s 108 of Customs Act. Thus it was proved that the two co-accused have brought dutiable goods and they had no intention to declare and pay the custom duty.*

*The statements of the two co-accused proved their malafide intention of evading payment of custom duty and they had purposely omitted to mention the dutiable goods and valuation of the goods in the declaration card.*

*In view of the above proven facts the Court held that the criminal conspiracy among them was amply proved and hence it was to be decided that the three of them committed an offence punishable u/s 120-B IPC to cheat the Customs Department and the CO committed the offence of criminal misconduct by abusing his official position and thereby causing wrongful loss to Customs Department. Therefore, the prosecution had successfully established the charges against the CO and two others u/s 120-B IPC r/w 13(2) r/w 13(1)(d) of PC Act, 1988 beyond any reasonable doubt and they were found guilty of the above said charges'.*

10.4.1 The Commission further observed that the CO vide his representation had

stated that he had appealed before the Hon'ble High Court of Chennai for stay of the conviction imposed on him by the Learned Special Judge for CBI cases. He had requested that the proposed action against him may be deferred till his petition against conviction was disposed of. However, the Commission, on the basis of the relevant OMs of the Department of Personnel & Training, observed that action against a convicted Government servant should be taken straight away under Rule 19(1) and, an appeal filed against the conviction or even a stay on the sentence would have no effect unless the conviction itself is stayed and the competent disciplinary authority may proceed with the institution/completion of disciplinary proceedings, including imposition of the penalty as prescribed in the relevant disciplinary rules, on the basis of conviction imposed on a public servant by a criminal court, notwithstanding the fact that a higher court on an appeal filed by the public servant concerned, may order suspension of the 'sentence' passed by the trial court till the final disposal of the appeal.

10.4.2 The Commission also observed that the CO had been convicted under Section 13(1)(d) of the POC Act. His conviction is to punish his criminal misconduct as provided in the POC Act, 1988. However, no charge of *quid pro quo* or receipt of illegal gratification by the CO was pressed during the trial. While this case might not be a fit case for dismissal or removal, yet CO's misconduct could not be ignored. Moreover, CO belongs to CBI, which is supposed to be one of the most potent tools available with the Central Government to deal with corruption. The CO, on the other hand, had become a conduit for commission of offences under the Customs laws.

10.4.3 In view of their observations, the

Commission concluded that the ends of justice would be met in this case if the penalty of 'Compulsory Retirement with full forfeiture of gratuity and permanent forfeiture of 60% of his pension' be imposed on the CO. Advice of the Commission was communicated to the DA on May 04, 2017.

10.5. On December 26, 2017 the DoP&T issued final Order in this case imposing the penalty of 'dismissal from service which shall ordinarily be disqualification for future employment under the Government' on the CO. This Order was in disagreement with the Commission's advice. It was observed that the DoP&T considered the penalty advised by the Commission to be very liberal taking into account the facts and circumstances of the case and, placed the case before the Committee of Secretaries for resolving the disagreement. The CoS recommended the view of the DoP&T for imposition of the major penalty of dismissal from service which shall ordinarily be a disqualification for future employment under the Government on the CO, which was accepted by the Disciplinary Authority and Order was issued accordingly on December 26, 2017.

10.6. As the Order passed by the Government was not in accordance with the advice of the Commission, it has been treated as a case of non-acceptance of the advice of the Commission.

#### (XI)

#### **ACTION UNDER RULE 14 OF CCS (CCA) RULES, 1965 CONTINUED UNDER RULE 9 OF CCS (PENSION) RULES, 1972 AGAINST AN OFFICER IN THE DEPARTMENT OF TELECOMMUNICATIONS**

11.1. Advice of the Commission was sought by the Ministry of Communications, Department of Telecommunications in February, 2013 on the disciplinary

proceedings initiated against a Director Telecom (later General Manager), Patna.

11.2. The Charged Officer (CO) was issued a major penalty charge sheet on January 22, 2007 under Rule 14 of CCS (CCA) Rules, 1965 on the following Articles of Charge:

- I. *The Charged Officer, while posted and functioning as Director Telecom (North), Patna during the year 1992-93 committed grave irregularity by entering into an agreement on 13.11.1992 with a private Engineering firm for erection and foundation of 40M towers at the cost of ₹ 6,20,000/- and ₹8,30,000/- respectively ignoring departmental rules and without calling any tender.*
- II. *The Charged Officer entered into an agreement with the Engineering firm for procurement of Tower without specific quantity and definite liability.*
- III. *The Charged Officer passed the bill No. DTN/Vaishali/Tower foundation dated 22.01.1993 of the said Engineering firm ignoring the objection raised by AO/IFA regarding non-submission of Measurement Book(MB), Non-sanction of estimate and variation of materials with that of agreement and put the department to loss.*
- IV. *The Charged Officer during the aforesaid period committed grave irregularities by forwarding the request of contractor for advance payment of ₹10 lakh and passed the advance of ₹10 lakh even without proper approval of the competent authority.*

*Thus by his above acts, the Charged Officer committed misconduct, failed to maintain absolute integrity and acted in a manner unbecoming of a Government servant and*

*thereby violated the provisions of Rule 3(1)(i) & (iii) of CCS (Conduct) Rules, 1964.*

11.3. On denial of the charges by the CO, an inquiry was ordered. The Inquiry Officer held all the four Articles of Charge as not proved. The Disciplinary Authority disagreed with the inquiry findings and held all the four Articles as proved. A copy of the inquiry report along with the disagreement memo was forwarded to the CO for his representation, if any. The CO submitted his representation and after considering the same and all other aspects relevant to the case, the DA tentatively decided to impose a cut in pension on the CO, as he had retired on superannuation on March 31, 2012 and the disciplinary proceedings were deemed to be continued under Rule 9 of CCS(Pension) Rules, 1972. The case was, thereafter, referred to the Commission in February, 2013 for their advice in the matter.

11.4. The Commission, on detailed analysis of the case, observed that in respect of Article-I, as per provisions of Rule 128 of General Financial Rules, 1963 the CO was supposed to make work foundation and erection of 40M and 50M towers through open tender. However, he failed to do the same. As per details of schedule of work, cost of 40M tower and 50M tower were ₹ 6.20 lakhs and ₹ 8.30 lakhs respectively. From the information available in the agreement, the cost of work order on the firm was not known because quantity was not specified in the agreement. The number of towers to be erected was not specified in the said agreement. The purchase of towers was decentralized vide DoT letter, meaning thereby that before issue of the said letter it was an item to be purchased centrally and no power was vested with the Circle for such purchase. The contentions of the CO that the rates of tender were approved by

the CGMT, Bihar Circle and inspection of the superior officers was followed, were not found tenable. Thus, the Commission held the charge that the CO did not invite open tender as per relevant provisions of GFR, for a work of such a large magnitude, as proved.

11.4.1 As regards Article-II, the Commission observed that agreement entered between the department and the said firm did not reveal the number of towers to be purchased on the basis of the said agreement. The agreement had details calculation for 40 M tower which was worked out as ₹5,87,490/- and in the schedule of works of the agreement, the cost of 40 M tower was mentioned as ₹6.20 lakhs. The detailed calculation of 50 M tower was not available with the agreement and, no details for variations in the cost of 40 M tower and basis of calculation of 50 M tower had been given. Since the specific quantity was not given, it was not possible to work out the definite liability. This was in contravention to the provisions of Rule 419 of P & T Manual Vol. II. In the absence of definite quantity, it was not possible to work out the definite liability. Thus, the Commission held the charge that the CO entered into an agreement for procurement of tower without specific quantity and definite liability as proved.

11.4.2 The charge under Article-III implied that the CO ignored the objections raised by the AO/IFA on the bill for ₹4,55,180/- and passed the bill. The Commission observed that the objections raised by the AO were mainly about non-availability of MB, sanction estimate number and difference of quantity in the bill with reference to agreement. The CO has signed the bill, which also revealed that the Junior Telecom Officer and Sub-Divisional Officer recorded about completion of work as per specification and both these officials appended their signature.

However, the date below the signature of the CO, as a token of passing bill, was not available whereas; the available record revealed that the CO generally used to put dated signature. As the date was missing, it strengthened the view that the bill was passed by the CO prior to clearance of the objections. The Commission held the charge that the CO passed the bill ignoring the objections raised by AO/IFA as proved.

11.4.3 The Article-IV of the charge related to forwarding the application of the firm for advance of ₹10 lakh to the GM through IFA for perusal and approval of the advance showing urgency of work to be completed by March, 1992. The Commission observed that as per Rule 434 of P & T Manual, Vol. II, advances to contractors are prohibited and in exceptional circumstances, Head of Circle is empowered to sanction the advances and in certain conditions only. The Commission observed that the CO, after receipt of the letter from the firm, initiated a proposal for releasing advance payment. Based on the recommendation made by the CO, the Circle Office approved the proposal. Being a senior officer, the CO should have rejected the request of the contractor, in view of the provisions of Rule 434 of P & T Manual, Vol. II. instead of forwarding the same to higher authorities. The contention of the CO that he initiated the request and it was sanctioned by Circle Office was not tenable on the grounds that it was against the provisions of the agreement signed by the CO and the firm and also against Rule 434 of the P & T Manual. The Commission held this Article of Charge as proved.

11.4.4 On the basis of their analysis, the Commission concluded that the charges established against the CO constitute grave misconduct and advised that the penalty

of withholding of 20% of monthly pension otherwise admissible to the CO for a period of five years be imposed on him and the gratuity admissible to him be released. Advice of the Commission was communicated to the Department of Telecom on May 21, 2013 and penalty Order was issued accordingly by the DA on June 6, 2013.

11.5. Aggrieved by the penalty Order, the CO filed an OA No. 3493/2013 before the Hon'ble CAT, Principal Bench. The Hon'ble CAT, vide their Judgement dated August 22, 2014 quashed and set aside the penalty Order dated June 6, 2013 on the grounds of two procedural infirmities viz., (i) copy of UPSC advice was forwarded to the applicant along with the final Order only and (ii) DA was not required to resort to the second stage advice of CVC as per DoP&T OM dated 26.09.2011, but in this case DA had obtained 2<sup>nd</sup> stage advice. The Hon'ble CAT directed the DA to proceed further from the stage of consideration of the report of the IO, in consonance with the provisions of CCS(CCA) Rules. The DA reconsidered the case, held the charges as 'not established' and issued a fresh Order on September 28, 2016 vide which the charges against the CO were dropped and he was exonerated.

11.6. The Commission observed that the final Order issued by the DA for dropping the charges and exonerating the CO was in disagreement with the advice tendered by the Commission. Initially while making

a reference to the Commission seeking advice, the DA had held that the action taken by the CO showed malafide on his part, warranting a penalty of cut-in-pension on him. However, when the case was re-considered in compliance of the Hon'ble CAT's Judgement dated August 22, 2014, the DA found the charges as not established and finalised the case without referring the matter to the Commission for advice on the fresh conclusion of the DA. According to the DA, UPSC was not consulted before issuing the final Order because, no penalty was proposed to be imposed on the CO, and, this was a re-opened case as the proceedings ahead of the stage of receipt of inquiry report had been quashed by the Hon'ble CAT; and hence the question of disagreement with the UPSC did not arise. The Commission observed that the DA should have referred the case back to the Commission for advice after reviewing its earlier decision which was based on UPSC's advice in the case. Thus, it was observed that this case involved disagreement with the Commission's advice together with non-compliance of prescribed procedure while issuing the fresh final Order.

11.7. As the Order passed by the Government was not in accordance with the Advice of the Commission, it has been treated as a case of non-acceptance of the Commission's Advice.



## Delays in Implementing the Advice of the Commission

### Delay in notification of recruitment rules

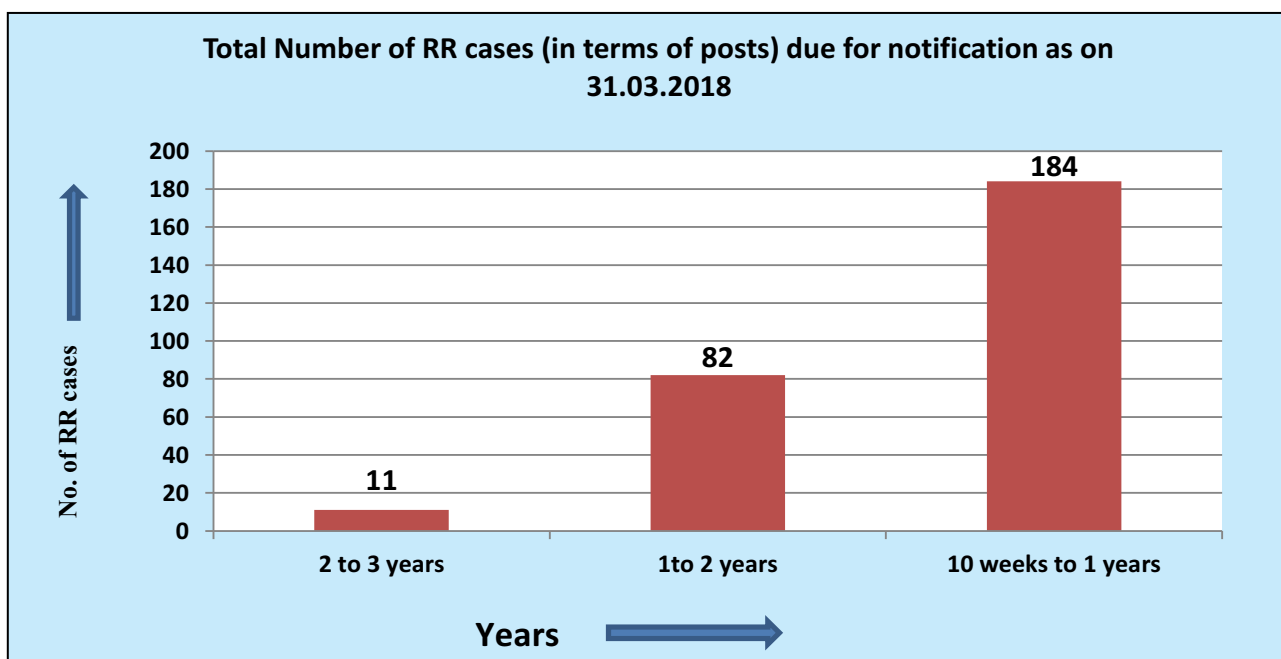
The extant Guidelines of DoP&T provide that the Recruitment Rules approved by the Commission should be notified by the Ministry(s)/ Department(s) concerned within a period of 10 weeks from the date of receipt of the Advice letter of the Commission. At the beginning of the year 2017-18, there were 256 cases pending for Notification beyond the time stipulated under the DoP&T Guidelines. Besides, RRs for 426 posts were advised till December 31, 2017. A series of meetings with senior officers of the Ministries/ Departments and regular follow up action in this regard during the year, resulted in notification of 405 cases or 59.38% of the total cases. Consequently, out of 682 posts (256 posts - Previous Year + 426 - Current Year), the RRs for 277

posts were pending for notification beyond stipulated time by the concerned Ministries and Departments as on March 31, 2018. The year-wise pendency position is given in **Table-1** and **Diagram-1 (Appendix-31)**.

**Table-1: RR Cases pending for Notification - Analysis**

S. No.	Period of Pendency	Total Number of RR cases (in terms of posts) due for notification as on 31.03.2018
(i)	(ii)	(iii)
1	2 to 3 years	11
2	1 to 2 years	82
3	10 weeks to 1 years	184
	<b>Total</b>	<b>277</b>

**Diagram-1 RR Cases pending for Notification**



**Delay in issuance of offers of appointment to the candidates recommended by the Commission on the basis of results of various Examinations**

2. There were a total of 165 cases, as on March 31, 2018 where offers of appointment to the candidates recommended by the Commission on the basis of results of various Examinations were delayed by the Ministries/Departments for more than one

year. Of these cases, 160 cases were such where offers of appointments were yet to be made even though a period of more than one year had elapsed [as compared to 18 cases of last year] since the recommendations were made. Of the remaining 05 cases, 04 cases are where offers have been delayed by more than two years but less than three years and one case is where the offer has been delayed by more than one year but less than two years.

**Table-2: Delay in issuing of offer of appointment under Direct Recruitment by Examination**

S. No.	Period of Delay	No. of cases in which offers of appointment issued but delayed		No. of cases in which offers of appointment not yet issued	
		Position as on March 31, 2017	Position as on March 31, 2018	Position as on March 31, 2017	Position as on March 31, 2018
1.	4 years and above	--	--	09	06
2.	3-4 years	--	--	02	16
3.	2-3 years	--	04	04	70
4.	1-2 years	02	01	03	68
	<b>Total</b>	<b>02</b>	<b>05</b>	<b>18</b>	<b>160</b>

**Delay in issuance of offers of appointment to candidates recommended by the Commission through Direct Recruitment by Selection**

3. During the year, issuance of

offers of appointment to the candidates recommended by the Commission through Direct Recruitment by Selection were delayed for more than one year in 11 cases by the Ministries/ Departments concerned.

**Table-3: Delay in issuing of offer of appointment under Direct Recruitment by Selection**

Sl. No.	Period of Delay	No of cases in which offers of appointment issued but delayed		No. of cases in which offers of appointment not yet issued	
		Position as on March 31, 2017	Position as on March 31, 2018	Position as on March 31, 2017	Position as on March 31, 2018
1.	4 years and above	0	0	11	1
2.	3-4 years	0	1	5	0
3.	2-3 years	1	0	2	2
4.	1-2 years	7	0	23	7
	<b>Total</b>	<b>8</b>	<b>1</b>	<b>41</b>	<b>10</b>



### Views of the Commission

4. **The Commission is of the firm view that the candidates recommended by it, should not be made to wait for receipt of the offers of appointment from the Ministries/ Departments concerned.** In many cases, candidates selected by the Commission, in the meantime, secure placement elsewhere and do not become available for appointment under the Government, thus

rendering the whole exercise of the selection of such candidates becomes infructuous. The Commission reiterates the need for the Ministries/Departments concerned to adopt suitable measures in order to ensure that the recommended candidates are issued offers of appointment as early as possible.



## Administration, Training and Finance

### Administration

1. The Chairman of the Commission has been vested with all the administrative and financial powers of the Commission and is also the Head of the Department. The service conditions of Chairman and Members of the Commission are regulated by the UPSC (Members) Regulations, 1969 (as amended from time to time).

2. The Secretariat of the Commission is headed by a Secretary, who is an Officer of the rank of Additional Secretary to the Government of India. The sanctioned strength of the Secretariat, as on March 31, 2018, was 1817. The cadre-wise details of the officers and officials of the Secretariat are given at **Appendix-33**. The service conditions of the staff are regulated by the UPSC (Staff) Regulations, 1958 (as amended from time to time). The Organization Chart of the

Commission is given at **Appendix-34**. The details regarding representation of SCs, STs, OBCs and Persons with Disabilities (PwDs) in the Secretariat are given at **Appendix-35**.

### Training

3. The details of in-house training programs which were organized during 2017-18 for the Officers/Officials of the Commission are given in **Table-1**.

### Finance

4. An Additional Secretary in the Secretariat, who is an officer of the rank of Joint Secretary to the Government of India, is nominated as the Financial Advisor in the Commission. The Financial Advisor is responsible for formulating, operating and controlling the budget of the Commission and other matters pertaining to expenditure control, monitoring and rendering financial

**Table-1**

Sl. No.	Name of the Course	Level of participants	No. of Participants
1.	Noting & Drafting	SO/ASO/SSA	30
2.	Financial Planning - Tax Management	US/SO/ASO/SSA	30
3.	Gender Sensitization	US/SO/ASO/SSA	22
4.	Record Management	SO/ASO/SSA	25
5.	Stress Management	US/SO/ASO/SSA	34
6.	Noting & Drafting	SO/ASO/SSA	25
7.	CAT / Court cases	SO/ASO/SSA	25
8.	Communication Skills	SO/ASO/SSA	23
9.	Record Management	SO/ASO/SSA	25
10.	Dealing of RTI Application/ Appeals.	SO/ASO/SSA	30
11.	Gender Sensitization	US/SO/ASO/SSA	25
12.	Dealing of RTI Application Appeals on RTI MIS (online) Portal	AAAs/CPIO	26

advice to the Commission. The Financial Advisor of the Commission is supported by the Finance and Budget Officer (F&BO) who is an officer of the rank of Under Secretary with a background in accounts and finance.

### Budgetary position during 2017-18

UPSC is a Constitutional body entrusted with certain important functions under Articles 320 and 321 of the Constitution, which inter-alia involve conduct of various prestigious examinations for appointment to senior level posts under the Government. As per Article 322 and Article 113 of the Constitution, expenditure of UPSC is charged on the Consolidated Fund of India. For the Financial Year 2017-18, a provision of ₹ 229.19 crore

(B.E.) was made which was enhanced to ₹241.30 crore at RE stage. The provision was meant for establishment/administrative expenses and for conduct of various Competitive Examinations and Recruitment Tests by the Commission. The Examinations have to be conducted in accordance with the pre-determined time schedule and therefore such expenditure is a committed liability which cannot be deferred. The expenditure on Examination and Selection are directly related to the number of candidates applying in various Examinations and Recruitment Tests being conducted by Commission. The position with regard to provision made and utilization of funds during the last Five years is given at **Table-2**:

**Table-2**

(Rupees in lakhs)

Year	BE	RE	Surrender	Net Appropriation (Final Grant)	Actual Expenditure	Unspent	%utilization of funds (col 6 over 5)
1	2	3	4	5	6	7	8
2013-14	15792.00	16664.00	-	16664.00	16662.55	1.45	99.99%
2014-15	17081.00	18881.00	-	18881.00	18872.75	8.25	99.96%
2015-16	20000.00	21300.00	-	21300.00	21294.59	5.41	99.97%
2016-17	21700.00	24192.00	6.69	24185.31	24178.99	6.32	99.97%
2017-18	22919.00	24130.00	-	24130.00	24099.31*	30.69	99.87%

\* Detailed object head-wise Expenditure and Receipts for the year 2017-18 is at **Appendix-36**.

## Miscellaneous

### Right to Information Act, 2005

The Commission is a “Public Authority” under Section 2 (h) of the Right to Information Act, 2005. Accordingly, 42 Central Public Information Officers (CPIOs) and 13 Appellate Authorities were designated under the Act, as on March 31, 2018.

2. To facilitate dissemination of information under the Act, as a proactive measure, the following information is available on the Commission’s website:-

- a) The Commission
- b) Organization chart of the Secretariat of the Commission
- c) List of Subjects
- d) List of Senior Officers of JS (Director) level and above in the office of UPSC
- e) Channels of submission from JS and above
- f) Statement of Committees consisting of two or more persons constituted for purpose of advice
- g) Write up on the Complaints Committee for Prevention of Harassment of women at work place
- h) Liaison Officer for SC, ST, PWDs, ESM and OBCs
- i) Transparency Officer in UPSC
- j) List of Appellate Authority & CPIOs in UPSC
- k) Guidelines for CPIOs
- l) Details of monthly receipt and

disposal of RTI applications

- m) RTI Quarterly Returns
- n) Record Retention Schedule, 2015 of UPSC
- o) Details of Appropriation - UPSC (Charged)
- p) Information regarding domestic and foreign visits of Officers of UPSC
- q) Pay Structure of Group A Officers of the Commission
- r) RTI Applications - First Appeals and their replies
- s) Previous Notifications - Orders of CPIOs - Appellate Authority

3. The details of RTI applications and appeals received and disposed off are given in **Table - 1**.

**Table - 1**

S.No.	Particular	Number
1	Total number of RTI Applications received during the year 2017-18	4758
2	Total number of RTI Appeals received during the year 2017-18	502

RTI applications and appeals were disposed off within the time limit prescribed under the RTI Act, 2005.

### Foundation Day of the Commission

4. **The Commission celebrated its 91<sup>st</sup> Foundation Day on September 29, 2017.** Hon’ble Chairman / Members and retired

Chairmen / Members of the Commission graced the function, which was followed by a colorful cultural programme presented by talented artists from amongst staff members of the Commission and Song & Drama Division, M/o I&B.

#### **Memorandum of Understanding (MoU) with Bhutan and Mauritius**

5. **MoU with Royal Civil Service Commission (RCSC), Bhutan** - A Memorandum of Understanding (MoU) with the Royal Civil Service Commission, Bhutan was signed on May 29, 2017. The area of cooperation includes sharing of experiences and expertise in Civil Service matters such as recruitment and selection, exchange of senior officers on the basis of reciprocity and mutual benefit, facilitating bilateral exchanges with a view to sharing and promoting best practices etc.

6. **MoU with Public Service Commission of the Republic of Mauritius**-The Commission signed a MoU with Public Service Commission of the Republic of Mauritius on March 12, 2018. The area of cooperation includes sharing of experience on modern approach to public service recruitment and selection, exchange of information and expertise, sharing of expertise in the use of Information Technology (IT) and experience in Single Window System, organizing training sessions for officials and sharing of experience on the modalities adopted on audit of processes and procedures.

**In pursuant to the decision taken in the 19th National Conference of Chairpersons of State Public Service Commissions held on February 18-19, 2017, the Commission organized the following two Workshops:-**

#### **7. Workshop on “Guidelines and Processing - Framing of Recruitment Rules”**

One-day Workshop on “Guidelines and Processing - Framing of Recruitment Rules” for senior officers of State Public Service Commissions was convened at India Habitat Centre, New Delhi on August 24, 2017.

#### **8. Workshop on Interview Techniques**

One-day Workshop on Interview Techniques for Hon’ble Chairpersons and Hon’ble Members of the State Public Service Commissions was convened by the Union Public Service Commission on September 15, 2017. Thirty eight Hon’ble Chairpersons and Members from State Public Service Commission(s) participated in the workshop.

#### **National Conference of Chairpersons of Public Service Commissions**

9. The 20th National Conference of Chairpersons of State Public Service Commissions was held at Panaji, Goa on January 12-13, 2018.

#### **Visits of Foreign Delegations**

10. A 50 Member delegation from Afghanistan along with three Officers from IIPA visited the Commission and had interactive session on May 8, 2017.

11. A delegation led by Prof. Seewant Bhoojedhur, Dy. Chairperson of Mauritius Public Service Commission visited the Commission along with H.E. Mr. J Goburdhun, High Commissioner and Mr. S. Nundlall, Counselor (Trade & Investment), Mauritius High Commission in India and had interactive session with Hon’ble Chairman, Union Public Service Commission on December 20, 2017.

### **Visits by Representative of State Public Service Commission**

12. Chairmen and Members from State Public Service Commissions of Arunachal Pradesh, Manipur, Jharkhand, Karnataka, and Secretary, Madhya Pradesh Public Service Commission visited Union Public Service Commission.

### **UPSC (Exemption from Consultation) Regulations, 1958**

13. During 2017-18, the Commission considered eight proposals received from the Government seeking exemption from its purview. These proposals were examined and observations of the Commission conveyed to the concerned Ministry / Department. List of posts / services exempted from the purview of Commission since the issue of U.P.S.C. (Exemption from Consultation) Regulations, 1958 as on March 31, 2018 is given at **Appendix-32**.

### **Seniority and Service matters**

14. The Commission tendered advice in two cases relating to inter-se-seniority and three cases relating to miscellaneous service matters. A comparative statement showing the number of seniority and service related matters on which the advice was tendered by the Commission during 2016-17 and 2017-18 is given at **Appendix-3**.

### **Publication of Half-yearly Newsletter of State Public Service Commissions**

15. A Half-yearly Newsletters of Public Service Commissions for the period January to June and July to December is being compiled and uploaded on the website of UPSC after obtaining necessary inputs/data from State Public Service Commissions and various Branches in the Commission. The Newsletter, inter-alia,

contains incumbency statement of UPSC and 29 State Public Service Commissions, appointment / retirement of Chairman / Members, Examinations / Recruitments held, Departmental Promotion Committee / Selection Committee Meetings held, visit by Dignitaries etc. The 72<sup>nd</sup> and 73<sup>rd</sup> issues of the Newsletter were compiled and uploaded on the website of UPSC during 2017-18.

### **Progressive use of Hindi in official work**

16. Union Public Service Commission continued to make sincere and concerted efforts to ensure compliance with the provisions of the Official Language Act/ Rules and various Orders/Instructions issued by the Department of the Official Language from time to time regarding the progressive use of Hindi for official purposes.

### **Implementation of Government's Language Policy and programme**

17. The Union Public Service Commission has a Hindi Branch under the charge of a Director (Official Language) with two Deputy Directors (Official Language), four Assistant Directors (Official Language) and other supporting staff. Apart from guiding and monitoring the implementation of the Official language policy and programmes of the Government, this Branch also performs the work relating to the translation of documents, which are required to be issued in Hindi or bilingually.

### **Official Language implementation Committee**

18. During 2017-18, four meetings of the Official Language Implementation Committee under the chairmanship of Secretary UPSC were held in the Commission and necessary follow-up action was taken to implement the decisions of the Committee.

### **Correspondence in Hindi**

19. In pursuance of Section 3(3) of the Official language Act, 1963, general orders, resolutions, notifications, press communiqués, administrative reports, rules, regulations, tender notices, tender forms etc. were issued bilingually during 2017-18. Correspondence with offices located in 'A' and 'B' regions were generally carried out in Hindi.

### **Training in Hindi**

20. During 2017-18, 31 officials have received typing training and 2 stenographers have received stenography training under Hindi Teaching Scheme.

### **Hindi Workshop**

21. During 2017-18, 04 (four) workshops were organized for the officers/employees of the Commission to encourage and to overcome the hesitation of doing their daily work in Hindi.

### **Cash awards and Incentive Schemes**

22. At present, three Incentive Schemes with cash prizes are in operation in the Commission. In accordance with the First Incentive Scheme of the Raj Bhasha Vibhag to encourage the officers/officials for doing their official work originally in Hindi, the Commission awarded 02 first prizes of ₹5000/- each, 03 second prizes of ₹3000/- each, 05 third prizes of ₹2000/- each and 12 consolation prizes of ₹400/- each to its officers/officials. Similarly, two prizes of ₹5000/- each were awarded to two officers under the Second Incentive Scheme for officers for giving dictation in Hindi. In addition to these incentives provided under the Official Language Policy, the Commission is also implementing an Incentive Scheme for rewarding those Sections who have

performed their maximum official work in Hindi, the Commission awarded one first prize of ₹5000/-, one second prize of ₹ 3500/-, one third prize of 2500/-, two encouragement prizes of ₹ 1500/- and three consolation prizes of ₹ 1000/- each to its Sections.

### **Hindi Diwas and Fortnight**

23. Hindi Pakhwara or Hindi Fortnight was organized from September 1, 2017 to September 15, 2017. The Pakhwara started with an appeal made by the Chairman of the Commission, requesting the officers/officials of the Commission to perform their maximum official work in Hindi. During this period, competitions on Noting and Drafting, Essay writing, Poetry, Dictation, Quiz, Chitra Abhivyakati, Typing and On-the-Spot Speech competitions in Hindi were held during this period. To conclude the Hindi Pakhwara, the main function was organized on September 19, 2017 under the Chairmanship of Hon'ble Member of UPSC Shri Vinay Mittal wherein cash prizes and certificates were distributed to the winners.

### **Inspections**

24. The use of Hindi is closely monitored through scrutiny and review of Quarterly Progress Reports received from the Sections and also through O&M meetings conducted by the Branch Heads and inspections by Assistant Directors of the Official Language Branch. During 2017-18, a total of 32 Sections in the Commission were inspected for compliance with the Official Language Policy and Annual Programme.

### **Examination Reforms**

25. Examination Reforms Branch of the Commission carries out detailed statistical analysis of different examinations on a



regular basis to monitor the quality of question papers. This analysis is essential to ensure the effectiveness of the tests administered and to carry out required changes and improvements in the scheme of testing.

26. Detailed analysis of candidates' community, age, gender and qualification in the Civil Services (Main) Examination, Engineering Services Examination and Indian Forest Service (Main) Examination is also carried out.

#### **Penalties imposed on candidates for misrepresentation and other malpractices.**

##### **(i) Examination**

27. During the year 2017-18, thirteen cases of malpractices, committed by the candidates came to notice of the Commission. These malpractices inter alia, included suppression of information, submission of false information/fabricated documents by forging e-admit card, possession of mobile phone, blue tooth device etc, during the examination, etc. The Commission took serious note of such cases and, after following due process, imposed penalties on the delinquent candidates, ranging from cancellation of their candidature to their debarment from the future Examinations/ Selections, conducted by the Commission, for periods from five years and in some cases, permanently.

##### **(ii) Direct Recruitment by Selection**

28. During 2017-18, 06 cases came to notice of the Commission in which candidates offered bribe to a senior official or submitted fake/fabricated Experience Certificate while applying for a post. The Commission took serious note of these cases and after following due process, debarred all these candidates permanently from appearing in any Examinations/ Selection to be held by the Commission.

#### **Redevelopment of 3rd floor of Ayog Sachivalaya Building**

29. The 3rd floor of Ayog Sachivalaya Building has been renovated with 11 Ultra-Modern Conference Halls along with a Video conferencing facility in one of the halls. This facility will go a long way in fulfilling the examination related requirements of conducting confidential activities in the Commission. The renovated floor was inaugurated by the Hon'ble Chairman on November 1, 2017.

#### **Unveiling the Statue of Father of the Nation Mahatma Gandhi in the Corridor of Main Building**

30. A 3 feet 6 inch Bronze statue of Father of the Nation Mahatma Gandhi in the Main Building has been unveiled by the Hon'ble Chairman on December 1, 2017.



## Acknowledgement

The Commission would like to place on record its sincere thanks to the Ministries and Departments of Government of India, State Governments, the Administration of Union Territories, State Public Service Commissions, Universities and other Institutions for the valuable help and co-operation rendered by them, but for which, it would not have been possible to discharge its Constitutional functions.

The Commission also expresses its deep appreciation of the hard work and efficient performance of duties by the officers and other members of the staff.

1.	Prof. David R. Syiemlieh	Chairman	Demitted office on 21.01.2018 (AN).
2.	Shri Vinay Mittal	Member	
3.	Shri Chhatar Singh	Member	Resigned w.e.f. 22.09.2017
4.	Shri Arvind Saxena	Member	
5.	Prof. (Dr.) Pradeep Kumar Joshi	Member	
6.	Shri Bhim Sain Bassi	Member	
7.	Air Marshal Ajit S. Bhonsle AVSM, VSM	Member	
8.	Ms. Sujata Mehta	Member	
9.	Dr. Manoj Soni	Member	
10.	Ms. Smita Nagaraj	Member	

**(Rakesh Kumar Gupta)**  
Secretary  
Union Public Service Commission

Date: 02<sup>nd</sup> November, 2018



## Appendix-1

### Profiles of Hon'ble Chairman and Members of the Commission

#### Prof. DAVID R. SYIEMLIEH

Prof. David R. Syiemlieh studied in St. Edmund's College, Shillong, where he graduated with Honours in History (1974). He then pursued a Masters programme in History at the North-Eastern Hill University (1974-1976). In 1977 he went back to teach under-graduates in his alma mater before joining the Department of History, NEHU in 1979. He rose to become Professor of History. Concurrent with this position, he held at different times the offices of Dean Students' Welfare, Proctor, Director, College Development Council, and Head Department of History, NEHU. He was Controller of Examinations, NEHU (2008-2010). He officiated as Registrar of the University (2010). Prof. Syiemlieh was Pro-Vice-Chancellor, North-Eastern Hill University (2010-2011).

The President of India as Visitor, Rajiv Gandhi University, Itanagar, appointed Prof. David Syiemlieh, Vice-Chancellor of the University in September 2011. He assumed charge of the office on 5 October 2011. During his tenure at RGU, Prof. Syiemlieh put the University on track. The Convocation was held after a period of three years; statutory meeting required by the University were put in place and the administration was geared up to implement the XIth Plan and finalise the XIIth Plan document. Steps were also taken to initiate academic and examination reforms. RGU

was host to a number of seminars and conferences. The University received in its campus a number of dignitaries including the US Ambassador to India and a delegation of European Ambassadors to India. Prof. Syiemlieh was given a warm send off by the students, staff and teachers of RGU.

Awarded an M.Phil in 1980 he continued research and was conferred the PhD in 1985. Prof. David Syiemlieh taught courses on capitalism and imperialism, modern Indian history and the history of Christianity in North East India. He successfully guided 14 scholars through the M.Phil and 8 scholars for the Ph.D degrees and has been mentor to many more scholars. He has received a number of prestigious academic fellowships including a Senior Fulbright Fellowship to Notre Dame University, USA; a Charles Wallace Grant for research in the UK and an Indo-France Cultural Exchange grant for research in Paris. Actively engaged in historical research he has published a number of books and papers on the history of the region. His more recent publications are *On the Edge of Empire: Four British Plans for North East India*, (Sage Publications, 2014) and *Layers of History: Essays on the Khasi-Jaintias*, Regency Publications, 2015). His research has enabled him to travel extensively in India and abroad. He has given lectures in different Universities in the US while on the Fulbright Fellowship. He has delivered lectures at the Centre for South Asian Studies, Cambridge University;

Edinburgh University; Swansea University; Indira Gandhi National Centre for the Arts, New Delhi; Jawaharlal Nehru University and in the Universities and research institutions in North East India.

Prof. David R. Syiemlieh was President of the North East India History Association, 2010-2011, an association specializing on the history of North East India and built up with other long standing members of the Association. Former Honorary Director of the ICSSR-NERC, Shillong, he was Council Member for two terms of the Indian Council of Historical Research, New Delhi. He was also Council Member of the Indian Council of Social Science Research, New Delhi. Prof. Syiemlieh was elected President of the Modern India Section, Indian History Congress and delivered his Address at the 73rd session - Mumbai University in December 2012. He attended and made a presentation at the international conference 'Enhancing the Efficiency of Civil Servants through Capacity Development of Civil Servants', 11-12 September 2014 at Baku, Azerbaijan.

Prof. David R. Syiemlieh joined as Member, UPSC on 25.06.2012. On 4<sup>th</sup> January, 2017 he was appointed as Chairman, Union Public Service Commission and demitted office on 21.1.2018 (AN).

### **Shri VINAY MITTAL**

A 1975 batch officer of the Indian Railway Traffic Service (IRTS), Shri Vinay Mittal served the Indian Railways with a long career spanning 38 years, and held various key positions in the Indian Railways network. He rose to become Chairman, Railway Board w.e.f. 30.06.2011 and retired from the post in June, 2013. As Chairman, Railway Board he was the Head of the apex level

decision making body of Indian Railways and his responsibilities entailed overseeing the working and performance of 17 Zonal Railways, 7 Production Units, 1 Research Organization and 1 Premier Educational Institute for training of Group A Officers. As Chairman, Railway Board, Shri Mittal provided strategic leadership and direction in the running of the Indian Railway system professionally, policy formulation and planning covering all aspects of Railway working, induction and assimilation of technologies, development of Railways' vast human resource of a work force of almost 1.4 million. Shri Mittal also contributed significantly to the effective fulfillment of sectoral requirements of various Ministries/ Departments.

Concurrently, with the post of Chairman, Railway Board, Shri Mittal was also the Ex-Officio Chairman of the iconic Dedicated Freight Corridor Corporation of India Ltd. (DFCCIL), tasked with the construction of high technology freight corridors of over 3000 kms on the Eastern and Western flanks of the country being attempted on a scale of this magnitude for the first time in India. The project witnessed significant progress during his tenure, including completion of over 90% land acquisition, issue of almost all the required environmental and forest clearances, as also award of the World Bank aided major civil construction contract for the 343 kms portion from Khurja to Kanpur on the Eastern Corridor and the JICA aided 641 kms Rewari-Iqbalgarh segment on the Western Corridor.

It was largely due to the efforts of Shri Mittal that all the PSUs under the Ministry of Railways, except DFCCIL and IRFC were granted full functional autonomy with redesignation of their Heads of Office

as Chairman-cum-Managing Directors which greatly facilitated the working environment of these organizations.

Shri Mittal also held crucial senior managerial positions on the railways system, including General Manager of North Western Railway, and thereafter General Manager of South Eastern Railway. Prior to that, he had also distinguished himself in key administrative and operational positions of Additional General Manager, Chief Operations Manager and Chief Commercial Manager of the Central Railway. At the field level, Shri Mittal was selected to head one of the largest and most complex Divisions of Indian Railways, the Bilaspur Division, which then contributed the highest freight loading and revenue earning among all the Divisions of the Indian Railways.

Shri Mittal was also chosen to visit USA, France, China and other countries on several occasions as part of the Indian delegations deputed to undertake various high level studies on different aspects of railway technology and working.

Shri Mittal has been conferred with a number of awards and honours during his long career in the Railways. In 1981, Shri Mittal was the recipient of the prestigious Railway Minister's Award for outstanding performance at the All India level. He was awarded certificate in Transport Management and Containerization by the University of Wales, College of Cardiff, UK in 1992 and was also conferred the Best Project Award by the Department of Maritime Studies and International Transport. Under Shri Mittal's leadership, the Bilaspur Division was awarded the Overall Performance Efficiency Shield for the year 2003-04 among the three Divisions of the South East Central

Railway. In his tenure as Chief Commercial Manager, Central Railway, the Zonal Railway was awarded the coveted Inter-Railway Commercial Shield at the level of the Railway Board in the year 2007. The North Western Railway was awarded five Inter-Railway Shields in the National Awards for outstanding performances during the 56<sup>th</sup> Railway Week in the year 2011 when Shri Mittal was the General Manager of this Zonal Railway.

Shri Mittal was appointed as Member of the Union Public Service Commission on 8<sup>th</sup> August, 2013 on his demitting the Office of Chairman, Railway Board and w.e.f. 22<sup>nd</sup> January, 2018, he was appointed to perform the duties of Chairman of the Commission under Article 316(1A) of the Constitution.

### **Shri CHHATAR SINGH**

Born on 5<sup>th</sup> March 1953.

MA English from Department of English, Punjab University, Chandigarh. Subsequently, MA Economics (Development Administration & Management), University of Manchester (United Kingdom).

Joined the Indian Audit & Accounts Service in 1977 and after serving there for about three years, joined the Indian Administrative Service in 1980. Allocated to Haryana cadre and served in various capacities in the State Government and Government of India. After serving as Sub-Divisional Magistrate at three different stations, functioned as Additional Deputy Commissioner, Jind and Chief Executive Officer of the District Rural Agency, Jind (Haryana) for about two years. It was followed by an assignment in the M.D. University as Registrar and Controller of Examinations. Thereafter, was posted as Deputy Commissioner/District Magistrate

of district Mahendragarh at Narnaul from August 1987 to April 1989. Worked as Joint Secretary (Political and Services), Government of Haryana until September, 1991.

He was posted as Deputy Commissioner-cum-Estate Officer, Chandigarh (Union Territory) from 1991 to 1995. Thereafter, joined the Prime Minister's Office, New Delhi, initially as Director in January, 1997 and as Joint Secretary from November 1999 to January 2005. Returned to Government of Haryana and functioned as Additional Principal Secretary to Chief Minister from March 2005 to November 2009; Principal Secretary to Chief Minister and Chief Coordinator, Investment Promotion Centre, Government of Haryana, New Delhi from November 2009 till August 2013.

Shri Chhatar Singh was appointed as Member, Union Public Service Commission on 2<sup>nd</sup> September 2013. He resigned from UPSC on 22.9.2017.

### **Shri ARVIND SAXENA**

Shri Arvind Saxena joined UPSC as a Member on May 8, 2015, and on June 20, 2018 assumed the charge of Chairman, UPSC.

Shri Saxena studied Civil Engineering at the Delhi College of Engineering and did his M.Tech. in Systems Management from the Indian Institute of Technology (IIT), New Delhi.

Selected for the Civil Services, Shri Saxena joined the Indian Postal Service in 1978. Shri Saxena worked as Divisional Head of Postal Services at Bharatpur and Kota, covering the districts of Bharatpur, Dholpur, Kota, Jhalawar, and Baran in Rajasthan. In 1982 he was appointed as Officer on Special

Duty in-charge of arrangements for postal services for the IXth Asian Games and the 7<sup>th</sup> Non-Aligned Summit Meet. His work and contribution towards making these events successful were appreciated on record. After handling these assignments, he took over as Philately Officer at the Postal Directorate in New Delhi and subsequently as OSD for modernisation of the Stamps and Seals Factory in Aligarh. He was posted as Director, Mail Planning Operations at Bombay, looking after mail arrangements in the states of Maharashtra, Gujarat and Madhya Pradesh before being selected as Principal of the prestigious P&T Training Centre at Sharanpur, UP. During this assignment he worked with the Committee of Experts for Excellence in Postal Services. He was instrumental in drafting the papers for the Committee, which included reports on the largest ever consumer and employees survey for the postal services and induction of technology and modern management practices in postal operations in India. He also underwent a program for trainers at the University of Manchester in U.K.

In 1988, he left the Indian Postal Service to join the Research & Analysis Wing of the Cabinet Secretariat, where he specialised in the study of strategic developments in neighbouring countries, including Nepal, China and Pakistan. Shri Saxena served in different countries and in the States of Jammu & Kashmir, Punjab and Himachal Pradesh. He travelled extensively in India and abroad over a period of twenty seven years and had the opportunity to interact and establish productive relations with the senior-most echelons of leadership in various countries covering areas of local politics, intelligence, military, international relations, terrorism, finance and commerce. He also worked on activities of various insurgent, radical and



terror groups operating outside India. He attained domain specialisation in these areas.

He took over as Special Secretary in-charge of the Aviation Research Centre (ARC) in 2014, where he strengthened working ties with similar agencies of other countries and interacted closely in India with the Chiefs of the three Defence Services and Heads of Central Armed Police Forces.

Shri Saxena was given awards for meritorious services (2005) and distinguished services (2012), conferred by the Hon'ble Prime Minister of India in recognition of his exemplary work and unblemished service record in the R&AW. He continued to head the ARC till he demitted the charge in May 2015 to join UPSC as a Member.

#### **Prof. (Dr.) PRADEEP KUMAR JOSHI**

Professor (Dr.) Pradeep Kumar Joshi is current Member of Union Public Service Commission. Prior to this, he served as Chairman, Chhattisgarh Public Service Commission and also Chairman, Madhya Pradesh Public Service Commission. He also served as Director, National Institute of Educational Planning & Administration (NIEPA), [Ministry of HRD, Government of India]. The position of Director has been changed to Vice Chancellor & NIEPA has been changed to NUEPA (National University of Educational Planning & Administration). Prof. Joshi did his Post Graduate Degree in Commerce in 1977 and Ph.D. Degree in Commerce in 1981 from Kanpur University, Kanpur. Professor Joshi has been in the field of education for more than 28 years. He served as the Professor, Head & Dean, Faculty of Management Studies, Rani Durgavati University, Jabalpur (MP) since May 2000 to 12<sup>th</sup> June 2006. He also served as the Chairman, Board of

Studies and Chairman, R.D.C. in Business Administration, Rani Durgavati University, Jabalpur (MP) during that period (till June 2006). Prior to that, he served Department of Business Administration, Rohilkhand University, Bareilly (UP) and Bareilly College, Bareilly (UP) as Reader.

Professor Joshi has held several administrative positions during his tenure as an Educator. He has been the Member of various National and State Level Committees under the Government of India. He was the Member at State Level Committee for the Commemoration of 50<sup>th</sup> Anniversary of Indian Republic in Ministry of Culture, Government of India; Former Member, Steering Committee Commission for Reform in Education under the Ministry of HRD, Government of India; Former Member Steering Committee-cum-clearing House for Distance Education under the Ministry of HRD, Government of India; Former Member, National Resource Group for Sarva Shiksha Abhiyan [SSA], Ministry of HRD, Government of India; Former Member, Teacher Education Approval Board, Ministry of HRD, Govt. of India; Former Member, Central Advisory Board of Education (CABE) - this is the highest advisory body to advise the Central and State Governments in the field of education. Professor Joshi has been an eminent researcher and educationist having more than 28 years of teaching experience. He specialized in the field of Financial Management, Financial Control, Management Accounting, Taxation, Rural Development Management, Management in Panchayati Raj Institution & Khadi Gramodyog etc. He has published and presented research papers in several national and international conferences and seminars. Being an active educationist, he has delivered lectures and had academic

interactions in various foreign countries like Belgium, Holland, England, Nepal and Japan. He has supervised 19 scholars for their Ph.D. Degree and around 24 Dissertations have been submitted under his guidance. Professor Joshi joined as Member, UPSC on May 12, 2015.

### **Shri BHIM SAIN BASSI**

Shri Bhim Sain Bassi was born on February, 20, 1956. He is a Commerce graduate from Delhi's Shri Ram College of Commerce and has pursued a degree in law. Shri Bassi was a 1977 Batch IPS (Indian Police Service) Officer of AGMUT Cadre (Arunachal Pradesh, Goa, Mizoram and Union Territories). After training at National Police Academy, Hyderabad, his first posting was as an Assistant Superintendent of Police in Pondicherry in 1980. Thereafter he served for over three years as SP in various assignments including three districts in Arunachal Pradesh. In October, 1984, he was posted to Delhi where he served till 1993. His postings included DCP/North District, DCP/North-East District and DCP/Security.

Shri Bassi was on deputation to the Intelligence Bureau from 1993 to 1998. On his return to the cadre, he served as the Inspector-General of Police in Chandigarh from 2000 to 2002. Following this stint, he was transferred back to Delhi as Joint Commissioner of Police and his posting included Security and Southern Range. After being promoted to the rank of Special Commissioner, he headed the Vigilance, the Traffic and the Intelligence Units of the Delhi Police.

In the year 2009, Shri Bassi was appointed as DGP, Goa, where he served till 2011. During this period he took a number of initiatives, which included free registration of crimes,

setting up of a modern Police Control Room and revamping of the Commando unit of Goa Police. On his return from Goa to Delhi, he served as the Special Commissioner of Police, Traffic, before becoming Special Commissioner, Administration. On July 31, 2013, Shri Bassi was appointed as the Commissioner of Police, Delhi. He headed the 85,000-strong Delhi Police for over two-and-a-half years till February, 2016. Shri Bassi took a number of steps to enhance use of digital technology in policing. In particular, Himmat App for women safety and e-FIR Apps for lodging auto thefts and other thefts stand out in this regard. He took effective steps to eliminate 'burking' i.e. non-registration/minimization of reported crimes. Consequently, recording of FIRs in Delhi during his tenure exhibited a very healthy increase.

Shri Bassi is a recipient of President's Police medals for Meritorious Service (1996) and Distinguished Service (2002).

Shri Bassi joined as Member, Union Public Service Commission on 31.05.2016.

### **AIR MARSHAL AJIT SHANKARRAO BHONSLE**

Air Marshal Ajit Bhonsle was commissioned into the Indian Air Force on 08<sup>th</sup> June 1978 and after 39 years of distinguished service he has joined as Member, UPSC on 21<sup>st</sup> February 2017.

He is an alumnus of Bhonsala Military School, National Defence Academy, Defence Services Staff College, College of Defence Management and National Institute of Defence Studies, Japan.

He holds the degrees of M.Sc. Defence Studies from University of Madras, Masters in Business Management from IGNOU and

Osmania University and M.Phil from Tokyo.

Prior to joining UPSC, he held the Office of Chief of HQ, Integrated Defence Staff (IDS) and also as Deputy Chief of Joint Operations, Doctrines, Organization & Training. During this period Air Marshal Ajit Bhonsle oversaw capacity building of Armed Forces through formulation of Defence Procurement Procedures to encourage 'Make in India' in Defence Sector, expansion of training capacities and infrastructure at National Defence Academy, College of Defence Management & Defence Services Staff College, commencement of B.Tech. curricula at National Defence Academy, Curricula revision of Military Institute of Technology, initiation of Cyber, Space Agencies and Special Forces Division, formulation of Joint Doctrine of Armed Forces and conduct of exercises in Disaster Relief across India in coordination with State Governments of Assam, Andhra Pradesh and Gujrat. He has spearheaded the project for establishment of Indian National Defence University and selection of site and design for National War Memorial & National War Museum through a global design competition.

Air Marshal Ajit Bhonsle has served as a member of several apex committees such as Defence Acquisition Council, Chiefs of Staff Committee, Joint Training Committee, Vice Chiefs Committee and Principal Personnel Officers Committee. He was also the President of leading think tanks, the United Services Institute, Centre for Joint-Warfare Studies and member of Executive Council of Defence Institute of Advanced Technology (Deemed University) and Academic Council (NDA) of Jawaharlal Nehru University.

Air Marshal Ajit Bhonsle has participated in the Sri Lanka Indian Peace Keeping Force Operations, Siachin operations and

Kargil operations and has 5200 hours of flying experience. In recognition of his distinguished service of exceptional order the Honourable President of India has awarded him with Vishishta Seva Medal in 2005 and Ati Vishishta Seva Medal in 2010.

Air Marshal Ajit Bhonsle is an avid traveller and takes keen interest in performing arts, culture and culinary. An animal lover, he is fond of golf, swimming and equestrian sports.

### **Ms SUJATA MEHTA**

Ms. Sujata Mehta joined the Indian Foreign Service in 1980 after earning a Master of Philosophy degree in Political Science.

At different points in time she served as Under Secretary, and as Joint Secretary in the Ministry of External Affairs, and as Deputy Secretary/Director, and later as Joint Secretary in the Prime Minister's Office.

She has also served in Indian Missions in Moscow, Dhaka and at UN in New York.

She served on deputation to the UN in Gaza and in New York.

She has been India's Ambassador to Spain and Ambassador and Permanent Representative to the Conference on Disarmament in Geneva before returning to the Ministry of External Affairs in July 2013 as Additional Secretary and later Special Secretary.

She was appointed Secretary (ER) in February 2014 and as Secretary (West) in the Ministry of External Affairs on January 11, 2016.

She joined as Member in the UPSC on 21.02.2017.

### **Dr. MANOJ SONI**

Dr. Manoj Soni is currently a Member of the Union Public Service Commission. Prior to this assignment, Dr. Soni has served three terms as Vice-Chancellor. These include two consecutive terms as Vice-Chancellor of Dr. Babasaheb Ambedkar Open University (BAOU) from 01 August 2009 through 31 July 2015, and one term as Vice-Chancellor of The Maharaja Sayajirao University of Baroda (The MSU of Baroda) from April 2005 to April 2008. At the time of his joining the MSU of Baroda, Dr. Soni was the youngest ever Vice-Chancellor in India and the MSU.

A scholar of Political Science with specialisation in International Relations Studies, Dr. Soni has taught International Relations at Sardar Patel University (SPU), Vallabh Vidyanagar between 1991 and 2016, except for the period when he served as Vice-Chancellor of the two universities. Dr. Soni's doctoral research is on the "Post-Cold War International Systemic Transition and Indo-U.S. Relations". This is one of the earliest and one-of-its-kind studies during 1992 and 1995. It attempted to explain the post-Cold War systemic transition through a conceptual framework that has potent predictive capabilities. This work was later published as a book entitled as "*Understanding the Global Political Earthquake*" by the Ashgate Publishing Limited, New Hampshire, an internationally acclaimed publishing giant based in the United Kingdom in 1998.

Dr. Soni has earned several awards and recognitions. More significantly in 2013, Dr. Soni was conferred with the rare honour of "Honorary Mayor-President of the City of Baton Rouge" by the Mayor-President of Baton Rouge, Louisiana, U.S.A., for his exemplary leadership in empowering

disadvantaged section of society with IT literacy. In 2015, the Chartered Institute of Management Accountants, London, U.K., honoured Dr. Soni with the World Education Congress Global Award for Distance Learning Leadership.

Dr. Soni has in the past served on the Boards of Governors of several institutions of higher education and public administration. He was also a member of a quasi-judicial body constituted by an Act of the Gujarat Legislature, which regulates the fee structure of the un-aided professional institutions in Gujarat.

### **Ms SMITA NAGARAJ**

Smt. Smita Nagaraj joined the Indian Administrative Service (IAS) in 1984. She has over 33 years' experience of public service in various positions in the Central Government as well as in the Government of Tamil Nadu. She started her career in the Government of Tamil Nadu, where she held positions in various departments, including in the Energy, Finance, Health, Municipal Administration and Water Supply and Small Industries Departments. In Government of India, she has served in the Ministry of Defence, NSCS and in the Department of Personnel & Training. She has also been Executive Director of the Central Social Welfare Board. Prior to joining the UPSC, Smt. Nagaraj was Special Secretary and DG (Acquisition), Ministry of Defence.

Smt. Nagaraj completed her Masters in Political Science from Jawaharlal Nehru University in 1979 and a post graduate Diploma in Mass Communication from IIMC, Delhi.

She joined as Member in Union Public Service Commission on 01.12.2017.

## Appendix-2

(Vide Chapter-3, 4 & 7)

### Recommendations made by the Commission - Relating to suitability of Candidates /officials

Sl. No.	Particulars	Number of Posts Finalized During		Percent Variation
		2017-18	2016-17	
1.	<b>Direct Recruitment by Selection</b>	<b>1615</b>	<b>1247</b>	<b>+29.51 %</b>
(a)	Engineering Posts	199	189	+5.29 %
(b)	Medical Posts	729	277	+163.18 %
(c)	Scientific & Technical Posts	178	407	-56.27 %
(d)	Non-Technical Posts	509	374	+36.10 %
2.	<b>Recruitment by Examination</b>	<b>4829*</b>	<b>4612*</b>	<b>+4.70%</b>
(a)	Civil Posts/Services	3323*	3244*	+2.44%
(b)	Defence Services	1506	1368	+10.08%

\*Including candidates recommended through Reserve List.

## Appendix-3

(Vide Chapter-12)

### Recommendations made by the Commission - Relating to Exemption cases, Service matters, Seniority etc.

S. No.	Particulars	No. of cases		
		2017-18	2016-17	Percent variation
1.	Exemption Cases	8	4	+100%
2.	Service matters	3	4	-25%
3.	Determination of seniority (No. of cases)	2	2	0%

## Appendix-4 (Vide Chapter-3)

### Examinations conducted by Union Public Service Commission in the year 2017 -18

Sl. No.	Name of Examinations	No. of posts	Number of applicants				Number of candidates who actually appeared				Number of candidates interviewed/ whose service records were evaluated				Number of candidates recommended for appointment				
			Total	S.C.	S.T.	O.B.C.	Total	S.C.	S.T.	O.B.C.	Total	S.C.	S.T.	O.B.C.	Total	S.C.	S.T.	O.B.C.	RPR
1.	Civil Services (Preliminary) Examination, 2017		969065	241278	86441	245340	462848	105681	38283	127416	NA	NA	NA	NA	NA	NA	NA	NA	
2.	Civil Services (Main) Examination, 2017		13300	2099	923	3499	13060	2044	888	3449	-	-	-	-	-	-	-	-	
3.	Indian Forest Service (Main) Examination, 2017	110	1193	180	91	312	790	115	59	203	301	42	24	102	110	16	08	40	1
4.	Engineering Services (Preliminary) Examination, 2018		346773	68168	22554	99645	173094	27377	10555	55548	-	-	-	-	-	-	-	-	
5.	Engineering Services (Main) Examination, 2017	548	3769	654	324	1333	3437	581	296	1213	1401	197	101	571	500	88	44	159	0.91
6.	Indian Economic Service/Indian Statistical Service Examination, 2017	44	21831	7240	1939	3910	2804	467	162	700	104	1	5	34	44	1	4	12	1
7.	Combined Geo-Scientist and Geologists Examination, 2017	78	22657	3588	1131	6086	5882	756	293	1801	184	18	08	38	78	11	07	22	1
8.	National Defence Academy and Naval Academy Examination, (I), 2017	390	416961	56698	16455	148725	268012	29656	8868	95862	8005	115	032	914	371	08	04	51	0.95
9.	National Defence Academy and Naval Academy Examination, (II), 2017		344202	41232	9751	120775	232120	22519	5606	82389	-	-	-	-	-	-	-	-	
10.	Combined Defence Services Examination, (II), 2017		266102	40103	12281	69645	127326	12044	4183	34481	-	-	-	-	-	-	-	-	
11.	Combined Defence Services Examination, (I), 2018		261309	44123	12015	74116	126830	13701	4276	37631	-	-	-	-	-	-	-	-	
12.	Central Armed Police Forces (Assistant Commandants) Examination, 2017		282260	74159	26652	77352	102707	18646	8103	32391	-	-	-	-	-	-	-	-	
13.	Central Industrial Security Force (Assistant Commandant) (Executive)Limited Departmental Competitive Examination, 2018		1483	253	115	NA	1185	200	91	NA	-	-	-	-	-	-	-	-	
14.	Combined Medical Services Examination, 2017	717	39166	6782	2323	10170	18183	3001	1063	4836	1585	104	34	718	637	36	15	270	0.88
	<b>TOTAL</b>	<b>1887</b>	<b>2990071</b>	<b>586557</b>	<b>192995</b>	<b>860908</b>	<b>1538278</b>	<b>236788</b>	<b>82726</b>	<b>477920</b>	<b>11580</b>	<b>477</b>	<b>204</b>	<b>2377</b>	<b>1740</b>	<b>160</b>	<b>82</b>	<b>554</b>	<b>0.92</b>

- Information not available at present.  
NA Not Applicable

## Appendix-5 (Vide Chapter-3)

### Examinations conducted by Union Public Service Commission in the year 2016-17 but completed/ finalised in the year 2017-18

S. No.	Name of Examinations	No. of posts	Number of applicants			Number of candidates who actually appeared			Number of candidates interviewed/ whose service records were evaluated			Number of candidates recommended for appointment			RPR				
			Total	S.C.	S.T.	O.B.C.	Total	S.C.	S.T.	O.B.C.	Total	S.C.	S.T.	O.B.C.					
1.	Civil Services (Main) Examination, 2016	1209	15382*	2186*	1126*	4519*	15149*	2149*	1101*	4447^	2956	393	202	1037	1099	163	89	347	0.90
2.	Engineering Examination, 2017	548	325604*	63734*	23106*	91638*	154995*	23855*	9716*	48878*	1401	197	101	571	500	88	44	159	0.91
3.	National Defence Academy and Naval Academy Examination, (II), 2016	410	423064*	54301*	12804*	145877*	286511*	30582*	7529*	99930*	4804@	148@	39@	1051@	548	15	8	61	1.33
4.	Combined Defence Services Examination, (II), 2016	413	276210*	43003*	12626*	74427	127013*	12616*	4287*	35148*	5721	150	76	1109	338	4	1	40	0.81
5.	Combined Defence Services Examination, (I), 2017	463	183844*	30504*	8673*	48875*	93508*	9873*	3202*	25815*	4915	146	47	821	249	06	03	25	0.53
6.	Central Armed Police Forces (Assistant Commandants) Examination, 2016	211	270727*	78961*	28212*	65569*	96473*	19754*	8439*	28229*	431*	70*	28*	163*	211	34*	14*	52*	1
7.	Central Industrial Security Force (Assistant Commandant) (Executive) Limited Departmental Competitive Examination, 2017	07	803*	113*	41*	--	553*	73*	32*	--	25	04	--	07	01	--	--	--	1
<b>TOTAL</b>		3261	1495634*	272802*	86588*	430905*	774202*	98902*	34306*	4447	19822	1038	465	4589	2952	277	145	632	0.91

\*Information already given in last year's Report, figures not included in total.

^ Figure revised as category of 01 candidate changed to General

@ Revised as earlier Figures given were of candidates recommended for interview. These figures are of candidates actually interviewed.

## Appendix-6

**Number of candidates recommended during the year 2017-18 through reserve list in respect of examinations in which reserve list rule is applicable.**

S. No	Name of examination	No. of candidates recommended through Reserve List					Remarks
		SC	ST	OBC	General	Total	
1.	CSE-2016	01	02	19	88*	110	Declared on 8/12/2017 *RL of 01 Gen. cat. Candidate released on 21/02/2018.
2.	ESE-2016	01	0	15	40	56	The dossiers of the finally qualified candidates in Reserve List was dispatched to the Ministry of Railways on 30/08/2017
3.	CAPF (ACS) Exam- 2016	01	--	12	9	22	Reserve List operated on 02/06/2017
4.	CMS, 2014	05	-	96	17	118	Reserve List operated on 02/08/2017
5.	CMS, 2015	19	03	115	63	200	Reserve List operated on 23/06/2017
6.	CMS, 2016	09	-	95	27	131	Reserve List operated on 19/06/2017
	<b>TOTAL</b>	<b>36</b>	<b>05</b>	<b>352</b>	<b>243</b>	<b>637</b>	



## Appendix-7

(Vide Chapter-3)

### Services covered by the Examinations held during 2017-18

1. **Civil Services Examination, 2017** 'A'.  
For recruitment to services and posts:
  - xvii) Indian Information Service (Junior Grade), Group 'A'.
  - xviii) Indian Trade Service, Group 'A' (Gr. III)
  - xix) Indian Corporate Law Service, Group 'A'
  - xx) Armed Forces Headquarters Civil Service, Group 'B' (Section Officer's Grade).
  - xxi) Delhi, Andaman & Nicobar Islands, Lakshadweep, Daman & Diu and Dadra & Nagar Haveli Civil Service, Group 'B'.
  - xxii) Delhi, Andaman & Nicobar Islands Lakshadweep, Daman & Diu and Dadra & Nagar Haveli Police Service, Group 'B'.
  - xxiii) Pondicherry Civil Service, Group 'B'
  - xxiv) Pondicherry Police Service, Group 'B'
- i) Indian Administrative Service.
- ii) Indian Foreign Service.
- iii) Indian Police Service.
- iv) Indian P&T Accounts & Finance Service, Group 'A'.
- v) Indian Audit and Accounts Service, Group 'A'.
- vi) Indian Revenue Service (Customs and Central Excise), Group 'A'.
- vii) Indian Defence Accounts Service, Group 'A'.
- viii) Indian Revenue Service (I.T.), Group 'A'.
- ix) Indian Ordnance Factories Service Group 'A' (Assistant Works Manager, Administration).
- x) Indian Postal Service, Group 'A'.
- xi) Indian Civil Accounts Service, Group 'A'.
- xii) Indian Railway Traffic Service, Group 'A'.
- xiii) Indian Railway Accounts Service, Group 'A'.
- xiv) Indian Railway Personnel Service, Group 'A'.
- xv) Post of Assistant Security Commissioner in Railway Protection Force, Group 'A'.
- xvi) Indian Defence Estates Service, Group

### 2. Engineering Services Examination, 2017

Combined competitive examination for recruitment to services/ posts:

#### Category I - civil engineering:

#### Group 'A' Services/Posts:

- i) Indian Railway Service of Engineers.
- ii) Indian Railway Stores Services (Civil Engineering Posts).
- iii) Indian Ordnance Factories Services.

- AWM/JTS (Civil Engineering Posts)
- iv) Central Engineering Service (Roads) Group 'A' (Civil Engineering Posts).
- v) Central Water Engineering Service Group 'A' (Civil Engineering Posts).
- vi) Assistant Executive Engineer (Civil Engineering Posts) in Border Roads Engineering Service Gr. 'A'.
- vii) Indian Defence Service of Engineers
- viii) Indian Skill Development Service

**Category II - Mechanical Engineering:**

**Group 'A' Services/Posts:**

- i) Indian Railway Service of Mechanical Engineers.
- ii) Indian Railway Stores Service (Mechanical Engineering Posts).
- iii) Indian Ordnance Factories Service. AWM/ JTS (Mechanical Engineering Posts)
- iv) Central Water Engineering Service Group 'A' (Mechanical Engineering Posts).
- v) Assistant Executive Engineer (Mechanical Engineering Posts) in Border Roads Engineering Service, Group 'A'.
- vi) Indian Defence Service of Engineers (Mechanical Engineering Posts)
- vii) Assistant Executive Engineer Gr 'A' (Mechanical Engineering Posts) in Corps of EME, Min. of Defence.
- viii) Defence Aeronautical Quality Assurance Service/ SSO-II (Mechanical)
- ix) Central Power Engineering Service Gr. 'A' (Mechanical Engineering Posts)
- x) Indian Skill Development Service

- xi) Indian Naval Armament Service
- xii) Assistant Naval Store Officer Grade-I (Mech. Engg. Posts ) in Indian Navy
- xiii) Central Power Engineering Service Gr 'B' (Mechanical Engineering Posts).

**Category III - Electrical Engineering:**

**Group 'A' Services/ Posts:**

- i) Indian Railway Service of Electrical Engineers.
- ii) Indian Railway Stores Service (Electrical Engineering Posts).
- iii) Indian Ordnance Factories Service. AWM/ JTS (Electrical Engineering Posts)
- iv) Indian Defence Service of Engineers
- v) Assistant Executive Engineer Gr 'A' (Electrical Engineering Posts ) in Corps of EME, Min. of Defence.
- vi) Defence Aeronautical Quality Assurance Service/SSO-II (Electrical)
- vii) Central Power Engineering Service Gr.'A' (Electrical Engineering Posts)
- viii) Indian Skill Development Service
- ix) Indian Naval Armament Service
- x) Asstt. Naval Store Officer Grade-I (Electrical Engg. Posts ) in Indian Navy
- xi) Central Power Engineering Service Gr. 'B' (Electrical Engineering Posts).

**Category IV - Electronics And Telecommunication Engineering**

**Group 'A' & 'B' Services/ Posts:**

- i) Indian Railway Service of Signal Engineers.
- ii) Indian Railway Stores Service (Telecommunication/ Electronics Engineering Posts).

- iii) Indian Radio Regulatory Service Group 'A'.
- iv) Indian Ordnance Factories Service. AWM/JTS (Electronics & Telecom Engineering Posts)
- v) Assistant Executive Engineer Gr 'A' (Electronics and Telecommunication Engineering Posts) in Corps of EME, Ministry of Defence
- vi) Defence Aeronautical Quality Assurance Service/ SSO-II (Electronics and Telecommunication)
- vii) Central Power Engineering Service Group 'A' (Electronics and Telecommunication Engineering Posts).
- viii) Indian Telecommunication Service Group 'A'
- ix) Indian Skill Development Service
- x) Indian Naval Armament Service
- xi) Asstt. Naval Store Officer Grade-I (Electronics and Telecom Engg. Posts) in Indian Navy
- xii) Central Power Engineering Service Group 'B' (Electronics and Telecommunication Engineering Posts).
- xiii) Junior telecom Officer Gr. 'B'
- 3. Indian Forest Service (Main) Examination, 2017**  
Indian Forest Service.
- 4 National Defence Academy and Naval Academy Examination, (I) & (II), 2017**  
For admission to the Army, Navy and Air Force Wings of the National Defence Academy and for Indian Naval Academy Course (INAC).
- 5. Combined Defence Services Examinations (II), 2017 and Combined Defence Services Examinations (I), 2018**  
For admission to:
- i) Indian Military Academy.  
ii) Indian Naval Academy.  
iii) Air Force Academy.  
iv) Officers' Training Academy, SSC Course (for Men).  
v) Officers Training Academy, SSC Women (Non- Technical) Course.
- 6. Combined Medical Services Examination, 2017**  
Combined examination for recruitment to services/ posts:
- i) Assistant Divisional Medical Officer in the Railways.  
ii) Assistant Medical Officer in Indian Ordnance Factories Health Service.  
iii) Junior Scale Posts in Central Health Services.  
iv) General Duty Medical Officer in New Delhi Municipal Council  
v) General Duty Medical Officer Gr-II in East Delhi Municipal Corporation, North Delhi Municipal Corporation, South Delhi Municipal Corporation.
- 7. Central Armed Police Forces (Assistant Commandants) Examination, 2017**  
For Recruitment of Assistant Commandants (Group 'A') in the Central Armed Police Forces:
- i) Border Security Force. (BSF)  
ii) Central Reserve Police Force. (CRPF)  
iii) Central Industrial Security Force

- (CISF)
- iv) Sashastra Seema Bal. (SSB)

**8. Indian Economic Service/ Indian Statistical Service Examination, 2017**

Combined competitive examination for recruitment to Junior Time Scale of the following services:

- i) Indian Economic Service  
ii) Indian Statistical Service

**9. Combined Geo- Scientist and Geologist Examination, 2017**

For recruitment to posts:

**Category-I**

(Posts in the Geological Survey of India, Ministry of Mines).

- i) Geologist, Group 'A'  
ii) Geophysicist, Group 'A'  
iii) Chemist, Group 'A'

**Category-II**

(Posts in the Central Ground Water Board, Ministry of Water Resources)

- i) Jr. Hydrogeologists (Scientist B), Group 'A'

**10. Central Industrial Security Force Assistant Commandants (Executive) Limited Departmental Competitive Examination, 2018**

For filling the vacancies of Assistant Commandants (Executive) in Central Industrial Security Force (CISF).

## Appendix-8

Comparative statement showing the medium of examination (Indian languages/English) of candidates who appeared in Civil Services (Main) Examination, 2016 and 2017

Medium of Examination	Subjects	Year	COMPULSORY PAPERS																			Total no. of candidates						
			Assamese	Bengali	Gujarati	Hindi	Kannada	Kashmiri	Malayalam	Marathi	Oriya	Punjabi	Sanskrit	Sindhi (D)	Sindhi (A)	Tamil	Telugu	Urdu	Konkani	Manipuri	Nepali		Bodo	Dogri	Santhali	Maithili	English	
Indian Language		2016	36	86	230	9416	600	-	422	1425	127	319	2	3	1	850	1308	66	1	-	8	5	1	1	2	-	14909	
		2017	30	82	180	8923	440	-	412	1255	123	291	5	1	-	700	953	50	-	-	4	3	-	-	1	-	12853	
Essay		2016	-	3	135	1320	29	-	7	87	-	5	-	-	-	35	30	1	-	-	-	-	-	-	-	-	13490	
		2017	-	3	92	1066	8	-	7	85	1	5	-	-	-	28	16	1	-	-	-	-	-	-	-	-	11740	
General Studies-I		2016	-	3	135	1318	29	-	7	87	-	5	-	-	-	35	30	1	-	-	-	-	-	-	-	-	13457	
		2017	-	3	91	1065	8	-	7	87	1	5	-	-	-	28	16	1	-	-	-	-	-	-	-	-	11719	
General Studies-II		2016	-	3	135	1317	29	-	7	87	-	5	-	-	-	35	30	1	-	-	-	-	-	-	-	-	13443	
		2017	-	3	91	1065	8	-	7	87	1	5	-	-	-	28	16	1	-	-	-	-	-	-	-	-	11707	
General Studies-III		2016	-	3	135	1317	29	-	7	87	-	5	-	-	-	34	30	1	-	-	-	-	-	-	-	-	13429	
		2017	-	3	91	1068	7	-	7	85	1	5	-	-	-	28	16	1	-	-	-	-	-	-	-	-	11691	
General Studies-IV		2016	-	3	135	1318	29	-	7	87	-	5	-	-	-	34	30	1	-	-	-	-	-	-	-	-	13419	
		2017	-	3	91	1061	8	-	7	86	1	5	-	-	-	28	16	1	-	-	-	-	-	-	-	-	11692	
			OPTIONAL SUBJECTS																									
Agriculture-I		2016	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	96	
		2017	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	87
Agriculture-II		2016	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	95	
		2017	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	88
AH & VS-I		2016	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40
		2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23
AH & VS-II		2016	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40
		2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23
Anthropology-I		2016	-	-	1	3	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	907	
		2017	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	869

Medium of Examination	Subjects	Year	Assamese	Bengali	Gujarati	Hindi	Kannada	Kashmiri	Malayalam	Marathi	Oriya	Punjabi	Sanskrit	Sindhi (D)	Sindhi (A)	Tamil	Telugu	Urdu	Konkani	Manipuri	Nepali	Bodo	Dogri	Santhali	Maithili	English	Total no. of candidates
			Anthropology-II	2016	-	1	3	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	2017	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	865	869
Botany-I	2016	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	54	55
	2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	44	44
Botany-II	2016	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	54	55
	2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	44	44
Chemistry-I	2016	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	119	122
	2017	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	122	124
Chemistry-II	2016	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	118	121
	2017	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	122	124
Civil Engg-I	2016	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	116	117
	2017	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	122	123
Civil Engg-II	2016	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	116	117
	2017	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	122	123
Comm & Acc-I	2016	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	224	226
	2017	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	219	223
Comm & Acc-II	2016	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	223	225
	2017	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	218	222
Economics-I	2016	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	229	231
	2017	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	222	226
Economics-II	2016	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	228	231
	2017	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	222	225
Elect. Engg-I	2016	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	186	187
	2017	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	189	191
Elect. Engg-II	2016	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	186	187
	2017	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	189	191
Geography-I	2016	-	-	4	248	1	-	-	-	4	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	3141	3401
	2017	-	1	2	186	1	-	-	-	12	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	2447	2651
Geography-II	2016	-	-	4	250	1	-	-	-	4	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	3133	3395
	2017	-	1	2	186	1	-	-	-	12	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	2441	2645

Medium of Examination	Subjects	Year	Assamese	Bengali	Gujarati	Hindi	Kannada	Kashmiri	Malayalam	Marathi	Oriya	Punjabi	Sanskrit	Sindhi (D)	Sindhi (A)	Tamil	Telugu	Urdu	Konkani	Manipuri	Nepali	Bodo	Dogri	Santhali	Maithili	English	Total no. of candidates
			2016	1																							
2017																										36	36
2016																										48	49
2017																										36	36
2016		2	18	362	2	1	33		1	33		1				3	4								988	1414	
2017		1	7	264			30		1	30		1				5	1								756	1065	
2016		2	18	361	2	1	33		1	33		1				3	4								987	1412	
2017		1	7	264			30			30		1				5	1								756	1065	
2016						6																				306	312
2017						4																				300	304
2016						6																				306	312
2017						4																				299	303
2016																										94	94
2017																										84	84
2016																										94	94
2017																										84	84
2016						10											1									392	403
2017						8	1										1									422	432
2016						10											1									390	401
2017						8	1										1									420	430
2016						1																				149	150
2017						1																				168	169
2016						1																				149	150
2017						1																				168	169
2016						1	1										1									362	366
2017						1	2																			309	312
2016						1	1																			361	365
2017						1	2																			308	311
2016						3	210			3																621	837
2017						7	155			1		1														579	743

Medium of Examination	Subjects	Year	Assamese	Bengali	Gujarati	Hindi	Kannada	Kashmiri	Malayalam	Marathi	Oriya	Punjabi	Sanskrit	Sindhi (D)	Sindhi (A)	Tamil	Telugu	Urdu	Konkani	Manipuri	Nepali	Bodo	Dogri	Santhali	Maithili	English	Total no. of candidates	
Philosophy-II		2016	-	-	3	209				3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	620	835	
		2017	-	-	7	154				1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	576	739
Physics-I		2016	-	-	-	1				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	134	135
		2017	-	-	-	1				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	133	134
Physics-II		2016	-	-	-	1				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	132	133
		2017	-	-	-	1				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	133	134
Pol. Sc.-I		2016	-	-	1	66				25	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	1114	1210
		2017	-	-	1	48				24	-	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	1161	1237
Pol. Sc.-II		2016	-	-	1	66				25	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	1112	1208
		2017	-	-	1	48				23	-	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	1161	1236
Psychology-I		2016	-	-	-	-				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	242	242
		2017	-	-	-	-				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	192	192
Psychology-II		2016	-	-	-	-				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	241	241
		2017	-	-	-	-				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	192	192
Public Admn.-I		2016	-	-	2	55	2			1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1427	1488
		2017	-	1	2	56	-			2	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	1090	1153
Public Admn.-II		2016	-	-	2	55	2			1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1426	1487
		2017	-	1	2	56	-			2	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	1088	1151
Sociology-I		2016	-	-	-	43	-			9	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1566	1619
		2017	-	-	-	40	-			7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1358	1405
Sociology-II		2016	-	-	-	43	-			9	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1565	1618
		2017	-	-	-	40	-			7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1357	1404
Statistics-I		2016	-	-	-	-	-			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4
		2017	-	-	-	-	-			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3
Statistics-II		2016	-	-	-	-	-			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4
		2017	-	-	-	-	-			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3
Zoology-I		2016	-	-	-	2	-			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	75	77
		2017	-	-	-	2	-			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	53	55
Zoology-II		2016	-	-	-	2	-			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	75	77
		2017	-	-	-	2	-			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	53	55



## Appendix-9

### Civil Services (Main) Examination, 2016: Profile of Candidates

The Civil Services Examination is conducted in two successive stages viz. the Preliminary Examination and the Main Examination. The Civil Services (Preliminary) Examination consists of two compulsory objective type (multiple choice questions) papers. The marks obtained in the Preliminary Examination by the candidates, who are declared qualified for admission to the Main Examination, will not be counted for determining their final order of merit. The Main Examination consists of written examination of nine conventional type papers and an Interview.

Out of 11,28,262 candidates who had applied for the Civil Services (Preliminary) Examination, 2016, only 4,59,659 candidates appeared in this Examination held on August 7th, 2016. On the basis of results of Civil Services (Preliminary) Examination, 15,452 (3.4%) candidates were declared qualified for taking the Main Examination. Community-wise and gender-wise details of these candidates are given in **Table 1**.

**Table 1: Number of Candidates who Applied, Appeared and Qualified at the Civil Services (Preliminary) Examination, 2016**

Community	Number of Candidates								
	Applied			Appeared			Qualified		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Scheduled Castes	227656	73165	300821	83454	25274	108728	1934	262	2196
Scheduled Tribes	76621	26251	102872	29644	9657	39301	1022	113	1135
Other Backward Classes	194995	80084	275079	95486	29547	125033	4128	434	4562
General	286007	163483	449490	131048	55549	186597	6493	1066	7559
<b>Total</b>	<b>785279</b>	<b>342983</b>	<b>1128262</b>	<b>339632</b>	<b>120027</b>	<b>459659</b>	<b>13577</b>	<b>1875</b>	<b>15452</b>

1.1 It may be seen from Table 1 that out of 11,28,262 candidates who had applied for the Civil Services (Preliminary) Examination, 2016, only 4,59,659 or 40.7 percent candidates appeared for this examination. In other words, 59.3 percent of the candidates had applied but did not turn up for the examination. Further, the drop-out rate among the candidates belonging to the Scheduled Castes was maximum (63.9%) and w.r.t. Other Backward Classes category candidates was minimum (54.5%).

2. Out of 15,452 candidates, 15,149 (98.0%) had appeared in the written part of Civil Services (Main) Examination, 2016 held in December, 2016. Based on the results of the

written part of the Main Examination, only 2,961(19.5%) candidates had qualified for the Interview and 2,956 candidates had appeared in the interview and thereafter, a total of 1,209 candidates have been recommended by the Commission for appointment to the civil services against 1,209 vacancies. Community and gender-wise number of candidates appeared, interviewed and recommended in the Civil Services (Main) Examination, 2016 are given in **Table 2**.

**Table 2: Number of Candidates Appeared, Interviewed and Recommended - Civil Services (Main) Examination, 2016**

Community	Appeared			Interviewed			Recommended		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Scheduled Castes	1890	259	2149	323	70	393	128	36	164
Scheduled Tribes	989	112	1101	168	34	202	71	20	91
Other Backward Classes	4022	425	4447	878	159	1037	290	76	366
General	6393	1059	7452	1048	276	1324	438	150	588
<b>Total</b>	<b>13294</b>	<b>1855</b>	<b>15149</b>	<b>2417</b>	<b>539</b>	<b>2956</b>	<b>927</b>	<b>282</b>	<b>1209</b>

3. A comparative statement, showing the number of vacancies (including those reserved for the Scheduled Castes, Scheduled Tribes and Other Backward Classes) filled up through the Civil Services Examination during the years 2007 to 2016 is given in **Table 3**.

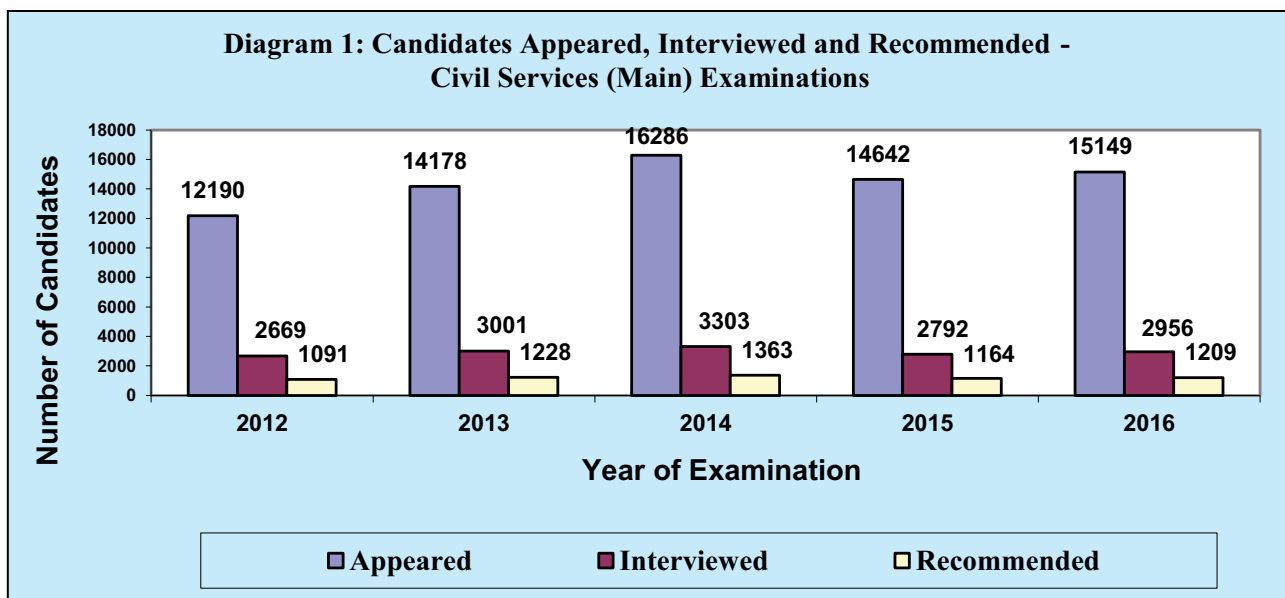
**Table 3: Year-wise Number of Vacancies - Civil Services Examinations**

Year	Number of Vacancies	Year	Number of Vacancies
2007	734	2012	1091
2008	881	2013	1228
2009	989	2014	1364 <sup>@</sup>
2010	1043 <sup>\$</sup>	2015	1164
2011	1001	2016	1209

<sup>\$</sup> Result declared - 1042 posts (candidature of one candidate whose result was withheld has been cancelled)

<sup>@</sup> Result declared - 1363 posts

4. The number of candidates appeared, interviewed and recommended during the last five examinations are shown in **Diagram 1**.



5. The success rate of candidates in the Examination by broad stream of disciplines are given in **Table 4**.

**Table 4: Success Rate vis-à-vis Broad Stream of Disciplines - Civil Services (Main) Examination, 2016**

Educational Qualification	Number of Candidates		Success Rate (Percent)
	Interviewed	Recommended	
<b>I Bachelor Degrees</b>	<b>2188</b>	<b>887</b>	<b>40.5%</b>
(i) Humanities	204	77	37.7%
(ii) Science	128	51	39.8%
(iii) Medical Science	248	105	42.3%
(iv) Engineering	1608	654	40.7%
<b>II Higher Degrees</b>	<b>768</b>	<b>322</b>	<b>41.9%</b>
(i) Humanities	452	187	41.4%
(ii) Science	130	52	40.0%
(iii) Medical Science	36	20	55.6%
(iv) Engineering	150	63	42.0%
<b>Total</b>	<b>2956</b>	<b>1209</b>	<b>40.9%</b>

Note: Success rate is the number of candidates recommended as a percentage of those interviewed.

5.1 Thus, in totality, the success rate of candidates having higher degrees was slightly higher than the candidates having bachelor degrees.

5.2 As is seen from Table 4, a total of 1,209 or 40.9 percent of the candidates interviewed, were recommended for appointment to various civil services. Of them, 887(73.4%) were graduates and 322(26.6%) possessed post-graduate or higher qualifications.

6. The Optional Subject-wise distribution of candidates, who appeared in the Main Examination and were recommended for appointment with their success rate, is given in Table 5.

**Table 5: Distribution of Candidates who Appeared vis-à-vis Recommended by Optional Subjects - Civil Services (Main) Examination, 2016**

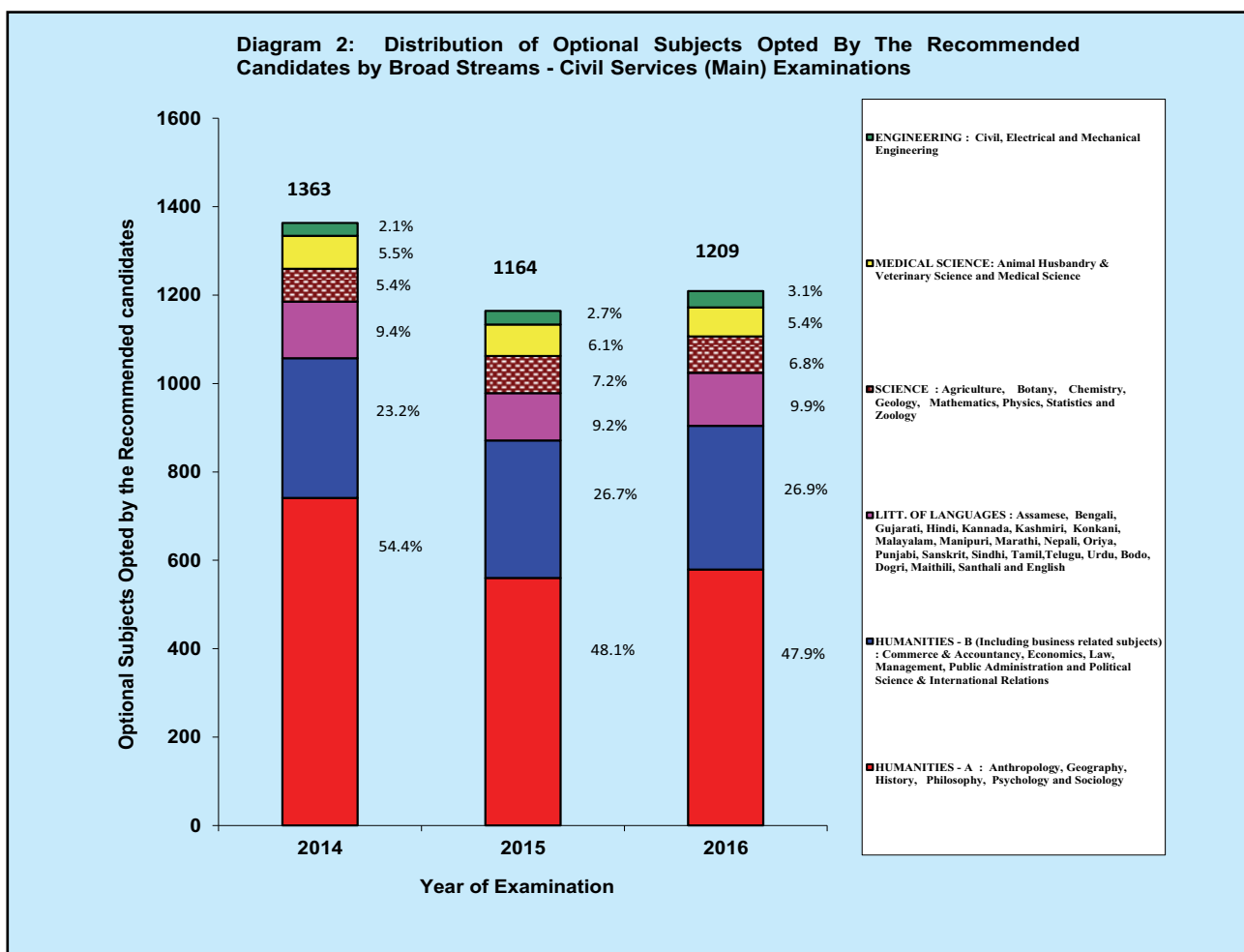
Sl. No.	Optional Subject	Number of Candidates		Success Rate (Percent)
		Appeared	Recommended	
(1)	(2)	(3)	(4)	(5)
1	Literature of Bodo Language	1	1	100.0%
2	Literature of Santhali Language	2	1	50.0%
3	Literature of Bengali Language	4	1	25.0%
4	Literature of Assamese Language	5	1	20.0%
5	Literature of Sindhi(Devanagari Script) Language	5	1	20.0%
6	Medical Science	368	61	16.6%
7	Literature of Kannada Language	154	24	15.6%
8	Psychology	244	38	15.6%
9	Literature of Manipuri Language	13	2	15.4%
10	Literature of Sanskrit Language	80	12	15.0%
11	Botany	57	8	14.0%
12	Literature of Hindi Language	288	36	12.5%
13	Literature of Malayalam Language	90	11	12.2%
14	Animal Husbandry & Veterinary Science	42	5	11.9%
15	Zoology	79	9	11.4%
16	Mechanical Engineering	152	17	11.2%
17	Anthropology	922	102	11.1%
18	Public Administration	1506	160	10.6%

Sl. No.	Optional Subject	Number of Candidates		Success Rate (Percent)
		Appeared	Recommended	
(1)	(2)	(3)	(4)	(5)
19	Physics	141	14	9.9%
20	Chemistry	126	12	9.5%
21	Agriculture	97	9	9.3%
22	Electrical Engineering	190	17	8.9%
23	Political Science & International Relations	1218	107	8.8%
24	Management	94	8	8.5%
25	Commerce & Accountancy	229	19	8.3%
26	Economics	232	19	8.2%
27	Sociology	1635	132	8.1%
28	Literature of Tamil Language	115	9	7.8%
29	Mathematics	406	29	7.1%
30	Literature of Telugu Language	114	8	7.0%
31	Geography	3427	203	5.9%
32	Literature of Marathi Language	18	1	5.6%
33	Philosophy	847	44	5.2%
34	Literature of English Language	21	1	4.8%
35	Literature of Punjabi Language	46	2	4.3%
36	History	1427	60	4.2%
37	Literature of Maithili Language	99	4	4.0%
38	Law	313	12	3.8%
39	Literature of Urdu Language	30	1	3.3%
40	Literature of Gujarati Language	131	4	3.1%
41	Civil Engineering	121	3	2.5%
42	Geology	51	1	2.0%
43	Literature of Sindhi(Arabic Script) Language	1	0	0.0%
44	Literature of Oriya Language	4	0	0.0%
45	Statistics	4	0	0.0%

6.1 The following points emerge from Table 5:

- (i) Geography was the most preferred subject among the optional subjects chosen by the candidates, followed by Sociology and Public Administration.
- (ii) Amongst the subjects opted by 100 or more candidates, the highest percentage of successful candidates had opted for Medical Science (16.6 percent) followed by Psychology and Literature of Kannada Language (15.6 percent each).
- (iii) As far as academic backgrounds of the recommended candidates are concerned, 59.3% were from Engineering, followed by 21.9%, 10.3% and 8.5% from Humanities, Medical Science and Science respectively. However, 84.7% of optional subjects opted by the recommended candidates were related to Humanities (including literature of languages), followed by 6.8%, 5.4% and 3.1% related to Science, Medical Science and Engineering respectively. This shows that most of the candidates have made a cross domain shift from their original stream (i.e., Engineering, Science and Medical Science) to humanities.

6.2 Distribution of optional subjects opted by the candidates recommended by broad streams of optional subjects in the last three Civil Services (Main) Examinations are shown in **Diagram 2**.



7. A disaggregated analysis of the candidates recommended for appointment shows that 164 candidates or 13.6 percent belonged to the Scheduled Castes community, 91 candidates or 7.5 percent to the Scheduled Tribes, 366 candidates or 30.3 percent to the Other Backward Classes and 588 candidates or 48.6 percent to General category.

The community, age and gender-wise break-up of the candidates appeared in Civil Services (Preliminary) Examination, Civil Services (Main) Examination and candidates finally recommended are given in the **Table 6-A, 6-B and 6-C** respectively.

**Table 6-A: Community, Age and Gender-wise Distribution of Candidates Appeared - Civil Services (Preliminary) Examination, 2016**

[Age reckoned as on 01-08-2016]

Community	Appeared Candidates			Age - Group									
				21-24 years		24-26 years		26-28 years		28-30 years		30 years & above	
	M	F	T	M	F	M	F	M	F	M	F	M	F
SC	83454	25274	108728	21492	8418	17289	5900	14611	4118	10901	2719	19161	4119
	76.8%	23.2%	100%	25.8%	33.3%	20.7%	23.3%	17.5%	16.3%	13.1%	10.8%	23.0%	16.3%
ST	29644	9657	39301	7612	3074	6665	2455	5627	1745	3852	1088	5888	1295
	75.4%	24.6%	100%	25.7%	31.8%	22.5%	25.4%	19.0%	18.1%	13.0%	11.3%	19.9%	13.4%
OBC	95486	29547	125033	25022	11293	19861	6779	17018	4500	12768	2812	20817	4163
	76.4%	23.6%	100%	26.2%	38.2%	20.8%	22.9%	17.8%	15.2%	13.4%	9.5%	21.8%	14.1%
General	131048	55549	186597	33727	19935	29716	13794	27461	10032	22188	6844	17956	4944
	70.2%	29.8%	100%	25.7%	35.9%	22.7%	24.8%	21.0%	18.1%	16.9%	12.3%	13.7%	8.9%
TOTAL	339632	120027	459659	87853	42720	73531	28928	64717	20395	49709	13463	63822	14521
	73.9%	26.1%	100%	25.9%	35.6%	21.7%	24.1%	19.1%	17.0%	14.6%	11.2%	18.8%	12.1%

M → Male ; F → Female; T → Total

**Table 6-B: Community, Age and Gender-wise Distribution of Candidates Appeared - Civil Services (Main) Examination, 2016**

[Age reckoned as on 01-08-2016]

Community	Appeared Candidates			Age - Group									
				21-24 years		24-26 years		26-28 years		28-30 years		30 years & above	
	M	F	T	M	F	M	F	M	F	M	F	M	F
SC	1890	259	2149	224	43	388	70	433	64	351	33	494	49
	87.9%	12.1%	100%	11.9%	16.6%	20.5%	27.0%	22.9%	24.7%	18.6%	12.7%	26.1%	18.9%
ST	989	112	1101	134	19	224	22	238	28	139	22	254	21
	89.8%	10.2%	100%	13.5%	17.0%	22.6%	19.6%	24.1%	25.0%	14.1%	19.6%	25.7%	18.8%
OBC	4022	425	4447	547	77	943	128	963	91	710	69	859	60
	90.4%	9.6%	100%	13.6%	18.1%	23.4%	30.1%	23.9%	21.4%	17.7%	16.2%	21.4%	14.1%
General	6393	1059	7452	892	175	1806	390	1654	255	1240	144	801	95
	85.8%	14.2%	100%	14.0%	16.5%	28.2%	36.8%	25.9%	24.1%	19.4%	13.6%	12.5%	9.0%
TOTAL	13294	1855	15149	1797	314	3361	610	3288	438	2440	268	2408	225
	87.8%	12.2%	100%	13.5%	16.9%	25.3%	32.9%	24.7%	23.6%	18.4%	14.4%	18.1%	12.1%

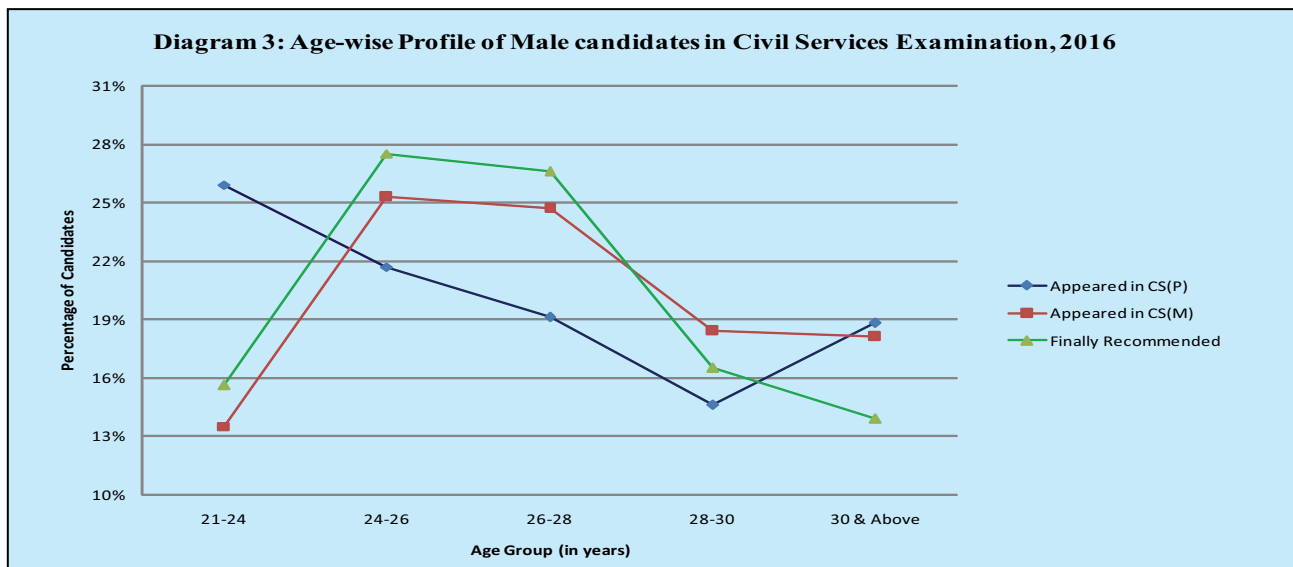
M → Male ; F → Female; T → Total

**Table 6-C: Community, Age and Gender-wise Distribution of Candidates Recommended - Civil Services (Main) Examination, 2016**  
 [Age reckoned as on 01-08-2016]

Community	Recommended Candidates			Age - Group									
				21-24 years		24-26 years		26-28 years		28-30 years		30 years & above	
	M	F	T	M	F	M	F	M	F	M	F	M	F
SC	128	36	164	20	10	34	10	27	7	21	6	26	3
	78.0%	22.0%	100%	15.6%	27.8%	26.6%	27.8%	21.1%	19.4%	16.4%	16.7%	20.3%	8.3%
ST	71	20	91	11	4	13	2	22	7	12	3	13	4
	78.0%	22.0%	100%	15.5%	20.0%	18.3%	10.0%	31.0%	35.0%	16.9%	15.0%	18.3%	20.0%
OBC	290	76	366	39	13	76	23	80	18	57	12	38	10
	79.2%	20.8%	100%	13.4%	17.1%	26.2%	30.3%	27.6%	23.7%	19.7%	15.8%	13.1%	13.2%
General	438	150	588	74	24	132	55	117	32	63	23	52	16
	74.5%	25.5%	100%	16.9%	16.0%	30.1%	36.7%	26.7%	21.3%	14.4%	15.3%	11.9%	10.7%
TOTAL	927	282	1209	144	51	255	90	246	64	153	44	129	33
	76.7%	23.3%	100%	15.5%	18.1%	27.5%	31.9%	26.5%	22.7%	16.5%	15.6%	13.9%	11.7%

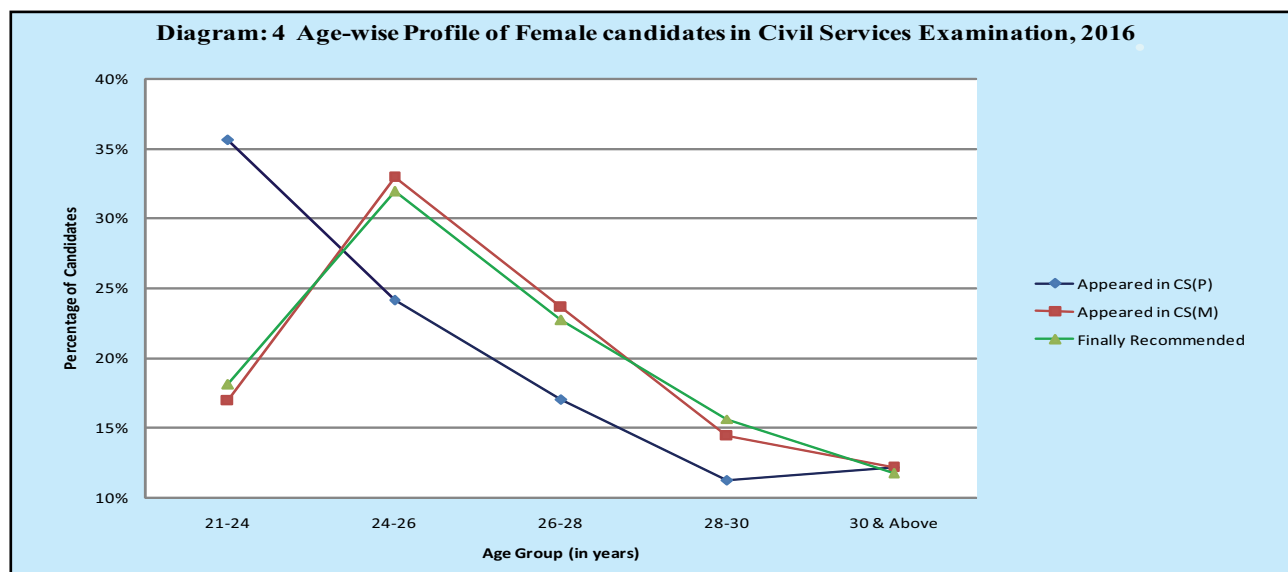
M → Male ; F → Female; T → Total

8. **Diagram 3** shows the trend of male candidates who appeared in Civil Services Examination 2016. It may be seen that highest percentage (25.9%) amongst the appeared male candidates in Civil Services (Preliminary) Examination 2016 were from the age group of 21-24 years. But, in Civil Services (Main) Examination 2016, maximum 25.3% male candidates appeared from the age group of 24-26 years. However, among the recommended candidates, the highest percentage (27.5%) of males recommended, were also from the age group of 24-26 years.





9. **Diagram 4** shows the trend of female candidates who appeared in Civil Services Examination 2016. It may be seen that highest percentage (35.6%) amongst the appeared female candidates in Civil Services (Preliminary) Examination 2016, were from the age group of 21-24 years. But in Civil Services (Main) Examination 2016, maximum 32.9% of the female candidates appeared from the age group of 24-26 years and at recommendation stage, the highest percentage (31.9%) of the female candidates recommended were also from the age group of 24-26 years.



9.1 It is seen from Table 6-C that the highest percentage of candidates recommended belonged to the age group of 24 - 26 years (28.5 percent), followed by 26 - 28 years (25.7 percent), 28 - 30 years (16.3 percent), 21 - 24 years (16.1 percent) and 30 years & above (13.4 percent),

10. Out of 1,855 female candidates who appeared in the Civil Services (Main) Examination, 2016, total 282 were recommended for appointment, registering a success rate at 15.2 percent. As against this, 927 out of 13,294 male candidates were recommended which represents a success rate at 7.0 percent. Thus, the success rate of female candidates was significantly higher than that of male candidates.

11. The community and gender-wise success rate of candidates is given in **Table 7**:

**Table 7 : Community and Gender-wise Success Rate of Candidates - Civil Services (Main) Examination, 2016**

Community	Appeared Candidates			Recommended Candidates			Success Rate (Percent)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
SC	1890	259	2149	128	36	164	6.8%	13.9%	7.6%
ST	989	112	1101	71	20	91	7.2%	17.9%	8.3%
OBC	4022	425	4447	290	76	366	7.2%	17.9%	8.2%
General	6393	1059	7452	438	150	588	6.9%	14.2%	7.9%
<b>Total</b>	<b>13294</b>	<b>1855</b>	<b>15149</b>	<b>927</b>	<b>282</b>	<b>1209</b>	<b>7.0%</b>	<b>15.2%</b>	<b>8.0%</b>

11.1 It is seen from the Table 7 that the performance of female candidates belonging to various communities viz. Scheduled Castes, Scheduled Tribes, Other Backward Classes and General category was better than that of male candidates of corresponding community.

12. Out of a total of 18,550 persons with disabilities who applied for the Civil Services (Preliminary) Examination, 2016, total 6,932 candidates appeared in Civil Services (Preliminary) Examination and 472 qualified. But only 442 candidates with disabilities appeared in Civil Services (Main) Examination and 44 such candidates were recommended for appointment. Of them, nine candidates belonged to Other Backward Classes and 35 to General community. This includes nine female candidates recommended for appointment. Further, four such candidates qualified the examination in their first attempt and one candidate among them, belonged to the age-group of 21-24 years. Furthermore, among these 44 candidates, 18 candidates, who qualified the Examination, belong to the age group of 30 years and above.

12.1 It is important to mention here that, in all the tables and diagrams given in this appendix, the number of candidates with disabilities has been taken in their respective communities i.e. Scheduled Castes, Scheduled Tribes, Other Backward Classes and General community.

13. The community and gender-wise number of attempts made by the candidates in Civil Services (Preliminary), Civil Services (Main) and finally recommended are given in the Table 8-A, 8-B and 8-C and also shown in the Diagram 5.

**Table 8-A: Number of Attempts made by the Appeared Candidates: Community and Gender-wise - Civil Services (Preliminary) Examination, 2016**

Community	Gender	Number of Attempts Made by the Appeared Candidates								Total
		1	2	3	4	5	6	7	8 & above	
SC	Male	43131	15809	9804	5566	3259	2083	1326	2476	<b>83454</b>
		51.68%	18.94%	11.75%	6.67%	3.91%	2.50%	1.59%	2.97%	<b>100%</b>
	Female	15789	4570	2296	1096	611	401	209	302	<b>25274</b>
		62.47%	18.08%	9.08%	4.34%	2.42%	1.59%	0.83%	1.19%	<b>100%</b>
ST	Male	14684	5988	3551	2028	1227	843	439	884	<b>29644</b>
		49.53%	20.20%	11.98%	6.84%	4.14%	2.84%	1.48%	2.98%	<b>100%</b>
	Female	5906	1813	901	473	236	146	72	110	<b>9657</b>
		61.16%	18.77%	9.33%	4.90%	2.44%	1.51%	0.75%	1.14%	<b>100%</b>
OBC	Male	47714	18728	11460	6804	4207	2857	1853	1863	<b>95486</b>
		49.97%	19.61%	12.00%	7.13%	4.41%	2.99%	1.94%	1.95%	<b>100%</b>
	Female	18904	5258	2615	1309	692	366	211	192	<b>29547</b>
		63.98%	17.80%	8.85%	4.43%	2.34%	1.24%	0.71%	0.65%	<b>100%</b>
General	Male	71799	27283	15863	8659	4827	2498	59	60	<b>131048</b>
		54.79%	20.82%	12.10%	6.61%	3.68%	1.91%	0.05%	0.05%	<b>100%</b>
	Female	36336	10238	5012	2360	1092	494	9	8	<b>55549</b>
		65.41%	18.43%	9.02%	4.25%	1.97%	0.89%	0.02%	0.01%	<b>100%</b>

Community	Gender	Number of Attempts Made by the Appeared Candidates								Total
		1	2	3	4	5	6	7	8 & above	
Total	Male	177328	67808	40678	23057	13520	8281	3677	5283	339632
		52.21%	19.97%	11.98%	6.79%	3.98%	2.44%	1.08%	1.56%	100%
	Female	76935	21879	10824	5238	2631	1407	501	612	120027
		64.10%	18.23%	9.02%	4.36%	2.19%	1.17%	0.42%	0.51%	100%
	Total	254263	89687	51502	28295	16151	9688	4178	5895	459659
		55.32%	19.51%	11.20%	6.16%	3.51%	2.11%	0.91%	1.28%	100%

Note 1: Only six chances are allowed for General Category candidates. However, additional three chances are allowed for PWD candidates who belong to General category.

**Table 8-B: Number of Attempts made by the Appeared Candidates : Community and Gender-wise - Civil Services (Main) Examination, 2016**

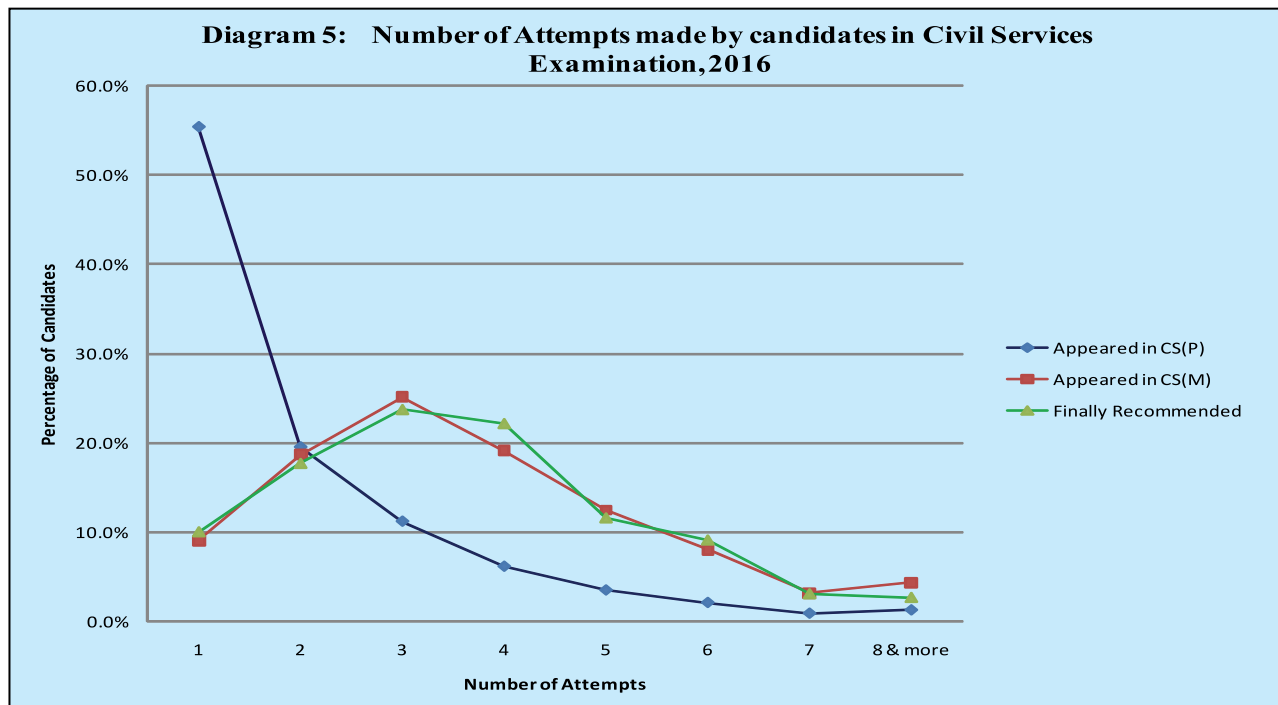
Community	Gender	Number of Attempts Made by the Appeared Candidates								Total
		1	2	3	4	5	6	7	8 & above	
SC	Male	97	254	363	346	259	207	129	235	1890
		5.13%	13.44%	19.21%	18.31%	13.70%	10.95%	6.83%	12.43%	100%
	Female	18	45	57	47	31	26	11	24	259
		6.95%	17.37%	22.01%	18.15%	11.97%	10.04%	4.25%	9.27%	100%
ST	Male	63	128	178	165	116	128	80	131	989
		6.37%	12.94%	18.00%	16.68%	11.73%	12.94%	8.09%	13.25%	100%
	Female	6	17	25	20	16	14	3	11	112
		5.36%	15.18%	22.32%	17.86%	14.29%	12.50%	2.68%	9.82%	100%
OBC	Male	337	644	952	787	504	351	229	218	4022
		8.38%	16.01%	23.67%	19.57%	12.53%	8.73%	5.69%	5.42%	100%
	Female	33	85	102	89	54	31	13	18	425
		7.76%	20.00%	24.00%	20.94%	12.71%	7.29%	3.06%	4.24%	100%
General	Male	708	1381	1813	1238	799	416	16	22	6393
		11.07%	21.60%	28.36%	19.36%	12.50%	6.51%	0.25%	0.34%	100%
	Female	111	273	319	206	110	38	1	1	1059
		10.48%	25.78%	30.12%	19.45%	10.39%	3.59%	0.09%	0.09%	100%
Total	Male	1205	2407	3306	2536	1678	1102	454	606	13294
		9.06%	18.11%	24.87%	19.08%	12.62%	8.29%	3.42%	4.56%	100%
	Female	168	420	503	362	211	109	28	54	1855
		9.06%	22.64%	27.12%	19.51%	11.37%	5.88%	1.51%	2.91%	100%
	Total	1373	2827	3809	2898	1889	1211	482	660	15149
		9.06%	18.66%	25.14%	19.13%	12.47%	7.99%	3.18%	4.36%	100%

Note 1: Only six chances are allowed for General Category candidates. However, additional three chances are allowed for PWD candidates who belongs to General category.

**Table 8-C Number of Attempts made by the Recommended Candidates : Community and Gender-wise - Civil Services (Main) Examination, 2016**

Community	Gender	Number of Attempts Made by the Appeared Candidates								Total
		1	2	3	4	5	6	7	8 & above	
SC	Male	10	15	23	39	7	18	7	9	128
		7.81%	11.72%	17.97%	30.47%	5.47%	14.06%	5.47%	7.03%	100%
	Female	3	6	10	7	6	1	0	3	36
		8.33%	16.67%	27.78%	19.44%	16.67%	2.78%	0.00%	8.33%	100%
ST	Male	6	9	8	11	13	11	10	3	71
		8.45%	12.68%	11.27%	15.49%	18.31%	15.49%	14.08%	4.23%	100%
	Female	2	4	1	3	4	4	1	1	20
		10.00%	20.00%	5.00%	15.00%	20.00%	20.00%	5.00%	5.00%	100%
OBC	Male	19	47	65	72	31	29	15	12	290
		6.55%	16.21%	22.41%	24.83%	10.69%	10.00%	5.17%	4.14%	100%
	Female	6	15	15	20	12	5	1	2	76
		7.89%	19.74%	19.74%	26.32%	15.79%	6.58%	1.32%	2.63%	100%
General	Male	55	82	121	86	56	35	2	1	438
		12.56%	18.72%	27.63%	19.63%	12.79%	7.99%	0.46%	0.23%	100%
	Female	20	36	44	30	11	7	1	1	150
		13.33%	24.00%	29.33%	20.00%	7.33%	4.67%	0.67%	0.67%	100%
Total	Male	90	153	217	208	107	93	34	25	927
		9.71%	16.50%	23.41%	22.44%	11.54%	10.03%	3.67%	2.70%	100%
	Female	31	61	70	60	33	17	3	7	282
		10.99%	21.63%	24.82%	21.28%	11.70%	6.03%	1.06%	2.48%	100%
	Total	121	214	287	268	140	110	37	32	1209
10.01%		17.70%	23.74%	22.17%	11.58%	9.10%	3.06%	2.65%	100%	

**Note 1: Only six chances are allowed for General Category candidates. However, additional three chances are allowed for PWD candidates who belong to General category.**



13.1 It follows from **Table 8-A** and **8-C** that while 55.3 percent of candidates appeared in Civil Services (Preliminary) Examination 2016 in their first attempt, only 10.0 percent of finally qualified candidates could clear the Examination in their first attempt. Further, in the second, third and fourth attempts, the percentage of recommended candidates was 17.7 percent, 23.7 percent and 22.2 percent respectively.



## Appendix – 10

### Engineering Services Examination, 2017: Profile of Candidates

The Commission has started the conduct of Engineering Services Examination in three stages from the year 2017 onwards. The new plan of Engineering Services Examination is given below :-

- (i) **Stage-I:** Engineering Services (Preliminary/ Stage-I) Examination (Objective Type Papers) for the selection of candidates for the Stage-II Engineering Services (Mains/ Stage-II) Examination.
- (ii) **Stage-II:** Engineering Services (Mains/ Stage-II) Examination (Conventional Type Papers) and
- (iii) **Stage-III:** Personality Test

2. The Engineering Services (Preliminary/ Stage-I) Examination consists of two objective type (Multiple choice) question papers and carries a maximum of 500 marks (Paper-I – 200 Marks & Paper-II – 300 Marks). Only those candidates who are declared by the Commission to have qualified in the Preliminary/Stage-I Examination in the year are eligible for admission to the Mains/Stage-II Examination of that year. The marks obtained in the Preliminary/ Stage-I Examination by the candidates who are declared qualified for admission to the Mains/ Stage-II Examination are counted for determining their final order of merit.

2.1 The Engineering Services (Mains/ Stage-II) Examination consists of two conventional type papers in Engineering Discipline with maximum marks of 600 (300 marks in each paper). The Stage-III consists of Personality Test carries 200 marks. Marks obtained by the candidates in the Stage-I (Preliminary/ Stage-I) Examination, Stage-II (Mains/ Stage-II) Examination and Stage-III (Personality Test) determine their final ranking.

3. The number of vacancies reported by the Government for filling up the posts in four disciplines of engineering through the Engineering Services Examination, 2017 are as follows:

Discipline	Number of Vacancies	
(i) Civil Engineering	-	291
(ii) Mechanical Engineering	-	142
(iii) Electrical Engineering	-	65
(iv) Electronics and Telecommunication Engineering	-	50
<b>Total</b>	-	548

Out of 3,25,604 candidates who had applied for the Engineering Services (Preliminary) Examination 2017, only 1,54,995 (47.6%) candidates appeared in the Preliminary Examination held on 08.01.2017. On the basis of result of the Preliminary Examination, 3,769 (2.4%) candidates qualified for Engineering Services (Mains) Examination 2017 and 3,437 candidates appeared in Engineering Services (Mains) Examination 2017 held on 14.05.2017. Further, on the basis of result of Mains Examination, 1,413 candidates qualified for Personality Test. Of those, only 1,401 candidates attended the Personality Test and 500 candidates were recommended for appointment to the various engineering services/ posts initially. The results of the remaining 48 vacancies have not been declared till the end of the year 2017-18. Community and Gender wise details of the candidates applied and appeared in written part of the examination are given in **Table 1**.

**Table 1: Number of Candidates who Applied and Appeared - Engineering Services (Preliminary) Examination, 2017**

Community	Number of Candidates						
	Applied			Appeared			Drop-out Rate (%)
	Male	Female	Total	Male	Female	Total	
Scheduled Castes	53,078	10,656	63,734	20,125	3,730	23,855	62.6%
Scheduled Tribes	19,357	3,749	23,106	8,137	1,579	9,716	58.0%
Other Backward Classes	71,362	20,276	91,638	41,296	7,582	48,878	46.7%
General	1,09,574	37,552	1,47,126	59,330	13,216	72,546	50.7%
<b>Total</b>	<b>2,53,371</b>	<b>72,233</b>	<b>3,25,604</b>	<b>1,28,888</b>	<b>26,107</b>	<b>1,54,995</b>	<b>52.4%</b>

4.1 It is seen from Table 1 that out of 3,25,604 candidates who applied for the Engineering Services (Preliminary) Examination, 2017, only 1,54,995 or 47.6% of the candidates appeared for the Preliminary Examination. In other words, 52.4% of the candidates did not turn up for the Examination. Further, the drop-out rate among the candidates belonging to the Scheduled Castes was maximum as compared to the drop-out rate of Scheduled Tribes, General Category and Other Backward Classes.

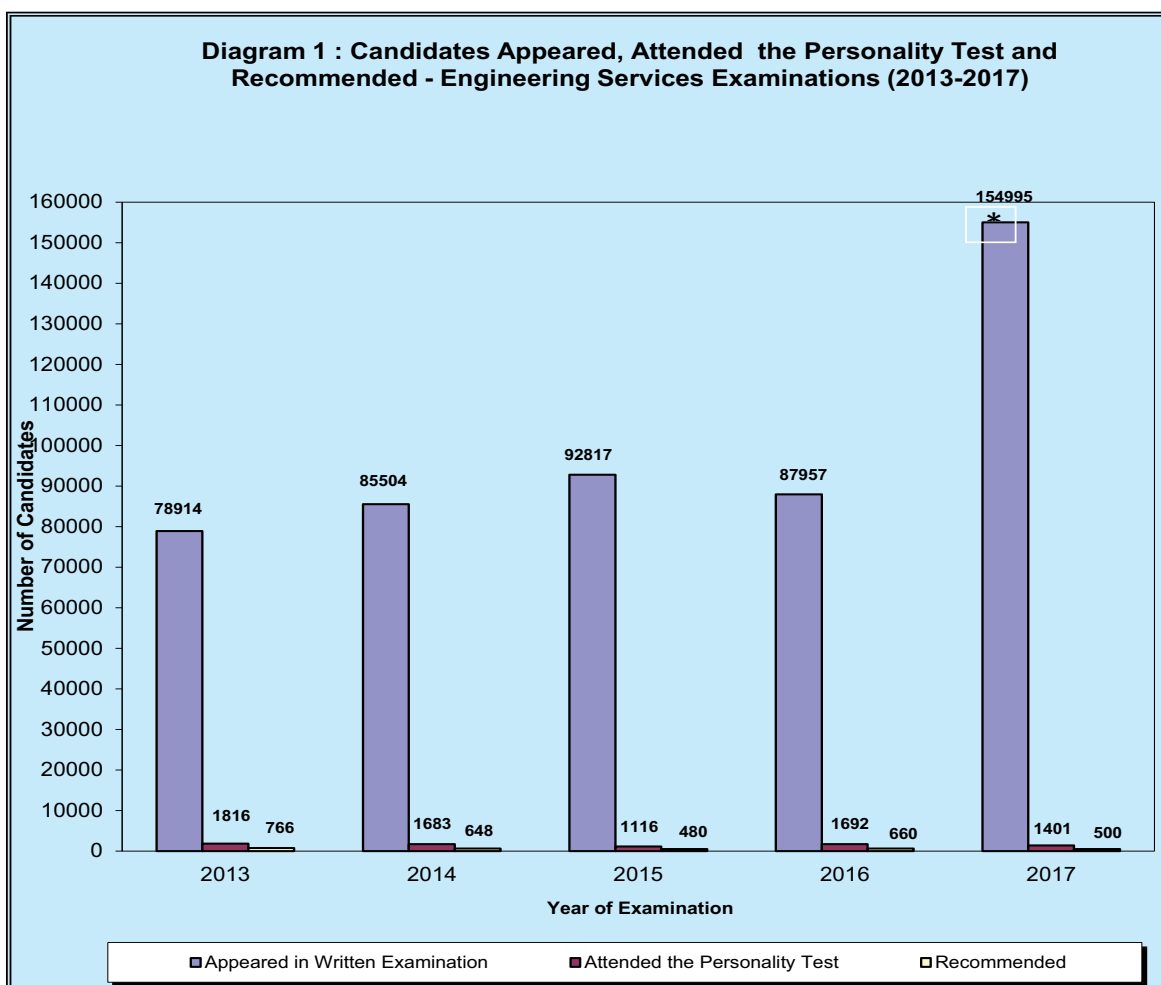
4.2 Community-wise number of candidates applied, appeared, qualified the written Examination (both Preliminary and Mains Examination), attended the personality test and recommended in the Engineering Services Examination 2017 are given in **Table - 2**.



**Table 2: Community-wise Number of Candidates - Engineering Services Examination, 2017**

Community	Number of Candidates						
	Preliminary Examination			Mains Examination		Attended the Personality Test	Recommended
	Applied	Appeared	Qualified	Appeared	Qualified		
Scheduled Castes	63,734	23,855	654	581	200	197	88
Scheduled Tribes	23,106	9,716	324	296	102	101	44
Other Backward Classes	91,638	48,878	1,333	1,213	577	571	159
General	1,47,126	72,546	1,458	1,347	534	532	209
<b>Total</b>	<b>3,25,604</b>	<b>1,54,995</b>	<b>3,769</b>	<b>3,437</b>	<b>1,413</b>	<b>1,401</b>	<b>500</b>

4.3 The number of candidates who appeared at the written examination, attended the Personality Test and were recommended for appointment in the last five examinations are shown in **Diagram 1**.



5. The distribution of candidates by their academic qualifications (i.e. higher qualifications vis-à-vis minimum prescribed qualifications) and division at College/ University level in respect of candidates, who attended the Personality Test and were recommended, is given in **Table 3**.

**Table 3: Number of Candidates by Academic Qualifications and Division - Engineering Services Examination, 2017**

Academic Qualifications	Candidates who Attended the Personality Test			Candidates Recommended		
	First Division	Other than First Division	Total	First Division	Other than First Division	Total
Bachelor Degrees	1,178	51	1,229	439	13	452
Higher Degrees	169	3	172	47	1	48
<b>Total</b>	<b>1,347</b>	<b>54</b>	<b>1,401</b>	<b>486</b>	<b>14</b>	<b>500</b>

5.1 It follows from Table 3 that while 90.4 percent of the candidates recommended for appointment were graduates, remaining 9.6 percent possessed Post-graduation or higher qualifications. Further, the percentage of graduates and Post-graduates or higher degree holders among the candidates who attended the Personality Test, were 87.7 percent and 12.3 percent respectively.

5.2 It is seen from Table 3 that out of 500 candidates recommended for appointment, 486 candidates or 97.2 percent were having first division and 14 candidates or 2.8 percent were having second or lower division at College/University level. Further, the percentage of first divisioner candidates among the candidates who attended the Personality Test was 96.1 percent.

6. The distribution of candidates having regular degrees like B.Tech./ B.Sc.(Engg.)/ M.E./ M.Sc.(Engg.)/ M.Tech etc. from the Universities on one hand and those having equivalent qualifications like Associate Membership/Graduate Membership awarded by the Institution of Engineers (India)/Institution of Electronics and Telecommunication Engineers/ Aeronautical Society of India etc. on the other hand is given in **Table 4**.

**Table 4 : Number of Candidates having Regular Degrees vis-à-vis Equivalent Qualifications - Engineering Services Examination, 2017**

Academic Qualifications	Number of Candidates	
	Attended the Personality Test	Recommended
<b>I Regular Degrees</b>		
<b>(a) First Division</b>		
(i) B.E./B.Tech./B.Sc.(Engineering)	1,178	439
(ii) M.E./M.Tech./M.Sc.(Engineering)	169	47
<b>(b) Other Divisions</b>		
(i) B.E./B.Tech./B.Sc.(Engineering)	50	12
(ii) M.E./M.Tech./M.Sc.(Engineering)	3	1
<b>Sub-Total</b>	<b>1,400</b>	<b>499</b>
<b>II Equivalent Qualifications</b>		
Section 'A' and 'B' of Institution of Engineers (India)/Graduate Membership Examination of Institution of Electronics and Telecommunication Engineers/ Associate Membership Examination of Aeronautical Society of India, etc.	1	1
<b>Total</b>	<b>1,401</b>	<b>500</b>

6.1 It is seen from Table 4 that out of 500 candidates recommended for appointment, 499 (99.8%) candidates possess regular degrees from the Universities and only one (0.2%) candidate possess equivalent qualifications awarded by the Institution of Engineers (India)/ Institution of Electronics and Telecommunication Engineering etc.

7. Discipline and qualification-wise candidates who attended the Personality Test vis-à-vis those recommended for appointment is given in Table 5.

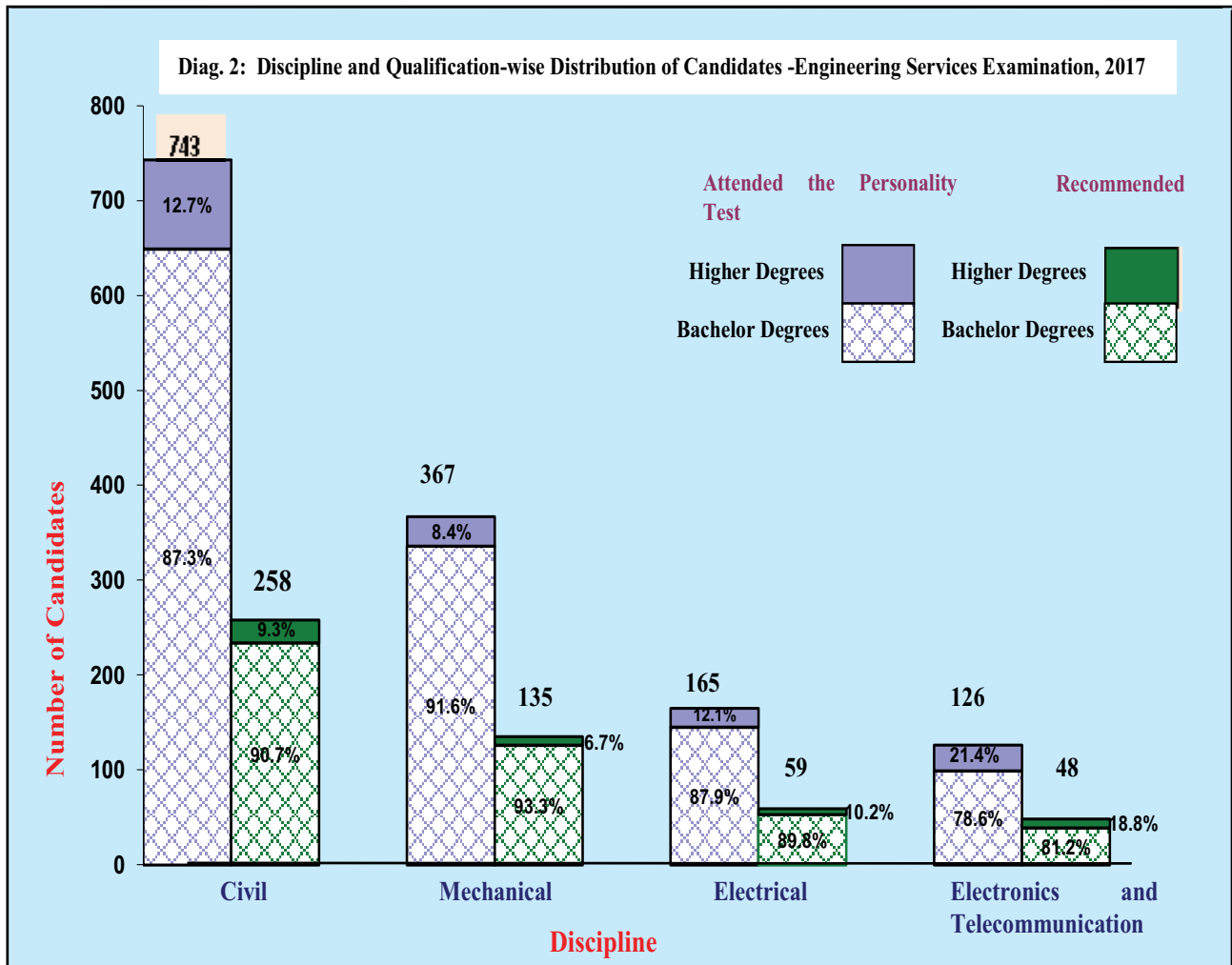
**Table 5 : Discipline-wise and Qualifications-wise Number of Candidates - Engineering Services Examination, 2017**

Discipline	Candidates who Attended the Personality Test			Candidates Recommended		
	Bachelor Degrees	Higher Degrees	Total	Bachelor Degrees	Higher Degrees	Total
Civil	649	94	743	234	24	258
Mechanical	336	31	367	126	9	135
Electrical	145	20	165	53	6	59
Electronics and Telecommunication	99	27	126	39	9	48
<b>Total</b>	<b>1,229</b>	<b>172</b>	<b>1,401</b>	<b>452</b>	<b>48</b>	<b>500</b>

7.1 It follows from Table 5 that out of 500 candidates recommended for appointment, 258 candidates or 51.6 percent were recommended for Civil Engineering posts, 135 candidates or 27.0 percent for Mechanical Engineering posts, 59 candidates or 11.8 percent for Electrical Engineering posts and 48 candidates or 9.6 percent for Electronics and Telecommunication Engineering posts.

7.2 Out of the recommended candidates, the percentage of candidates having higher qualifications in Civil, Mechanical, Electrical and Electronics & Telecommunication Engineering was 9.3 percent, 6.7 percent, 10.2 percent and 18.8 percent respectively. Thus, as compared to other Engineering disciplines, percentage of post-graduates in Electronics & Telecommunication Engineering was the maximum.

7.3 The discipline and qualification-wise distribution of candidates who attended the Personality Test vis-à-vis those recommended, is also exhibited in **Diagram 2**.



8. The community and gender-wise number of candidates who attended the Personality Test and were recommended are given in **Table 6**.

**Table 6 : Community and Gender-wise Number of Candidates - Engineering Services Examination, 2017**

Community	Candidates Attended the Personality Test			Candidates Recommended		
	Male	Female	Total	Male	Female	Total
Scheduled Castes	182	15	197	77	11	88
Scheduled Tribes	96	5	101	40	4	44
Other Backward Classes	535	36	571	152	7	159
General	499	33	532	196	13	209
<b>Total</b>	<b>1,312</b>	<b>89</b>	<b>1,401</b>	<b>465</b>	<b>35</b>	<b>500</b>

8.1 It follows from Table 6 that the female candidates constituted 7.0 percent of the candidates recommended as compared to 93.0 percent for the male candidates.

9. The community, age and gender-wise distribution of the candidates recommended is given in Table 7.

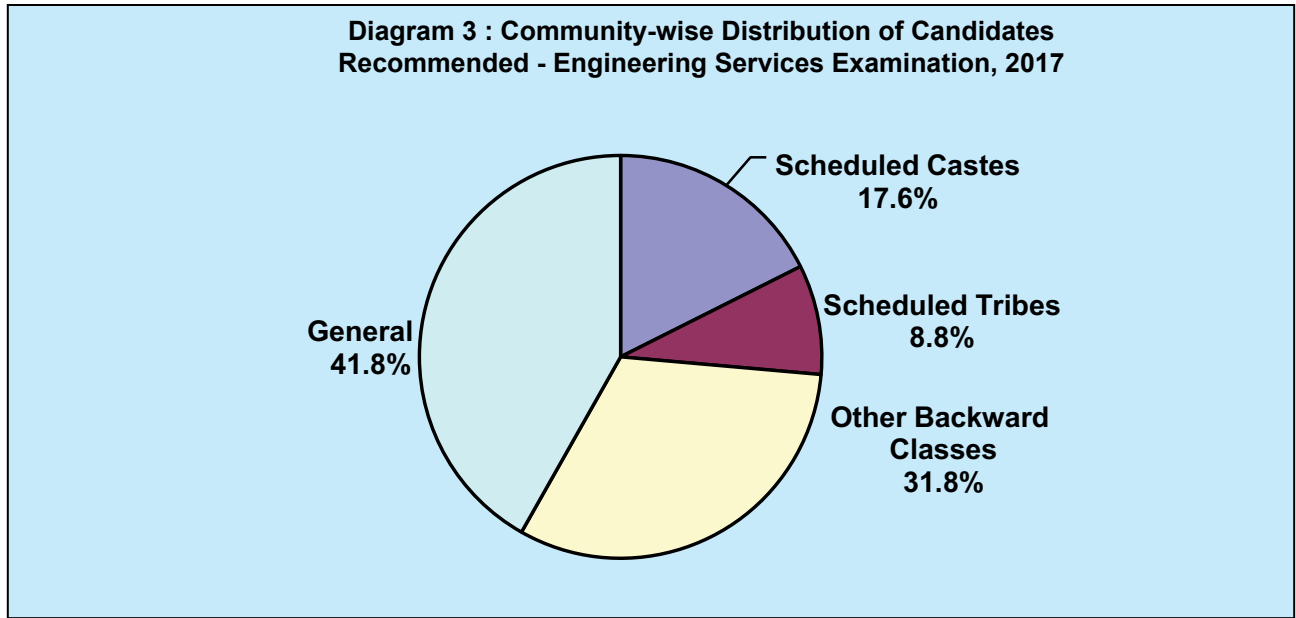
**Table 7 : Community, Age and Gender-wise Distribution of Candidates Recommended - Engineering Services Examination, 2017 [Age reckoned as on 01-01-2017]**

Community	Candidates Recommended			Age group									
				21-24 years		24-26 years		26-28 years		28-30 years		30 years and above	
	M	F	T	M	F	M	F	M	F	M	F	M	F
Scheduled Castes	77	11	88	54	7	17	3	5	1	0	0	1	0
Scheduled Tribes	40	4	44	34	4	5	0	1	0	0	0	0	0
Other Backward Classes	152	7	159	106	6	37	1	5	0	3	0	1	0
General	196	13	209	121	7	62	6	9	0	4	0	0	0
<b>Total</b>	<b>465</b>	<b>35</b>	<b>500</b>	<b>315</b>	<b>24</b>	<b>121</b>	<b>10</b>	<b>20</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>0</b>

M: Male; F: Female; T : Total

9.1 It is seen from Table 7 that 88 candidates or 17.6 percent belonged to the Scheduled Castes, 44 candidates or 8.8 percent to the Scheduled Tribes, 159 candidates or 31.8 percent to the Other Backward Classes and 209 candidates or 41.8 percent to General category.

9.2 Community-wise distribution of the candidates recommended is also depicted in Diagram 3.



10. The community and gender-wise average age of the candidates recommended is given in **Table 8**.

**Table 8 : Community and Gender-wise Average Age of Candidates Recommended - Engineering Services Examination, 2017 [Age reckoned as on 01-01-2017]**

Community	Average Age of Candidates Recommended (in years)		
	Male	Female	Total
Scheduled Castes	23.4	23.7	23.4
Scheduled Tribes	23.0	22.9	23.0
Other Backward Classes	23.6	22.9	23.5
General	23.6	23.7	23.6
<b>Total</b>	<b>23.5</b>	<b>23.4</b>	<b>23.5</b>

10.1 It is seen from Table 8 that in Scheduled Tribe and Other Backward Classes, the female candidates who were recommended for appointment, were younger in age than the male candidates.

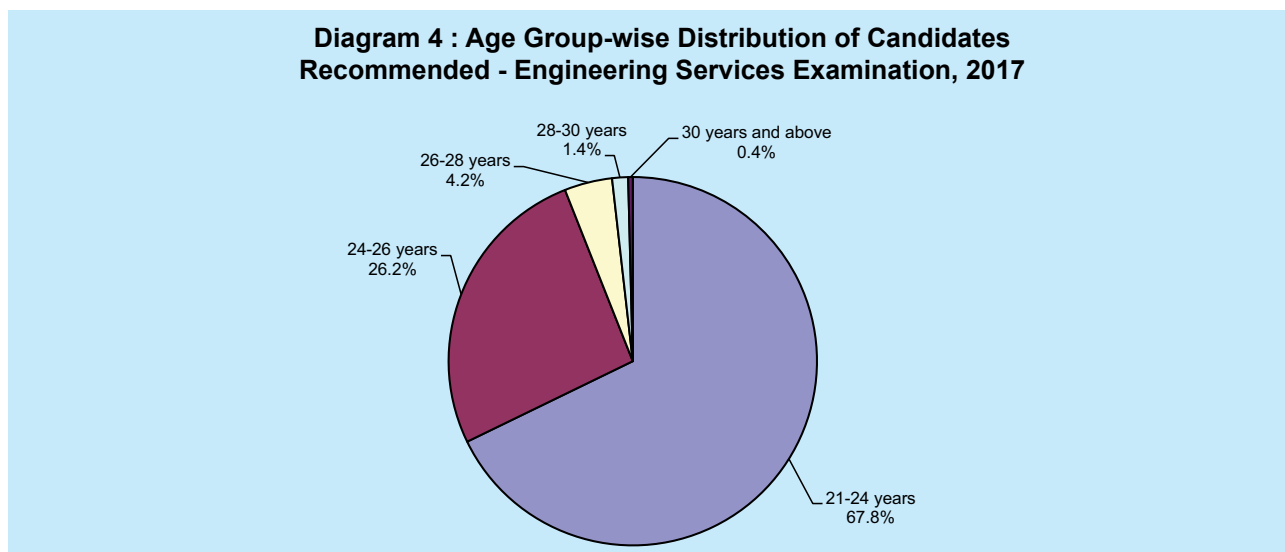
11. The discipline and age group-wise distribution of the candidates recommended for appointment is given in **Table 9**.

**Table 9 : Discipline and Age Group-wise Distribution of Candidates Recommended - Engineering Services Examination, 2017[Age reckoned as on 01-01-2017]**

Discipline	Candidates Recommended	Age group				
		21-24 years	24-26 years	26-28 years	28-30 Years	30 years and above
Civil	258	189	62	5	1	1
Mechanical	135	84	42	8	1	0
Electrical	59	43	16	0	0	0
Electronics and Telecommunication	48	23	11	8	5	1
<b>Total</b>	<b>500</b>	<b>339</b>	<b>131</b>	<b>21</b>	<b>7</b>	<b>2</b>

11.1 It is seen from Table 9 that the highest percentage of the candidates recommended belonged to the age group of 21 - 24 years (67.8 percent), followed by age groups of 24 - 26 years (26.2 percent), 26 - 28 years (4.2 percent), 28 - 30 years (1.4 percent) and 30 years and above (0.4 percent).

11.2 Age group-wise distribution of the candidates recommended is depicted in **Diagram 4**.



12. A total number of 20 vacancies were reported by the Government reserved for persons with disabilities to be filled up on the basis of the Engineering Services Examination, 2017. Out of these 20 vacancies, nine vacancies (*seven for PH1 category and two for PH3 category*) were reserved in Civil Engineering discipline; six vacancies (*five for PH1 category and one for PH3 category*) were reserved in Mechanical Engineering discipline; two vacancies (*one each for PH1 category and PH3 category*) were reserved in Electrical Engineering discipline;

three vacancies (*only for PH1 category*) were reserved in Electronics and Telecommunication Engineering discipline. [*PH1: Orthopedically differently abled, PH2: Visually Impaired, PH3: Hearing Impaired*].

12.1 Of the 2,951 candidates with disabilities who applied for Engineering Services (Preliminary) Examination 2017, 1,272 candidates appeared in the Preliminary Examination and 135 candidates qualified the Preliminary Examination. Out of 135 qualified candidates, 105 candidates appeared in Engineering Services (Mains) Examination 2017 and 41 candidates qualified the Mains Examination. Out of them, 39 attended the Personality Test and a total of 20 candidates with disabilities (*nine in Civil Engineering, six in Mechanical Engineering, two in Electrical Engineering and three in Electronics and Telecommunication Engineering discipline*) were recommended for appointment. Of these 20 recommended candidates 16 belonged to PH1 category and remaining four belonged to PH3 category.

12.2 Out of these 20 recommended candidates seven belonged to the Other Backward Classes and 13 belonged to the General category. Further, out of these 20 candidates, 12 candidates belonged to the age-group of 21 - 24 years, four to the age-group of 24 - 26 years, one each to the age group of 26 -28 years and 30 years and above and two to the age group of 28- 30 years.



## Appendix-11

### Indian Forest Service Examination, 2017: Profile of Candidates

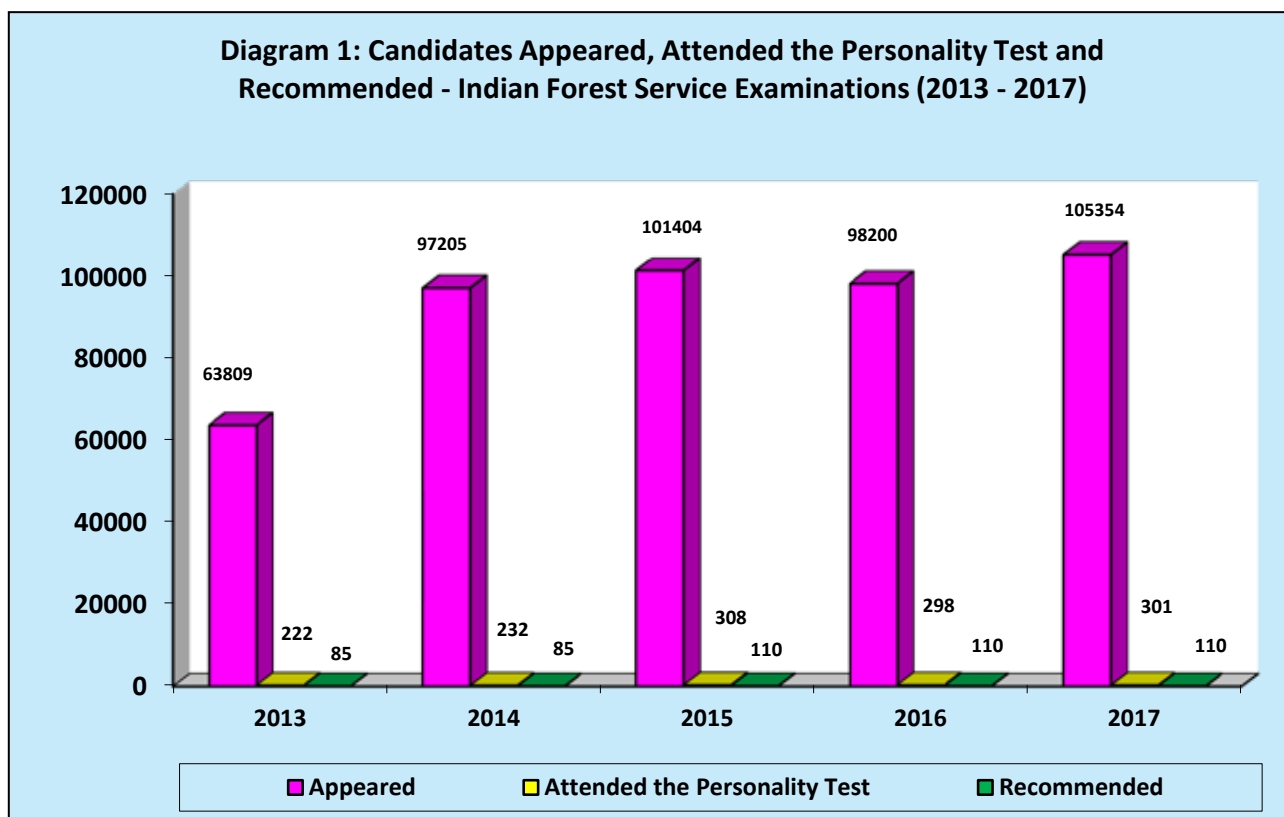
1. Every year Union Public Service Commission conducts Indian Forest Service Examination. The Indian Forest Service Examination is conducted in two successive stages viz. The Civil Services (Preliminary) Examination (Objective type) for screening and selection of candidates for Indian Forest Service (Main) Examination and then Indian Forest Service (Main) Examination (Written and Interview) for selection of candidates for the Indian Forest Service. The Preliminary Examination consists of two objective type (Multiple choice questions) papers of 200 marks each. This Examination is meant to serve as a screening test only. The marks obtained in the Preliminary Examination are not reckoned for determining the final order of merit of the candidates. The Main Examination consists of six conventional (essay) type papers and carries a total of 1,400 marks whereas the interview carries 300 marks. Only those candidates who qualify the Main Examination are eligible for interview (Personality Test).

2. Out of 2,31,854 candidates who had applied for the Indian Forest Service through Civil Services (Preliminary) Examination, 2017, only 1,05,354 (45.4%) candidates appeared in the Preliminary Examination held on 18th June 2017. On the basis of the result of the Preliminary Examination, 1,353 candidates qualified for Indian Forest Service (Main) Examination. However, 790 candidates appeared in the Indian Forest Service (Main) Examination 2017 held from 3rd December, 2017 to 13th December, 2017. Further, on the basis of result of Main Examination, 301 candidates qualified for Personality Test. All the 301 candidates attended the Personality Test. Subsequently, 110 candidates were finally recommended by the Commission for appointment to the Indian Forest Service. The number of vacancies, candidates applied, appeared and qualified in Preliminary Examination as well as in the Indian Forest Service (Main) Examination, the number of candidates who attended the Personality Test and the number of candidates who were recommended in the Indian Forest Service Examinations held during the last five years, are given in **Table 1**.

**Table 1: Year-wise Number of Vacancies and Number of Candidates :  
Indian Forest Service Examinations (2013 - 2017)**

Year	Number of Vacancies	Number of Candidates							Recommended
		Preliminary Examination			Main Examination				
		Applied	Appeared	Qualified	Applied	Appeared in Written Examination	Qualified the Written Examination	Attended the Personality Test	
2013	85	1,70,667	63,809	1,061	715	520	226	222	85
2014	85	2,22,424	97,205	1,106	773	543	234	232	85
2015	110	2,21,705	1,01,404	1,417	991	736	310	308	110
2016	110	2,52,230	98,200	1,370	932	651	298	298	110
2017	110	2,31,854	1,05,354	1,353	1,193	790	301	301	110

2.1 Number of candidates appeared in the written examination, attended the Personality Test and recommended during the last five Indian Forest Service Examinations are shown in **Diagram 1**.

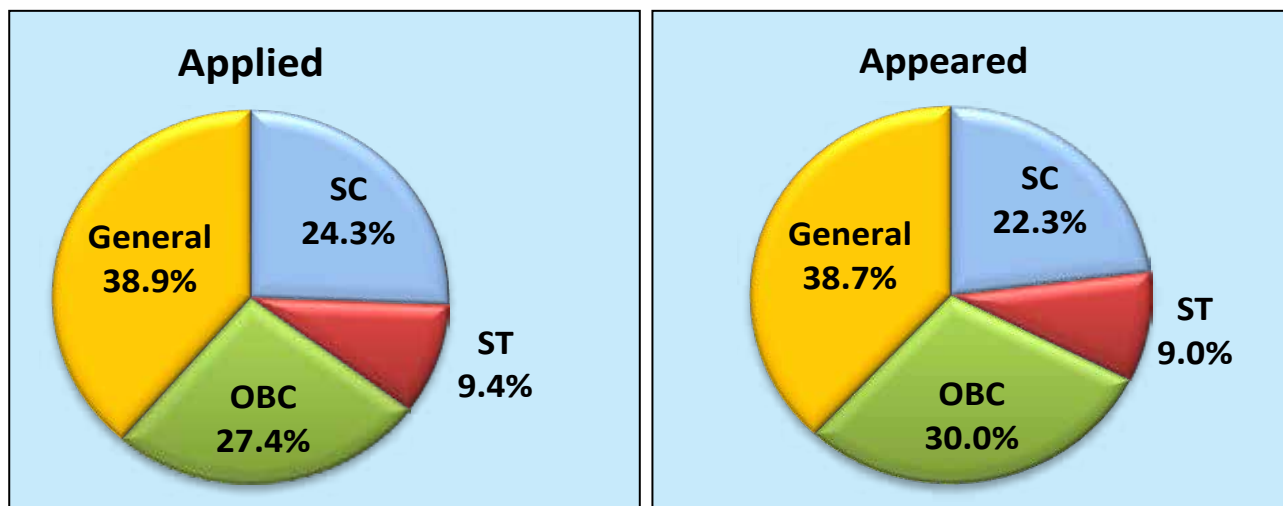


3. Community and gender-wise number of candidates applied and appeared for the Indian Forest Service (Preliminary) Examination 2017 is given in **Table 2** and Community wise number of candidates applied and appeared in the Indian Forest Service (Preliminary) Examination, 2017 are shown in **Diagram 2**.

**Table 2: Community and Gender-wise Number of candidates Applied and Appeared in Indian Forest Service (Preliminary) Examination, 2017**

Community	Applied				Appeared			
	Male	Female	Total	Percentage of total	Male	Female	Total	Percentage of total
SC	44,060	12,306	56,366	24.3%	18,564	4,942	23,506	22.3%
ST	16,770	5,134	21,904	9.4%	7,267	2,119	9,386	9.0%
OBC	45,955	17,482	63,437	27.4%	24,484	7,160	31,644	30.0%
General	61,035	29,112	90,147	38.9%	30,346	10,472	40,818	38.7%
<b>TOTAL</b>	<b>1,67,820</b>	<b>64,034</b>	<b>2,31,854</b>	<b>100.0%</b>	<b>80,661</b>	<b>24,693</b>	<b>1,05,354</b>	<b>100.0%</b>

**Diagram 2: Community wise Number of candidates Applied and Appeared - Indian Forest Service (Preliminary) Examination, 2017**



It may be seen from Table 2 that out of 2,31,854 candidates who applied for the Indian Forest Service Examination 2017, only 1,05,354 (45.4%) of the candidates appeared for the written examination. In other words, 54.6% of the candidates did not turn up for the examination. Further, the dropout rate in each community is very high and it was maximum in case of Scheduled Caste community (58.3%). Out of the 1,05,354 candidates, who appeared in the Indian Forest Service Examination 2017, total 24,693 (23.4%) candidates were female. Similarly, of the total 110 candidates recommended in the Indian Forest Service Examination, 2017, Nine (8.2%) were female (*vide Table 7*).

4. Community-wise number of candidates applied, appeared, qualified the written examination (both Preliminary and Main Examination), attended the personality test and recommended in the Indian Forest Service Examination, 2017 are given in **Table 3**.

**Table 3: Community-wise Number of Candidates - Indian Forest Service Examination, 2017**

Community	Number of Candidates							
	Preliminary Examination			Main Examination				Recommended
	Applied	Appeared	Qualified	Applied	Appeared	Qualified	Attended the Personality Test	
SC	56,366	23,506	204	180	115	42	42	16
ST	21,904	9,386	101	91	59	24	24	8
OBC	63,437	31,644	363	312	203	102	102	40
General	90,147	40,818	685	610	413	133	133	46
<b>Total</b>	<b>2,31,854</b>	<b>1,05,354</b>	<b>1,353</b>	<b>1,193</b>	<b>790</b>	<b>301</b>	<b>301</b>	<b>110</b>

5. Based on the information furnished by the candidates in the detailed application forms of Indian Forest Service Examination, 2017, an analysis has been made in regard to their academic qualifications. For this purpose, the highest qualifications acquired by the candidates have been taken into account. The academic qualification-wise distribution of the candidates who attended the personality test and were recommended is given in **Table 4**.

**Table 4: Academic Qualification-wise Distribution of Candidates :  
Indian Forest Service Examination, 2017**

Academic Qualification		Number of Candidates	
		Attended the Personality Test	Recommended
<b>I. Bachelor Degrees</b>		<b>234</b>	<b>80</b>
(i)	Bachelor degree in Agriculture or Forestry	4	3
(ii)	Bachelor degree in Veterinary Science and Animal Husbandry / MBBS	4	1
(iii)	Bachelor degree in Physics, Chemistry, Botany, Zoology, Mathematics, Statistics or Geology	4	1
(iv)	Bachelor degree in Engineering	222	75
<b>II. Higher Degrees</b>		<b>67</b>	<b>30</b>
(i)	Master degree in Agriculture or Forestry	7	4
(ii)	Master degree in Veterinary Science	1	-
(iii)	Master degree in Engineering	29	15
(iv)	Master degree in other subjects	29	11
(v)	Ph. D.	1	-
<b>Total</b>		<b>301</b>	<b>110</b>

5.1 As seen from Table 4 above, 72.7 percent of the candidates recommended were graduates and 27.3 percent possessed post-graduate or higher qualifications.

5.2 It may be seen from **Table 4**, that 81.8% of the candidates recommended in the Indian Forest Service Examination 2017 were from engineering background.

6. The distribution of candidates who attended the Personality Test vis-à-vis those recommended for appointment with their optional subjects is given in **Table 5**.

**Table 5: Optional subject-wise Distribution of Candidates Attended the Personality Test vis-à-vis Recommended - Indian Forest Service Examination, 2017**

S. No.	Optional Subject	Number of Candidates*		
		Attended the Personality Test	Recommended	Pass Percentage
(1)	(2)	(3)	(4)	(5)
1.	Agricultural	33	12	36.4%
2.	Agriculture Engineering	31	15	48.4%
3.	Animal Husbandry and Veterinary Science	6	-	-
4.	Botany	16	7	43.8%
5.	Chemical Engineering	5	2	40.0%
6.	Chemistry	18	9	50.0%
7.	Civil Engineering	12	5	41.7%
8.	Forestry	256	96	37.5%
9.	Geology	133	35	26.3%
10.	Mathematics	51	20	39.2%
11.	Mechanical Engineering	14	8	57.1%
12.	Physics	14	8	57.1%
13.	Statistics	2	1	50.0%
14.	Zoology	11	2	18.2%

\* Each Candidate has opted for two optional subjects.

6.1 From Table 5, it emerges that Forestry was the most preferred optional subject amongst the optional subjects chosen by the candidates who attended the Personality Test, followed by Geology and Mathematics and in case of recommended candidates also, Forestry and Geology were found to be most fruitful optional subjects.

6.2 It may also be seen from **Table 4** and **Table 5** that as far as academic background of the recommended candidates is concerned, 81.8% of the candidates were having Engineering background. However, only 13.6 % of the optional subjects opted by the recommended candidates were related to Engineering discipline. This shows that most of the candidates have made a cross domain shift from their original stream i.e. Engineering to Non-Engineering subjects.

7. The community, age and gender-wise distribution of candidates who attended the Personality Test is given in **Table 6**.

**Table 6: Community, Age and Gender-wise Distribution of Candidates who attended the Personality Test – Indian Forest Service Examination, 2017**

(Age reckoned as on August 1, 2017)

Community	Total			Age-group (In years)									
				21-24		24-26		26-28		28-30		30 and above	
	T	M	F	M	F	M	F	M	F	M	F	M	F
SC	42	40	2	2	-	12	1	11	-	11	1	4	-
ST	24	20	4	2	-	8	1	5	2	3	1	2	-
OBC	102	95	7	5	1	29	3	27	3	24	-	10	-
General	133	122	11	11	1	42	4	35	4	19	1	15	1
<b>Total</b>	<b>301</b>	<b>277</b>	<b>24</b>	<b>20</b>	<b>2</b>	<b>91</b>	<b>9</b>	<b>78</b>	<b>9</b>	<b>57</b>	<b>3</b>	<b>31</b>	<b>1</b>

T : Total; M : Male ; F : Female

7.1 It may be seen from the above Table 6 that, of the 301 candidates who attended the Personality Test, 42 (13.9%) candidates belonged to Scheduled Castes, 24 (8%) belonged to Scheduled Tribes, 102 (33.9%) belonged to Other Backward Classes and 133 (44.2%) belonged to General community.

8. The community, age and gender-wise distribution of candidates recommended for appointment is given in Table 7.

**Table 7: Community, Age and Gender-wise Distribution of Candidates Recommended – Indian Forest Service Examination, 2017**

(Age reckoned as on August 1, 2017)

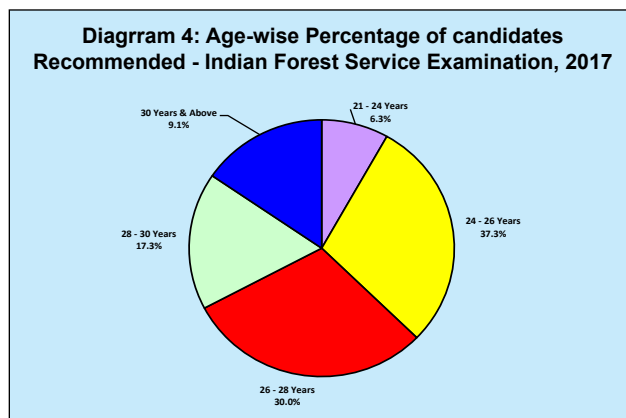
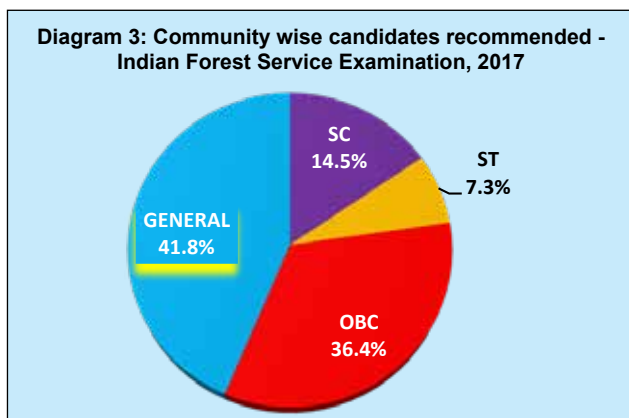
Community	Total			Age-group (In years)									
				21-24		24-26		26-28		28-30		30 and above	
	T	M	F	M	F	M	F	M	F	M	F	M	F
SC	16	16	0	1	-	6	-	2	-	6	-	1	-
ST	8	6	2	-	-	2	-	2	2	1	-	1	-
OBC	40	37	3	3	1	13	-	10	2	8	-	3	-
General	46	42	4	1	1	19	1	13	2	4	-	5	-
<b>Total</b>	<b>110</b>	<b>101</b>	<b>9</b>	<b>5</b>	<b>2</b>	<b>40</b>	<b>1</b>	<b>27</b>	<b>6</b>	<b>19</b>	<b>-</b>	<b>10</b>	<b>-</b>

T : Total; M : Male ; F : Female

8.1. The following information emerges from Table 7:

- (i) Of the 110 recommended candidates, 16 (14.5%) belonged to Scheduled Castes, Eight (7.3%) to Scheduled Tribes, 40 (36.4%) to Other Backward Classes and 46 (41.8%) to General community. Community-wise candidates recommended in Indian Forest Service Examination, 2017 is also depicted in **Diagram 3**.
- (ii) Female candidates constituted 8.2 percent of the total candidates recommended.

- (iii) Highest percentage of the candidates recommended belonged to the age group of 24-26 years (37.3%) followed by 26-28 years (30%), 28-30 years (17.3%), 30 years and above (9.1%) and 21-24 years (6.3%). Age-wise percentage of candidates recommended in the Indian Forest Service Examination, 2017, is shown in **Diagram 4**.



9. General and Other Backward Classes community candidates are permitted maximum six and nine attempts respectively at the examination. However, there is no restriction on the number of attempts for the Scheduled Castes and the Scheduled Tribes community. The community and gender-wise number of attempts made by the recommended candidates for the examination are given in **Table 8**.

**Table 8: Number of Attempts Made by Recommended Candidates: Community and Gender-wise - Indian Forest Service Examination, 2017.**

Community	Gender	Number of Attempts Made by the Recommended Candidates								Total
		1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup> & Above	
SC	Male	-	1	6	1	3	3	1	1	16
	Female	-	-	-	-	-	-	-	-	-
ST	Male	-	-	2	1	1	-	-	2	6
	Female	-	-	-	-	1	-	1	-	2
OBC	Male	3	1	11	6	11	3	2	-	37
	Female	-	1	-	1	1	-	-	-	3
General	Male	5	7	7	13	8	2	-	-	42
	Female	1	-	2	1	-	-	-	-	4
Total	Male	8	9	26	21	23	8	3	3	101
	Female	1	1	2	2	2	-	1	-	9
	Total	9	10	28	23	25	8	4	3	110

9.1 It follows from Table 8 that 8.2 percent of the candidates qualified the examination in the first attempt, 9.1 percent in the second attempt, 25.5 percent in the third attempt, 20.9 percent in fourth attempt, 22.7 percent in the fifth attempt, 7.3 percent in the sixth attempt, 3.6 percent in the seventh attempt and rest 2.7 percent in the eighth or more attempts.

## Appendix-12

### Number of Engineering, Medical, Scientific & Technical and Non-Technical posts, Ministry-wise which were advertised during the year 2017-18

Sl. No.	Name of Ministry/ Department	Number of posts advertised				Total
		Engineering	Medical	Scientific & Technical (excluding engineering)	Non-Technical	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Agriculture and Farmers Welfare	-	1	9	29	39
2	Andaman and Nicobar Administration	2	-	-	1	3
3	Civil Aviation	12	-	2	-	14
4	Commerce and Industry	17	-	-	-	17
5	Consumer Affairs, Food and Public Distribution	7	-	12	-	19
6	Culture	-	-	3	1	4
7	Daman and Diu Administration	1	11	-	-	12
8	Defence	19	6	3	25	53
9	Environment, Forests and Climate Change	-	-	3	-	3
10	External Affairs	-	-	-	7	7
11	Finance	-	-	-	9	9
12	Government of National Capital Territory of Delhi	17	-	-	-	17
13	Health and Family Welfare	3	126	1	-	130
14	Home Affairs	2	-	6	9	17
15	Information and Broadcasting	-	-	-	72	72
16	Labour and Employment	29	1	-	12	42
17	Law and Justice	-	-	-	8	8
18	Mines	11	-	18	-	29
19	NITI Aayog	-	-	-	10	10
20	Railways	-	32	-	-	32
21	Shipping	-	-	5	-	5
22	Textiles	-	-	1	-	1
23	Union Public Service Commission	1	-	5	1	7
24	Urban Development	2	-	-	-	2
25	Water Resources, River Development and Ganga Rejuvenation	14	-	7	-	21
26	Youth Affairs and Sports	-	-	-	8	8
	<b>Total</b>	<b>137</b>	<b>177</b>	<b>75</b>	<b>192</b>	<b>581</b>



## Appendix-13

Engineering Posts, Discipline-wise, for which the Recruitment were finalized during the year 2017-18

Sl. No.	Discipline/Specialisation	Number of Posts	No. of Posts Reserved			Applied			Called for Interview			Interviewed			Recommended			Percentage of Recommended Candidates to the Number of Posts (%)					
			SC	ST	OBC	UR	SC	ST	OBC	UR	SC	ST	OBC	UR	SC	ST	OBC		UR				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)
1	AERONAUTICAL	10	1	1	3	5	78	19	272	236	12	4	37	30	10	3	32	22	1	1	4	4	100.00
2	ARCHITECTURE	2	-	-	-	2	25	1	30	95	4	-	2	15	3	-	2	10	-	-	-	2	100.00
3	CHEMICAL	16	2	-	5	9	945	92	2356	2972	7	-	27	30	5	-	23	24	2	-	6	8	100.00
4	CIVIL	3	-	-	-	3	53	6	95	185	3	-	6	13	1	-	3	11	-	-	-	2	66.67
5	COMPUTER ENGINEERING/SCIENCE	46	7	3	10	26	1114	188	2109	3477	25	9	47	61	24	8	45	57	7	3	11	24	97.83
6	ELECTRICAL	24	1	2	6	15	935	274	2938	3949	10	13	59	76	7	7	47	52	2	2	6	14	100.00
7	MARINE	1	-	1	-	-	-	2	8	12	-	-	-	-	-	-	-	-	-	-	-	-	-
8	MECHANICAL	7	-	1	1	5	822	145	1586	2416	3	8	25	25	2	1	16	17	-	1	2	4	100.00
9	METALLURGICAL	22	-	2	4	16	221	86	605	834	6	5	43	33	4	5	33	25	1	2	12	6	95.45
10	ELECTRONICS	20	3	2	5	10	707	197	1571	1865	10	6	23	23	7	6	19	15	1	-	3	9	65.00
11	ELECTRONICS & TELECOMMUNICATIONS	37	7	2	5	23	1939	280	3095	5564	61	12	69	107	37	7	52	95	7	1	8	19	94.59
12	LEATHER TECHNOLOGY	2	-	-	-	2	13	-	22	54	2	-	4	19	2	-	3	15	-	-	1	1	100.00
13	TEXTILE TECHNOLOGY	9	1	-	2	6	151	12	307	365	13	-	25	47	11	-	19	36	1	-	3	5	100.00
TOTAL		199	22	14	41	122	7003	1302	14994	22024	156	57	367	479	113	37	294	379	22	10	56	98	93.47

SC : SCHEDULED CASTES, ST : SCHEDULED TRIBES, OBC : OTHER BACKWARD CLASSES, UR : UNRESERVED

TOTAL POSTS RESERVED : 199 CANDIDATES APPLIED : 45323 CANDIDATES CALLED FOR INTERVIEW : 1059 CANDIDATES INTERVIEWED : 823 CANDIDATES RECOMMENDED : 186

## Appendix-14

### Scientific & Technical Posts, Discipline-wise, for which the Recruitment were finalized during the year 2017-18

Sl. No.	Discipline/Specialisation	Number of Posts			No. of Posts Reserved			Applied			Called for Interview			Interviewed			Recommended			Percentage of Candidates to the Number of Posts (%)					
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)		(19)	(20)	(21)	(22)	(23)
1	AGRICULTURE/AGRONOMY/ENTOMOLOGY	2	-	-	-	-	2	45	13	100	201	1	-	6	17	1	-	5	15	-	-	-	-	2	100.00
2	BOTANY	21	2	2	6	11	285	56	596	1202	15	19	27	60	14	12	19	42	3	2	8	8	8	100.00	
3	CHEMISTRY	38	5	2	9	22	710	81	2296	3105	46	7	99	87	36	5	83	64	5	1	11	10	10	71.05	
4	MATHEMATICS	18	2	1	5	10	103	13	372	453	10	3	32	42	8	1	27	29	2	-	7	8	8	94.44	
5	MICROBIOLOGY/BACTERIOLOGY/PATHOLOGY	2	-	-	1	1	5	-	22	23	-	-	-	4	-	-	4	-	-	-	-	-	1	50.00	
6	PHYSICS	19	2	1	5	11	204	20	549	704	13	9	24	39	9	3	18	25	2	-	7	9	9	94.74	
7	PSYCHOLOGY	1	-	-	1	-	-	-	31	-	-	-	-	9	-	-	6	-	-	-	-	-	1	100.00	
8	STATISTICS	66	8	4	16	38	576	171	1440	2073	35	15	103	120	33	15	91	109	9	4	20	32	32	98.48	
9	ZOOLOGY	2	-	-	1	1	16	2	48	76	2	-	4	10	1	-	2	7	-	-	-	1	1	100.00	
10	SUGAR TECHNOLOGY	1	1	-	-	-	39	-	-	-	-	10	-	-	-	8	-	-	-	1	-	-	-	100.00	
11	TEXTILE TECHNOLOGY	5	1	-	1	3	44	1	80	157	7	-	15	21	7	-	12	19	1	-	2	2	2	100.00	
12	ANTHROPOLOGY	3	-	-	-	3	8	1	15	23	3	-	12	10	3	-	12	9	-	-	1	2	2	100.00	
<b>TOTAL</b>		178	21	10	45	102	2035	358	5549	8017	142	53	335	406	120	36	279	319	23	7	59	74	74	91.57	

SC : SCHEDULED CASTES, ST : SCHEDULED TRIBES, OBC : OTHER BACKWARD CLASSES, UR : UNRESERVED

TOTAL POSTS RESERVED : 178 CANDIDATES APPLIED : 15959 CANDIDATES CALLED FOR INTERVIEW : 936 CANDIDATES INTERVIEWED : 754 CANDIDATES RECOMMENDED : 163

## Appendix-15

### Non-Technical Posts, Discipline-wise, for which the recruitment were finalized during the year 2017-18

Sl. No.	Discipline/Specialisation	Number of Posts			No. of Posts Reserved			Applied			Called for Interview			Interviewed			Recommended			Percentage of Recommended Candidates to the Number of Posts (%)			
		(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)		(21)	(22)	(23)
1	ACCOUNTANCY INCLUDING COSTING	6	-	-	1	5	32	11	123	470	1	-	8	24	1	-	6	17	-	-	2	3	83.33
2	COMMERCE	3	-	-	1	2	61	11	207	369	-	-	15	7	-	-	8	7	-	-	1	2	100.00
3	ECONOMICS	25	4	2	6	13	408	73	696	719	35	19	33	43	28	13	19	27	3	2	7	11	92.00
4	EDUCATION/TEACHING	10	1	1	2	6	26	6	59	37	10	2	20	13	10	2	20	12	2	-	3	3	80.00
5	HISTORY	9	2	1	2	4	188	38	325	233	3	5	7	14	1	5	4	7	1	1	3	2	77.78
6	LANGUAGE-FOREIGN	54	7	4	16	27	241	49	560	505	26	22	79	75	17	13	60	55	7	4	22	17	92.59
7	LANGUAGE-INDIAN	13	2	-	2	9	262	22	424	348	21	2	31	51	16	1	16	34	2	-	2	9	100.00
8	LAW	336	37	14	103	182	118889	24229	205648	209814	167	61	524	580	128	50	426	489	41	14	130	147	98.81
9	LINGUISTICS	1	-	-	-	1	1	-	1	12	-	-	-	3	-	-	-	3	-	-	-	1	100.00
10	POLITICAL SCIENCE	1	1	-	-	-	27	-	-	-	2	-	-	-	1	-	-	-	-	-	-	-	-
11	SECURITY/FIRE FIGHTING	8	2	1	-	5	51	16	72	196	4	2	10	27	2	2	5	19	2	1	-	4	87.50
12	SOCIAL SCIENCES/SOCIAL WORK	4	1	-	-	3	235	54	281	673	14	1	24	27	7	-	16	15	1	-	1	2	100.00
13	MANAGEMENT	27	4	2	7	14	692	208	1020	2285	11	7	20	27	8	6	17	24	4	2	8	12	96.30
14	MISCELLANEOUS	12	2	-	3	7	60	3	122	110	11	-	28	32	9	-	23	26	2	-	5	5	100.00
<b>TOTAL</b>		509	63	25	143	278	121173	24720	209538	215781	305	121	799	923	228	92	620	735	65	24	184	218	96.46

SC : SCHEDULED CASTES, ST : SCHEDULED TRIBES, OBC : OTHER BACKWARD CLASSES, UR : UNRESERVED

TOTAL POSTS RESERVED : 509 CANDIDATES APPLIED : 571212 CANDIDATES CALLED FOR INTERVIEW : 2148 CANDIDATES INTERVIEWED : 1675 CANDIDATES RECOMMENDED : 491

# Appendix-16

## Medical Posts, Discipline-wise, for which the Recruitment were finalized during the year 2017-18

Sl. No.	Discipline/Specialisation	Number of Posts			No. of Posts Reserved			Applied			Called for Interview			Interviewed			Recommended			Percentage of Recommended Candidates to the Number of Posts (%)			
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)		(19)	(20)	(21)
1	ANAESTHESIOLOGY	83	10	7	29	37	34	23	30	199	25	20	28	143	15	10	16	94	9	7	7	37	72.29
2	ANATOMY	8	-	1	3	4	4	5	17	40	-	4	11	34	-	3	9	25	-	1	4	3	100.00
3	AYURVEDA	15	4	-	-	11	1502	302	2998	5476	13	-	12	26	13	-	12	26	4	-	3	8	100.00
4	BIO-CHEMISTRY	12	2	2	4	4	25	3	23	83	17	2	14	26	12	1	5	19	2	1	4	4	91.67
5	CARDIOLOGY	1	-	-	1	-	-	-	7	-	-	-	-	-	-	-	3	-	-	-	1	-	100.00
6	DENTISTRY	23	3	1	8	11	1717	340	3476	7831	13	4	40	20	9	3	37	18	3	1	8	11	100.00
7	GASTROENTEROLOGY	8	2	1	3	2	-	-	4	11	-	-	3	11	-	2	4	-	-	2	2	2	50.00
8	MEDICAL - GENERAL	123	28	7	47	41	697	264	1213	1503	123	30	226	103	52	21	117	60	29	7	54	31	98.37
9	MEDICINE	30	6	3	9	12	14	8	7	39	13	6	6	37	2	3	1	23	2	3	1	11	56.67
10	NEPHROLOGY	9	2	1	2	4	1	1	-	2	1	-	-	2	-	-	-	1	-	-	-	-	-
11	NEUROLOGY/NEURO-SURGERY	23	3	2	8	10	3	1	7	46	3	1	7	46	2	1	7	29	1	1	6	10	78.26
12	OBSTETRICS AND GYNAECOLOGY	27	1	2	12	12	24	11	47	130	16	11	37	87	12	7	27	68	1	2	12	12	100.00
13	OPHTHALMOLOGY	156	23	11	42	80	6271	1575	16776	17218	77	35	227	188	67	29	200	161	23	11	60	62	100.00
14	ORTHOPAEDICS	9	2	-	4	3	16	1	9	35	15	-	8	30	10	-	6	18	2	-	1	3	66.67
15	PEDIATRICS	15	-	1	3	11	1	1	3	54	-	-	1	22	-	-	1	13	-	-	1	6	46.67
16	PATHOLOGY/BACTERIOLOGY/MICROBIOLOGY	50	7	8	22	13	72	20	92	268	46	12	52	102	29	10	29	64	7	5	19	12	86.00
17	PHARMACOLOGY	10	-	1	6	3	4	3	13	36	1	3	9	28	-	3	7	18	-	1	5	3	90.00
18	PHYSIOLOGY	11	-	-	5	6	3	2	16	57	1	2	11	48	-	1	5	31	-	-	4	6	90.91
19	RADIOLOGY	33	4	3	12	14	5	1	10	37	4	1	9	29	3	1	6	21	3	1	6	12	66.67
20	SURGERY	22	1	3	8	10	11	7	17	52	9	7	15	42	2	5	8	26	1	2	7	9	86.36
21	TUBERCULOSIS	1	-	-	1	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	1	-	100.00
22	UROLOGY	35	3	2	16	14	46	19	57	136	19	12	36	63	9	9	25	36	1	1	16	14	91.43
23	ENDOCRINOLOGY	13	2	1	4	6	-	-	1	10	-	-	1	10	-	-	1	3	-	-	-	3	23.08
24	RADIOTHERAPY	10	1	1	4	4	8	3	7	25	7	3	7	24	5	2	5	17	1	1	5	3	100.00
25	VETERINARY SCIENCE/ANIMAL HUSBANDRY	2	-	-	2	-	-	-	29	1	-	-	11	-	-	-	7	-	-	-	2	-	100.00
<b>TOTAL</b>		729	104	58	255	312	10458	2590	24860	33289	403	153	779	1121	242	109	537	775	89	45	229	262	85.73

SC : SCHEDULED CASTES, ST : SCHEDULED TRIBES, OBC : OTHER BACKWARD CLASSES, UR : UNRESERVED  
 TOTAL POSTS RESERVED: 79 CANDIDATES CALLED FOR INTERVIEW: 246 CANDIDATES INTERVIEWED: 1663

## Appendix-17

### Computer Based Recruitment Tests (CBRT) held during the year 2017-18

Sl. No.	Name of Post	Number of Posts	Scale of Pay (₹) (Pre-revised)	Candidates Applied	Candidates Appeared in the Test
1-6	Junior Works Manager (Chemical), Ordnance Factory Board, Department of Defence Production, Ministry of Defence  And	6	9300-34800+4600	3685	1066
	Senior Scientific Assistant (Chemical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence  And	5	9300-34800+4600	1834	492
	Additional Assistant Director (Safety) (Chemical), Directorate General Factory Advice Service and Labour Institutes, Ministry of Labour and Employment  And	1	9300-34800+4600	77	27
	Senior Scientific Officer Grade-II (Chemical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence  And	1	15600-39100+5400	320	123
	Assistant Engineer (NQA) (Chemical Engineering), Directorate General of Quality Assurance (Naval), Department of Defence Production, Ministry of Defence  And	2	9300-34800+4600	211	82
	Foreman (Chemical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence	2	9300-34800+4600	558	181
7-9	Senior Scientific Assistant (Computer), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence  And	5	9300-34800+4600	2888	758
	Senior Scientific Officer Grade-II (Computer Engineering/ Information Technology), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence  And	1	15600-39100+5400	404	161
	Assistant Director (Systems) Central Board Direct Taxes, Directorate of Income Tax (Systems), Department of Revenue, Ministry of Finance	39	15600-39100+5400	3473	1754

Sl. No.	Name of Post	Number of Posts	Scale of Pay (₹) (Pre-revised)	Candidates Applied	Candidates Appeared in the Test
10-14	Junior Works Manager (Metallurgical), Ordnance Factory Board, Department of Defence Production, Ministry of Defence And	9	9300-34800+4600	814	286
	Senior Scientific Assistant (Metallurgy), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence And	5	9300-34800+4600	260	112
	Assistant Engineer (Naval Quality Assurance) (Metallurgical Engineering), Directorate General of Quality Assurance (Naval), Department of Defence Production, Ministry of Defence And	3	9300-34800+4600	156	55
	Foreman (Metallurgy), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence And	2	9300-34800+4600	118	48
	Senior Scientific Officer Grade-II (Metallurgy), Directorate General of Quality Assurance, Department of Defence Production, Ministry of Defence	1	15600-39100+5400	151	60
15-20	Junior Works Manager (Mechanical), Ordnance Factory Board, Department of Defence Production, Ministry of Defence And	153	9300-34800+4600	41786	14134
	Senior Scientific Assistant (Mechanical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence And	27	9300-34800+4600	2265	857
	Additional Assistant Director (Safety) (Mechanical), Directorate General Factory Advice Service and Labour Institutes, Ministry of Labour and Employment And	5	9300-34800+4600	559	219
	Assistant Executive Engineer (Mechanical), Directorate General of Lighthouses and Lightships, Ministry of Shipping And	1	15600-39100+5400	627	216
	Junior Scientific Officer (Mechanical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence And	2	9300-34800+4800	2972	748
	Foreman (Mechanical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence	8	9300-34800+4600	865	350

Sl. No.	Name of Post	Number of Posts	Scale of Pay (₹) (Pre-revised)	Candidates Applied	Candidates Appeared in the Test
21-22	Public Prosecutor, Central Bureau of Investigation, Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions And	47	15600-39100+ 5400	2567	1356
	Assistant Public Prosecutor, Central Bureau of Investigation, Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions	15	9300-34800+ 4600	8100	3520
23-24	Labour Enforcement Officer (Central), Office of the Chief Labour Commissioner (Central), Ministry of Labour and Employment And	33	9300-34800+ 4600	6539	2255
	Assistant Labour Commissioner (Central)/ Assistant Welfare Commissioner (Central)/ Assistant Labour Welfare Commissioner (Central) and Assistant Director in Junior Time Scale Grade of Central Labour Service, Ministry of Labour and Employment	35	15600-39100+ 5400	8702	3444
25	Assistant Engineer Grade-I, Geological Survey of India, Ministry of Mines	10	9300-34800+ 4800	9229	1538
26	Medical Officer (Homoeopathy), Directorate of ISM and Homoeopathy, A&U Tibbia College Campus, Department of Health and Family Welfare, Government of National Capital Territory of Delhi	12	15600-39100+ 5400	5554	2782
27	Stores Officer in Defence Research and Development Organisation Department of Defence Research and Development, Ministry of Defence	6	9300-34800+ 4600	1908	535
28	Deputy Central Intelligence Officer (Technical), Intelligence Bureau, Ministry of Home Affairs	6	15600-39100+ 5400	13322	2697

## Appendix-18

### Bulk Recruitment Cases finalised during the year 2017-18

Sl. No.	Name of Post/Ministry and Pay-Scale	Number of Post	Applications Received	Candidates Recommended
(1)	(2)	(3)	(4)	(5)
1	Enforcement Officer/ Accounts Officer, Employees' Provident Fund Organisation, Ministry of Labour and Employment (₹ 9300-34800+4600 )	257	556631	257
2	Junior Works Manager (Mechanical), Ordnance Factory Board, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600 )	153	41786	153
3	Medical Officer/ Research Officer (Ayurveda), Ministry of AYUSH (₹ 15600-39100+5400 )	15	10278	15
4	Dental Surgeon, Ministry of Health and Family Welfare (₹ 15600-39100+5400 )	10	9771	10
5	Junior Works Manager (Electrical), Ordnance Factory Board, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600 )	5	5386	5
6	Senior Scientific Assistant (Electronics), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹9300-34800+4600 )	20	4340	13
7	Junior Scientific Officer (Electronics) in Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4800 )	2	4100	2
8	Junior Works Manager (Chemical), Ordnance Factory Board, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600 )	6	3685	6
9	Assistant Divisional Dental Surgeon, Department of Medical, Indian Railways, Ministry of Railways (₹ 15600-39100+5400 )	13	3593	13



Sl. No.	Name of Post/Ministry and Pay-Scale	Number of Post	Applications Received	Candidates Recommended
(1)	(2)	(3)	(4)	(5)
10	Assistant Director (Systems), Directorate of Income Tax (Systems), Department of Revenue, Ministry of Finance (₹15600-39100+5400 )	39	3473	39
11	Assistant Professor (Electronics and Communication Engineering), Chandigarh College of Engineering and Technology, Degree Wing, Department of Technical Education, Chandigarh Administration (₹ 15600-39100+6000 )	7	3010	7
12	Junior Scientific Officer (Mechanical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4800 )	2	2972	2
13	Manager Grade-I/ Section Officer, Canteen Stores Department, Ministry of Defence (₹ 15600-39100+5400 )	13	2936	13
14	Senior Scientific Assistant (Computer), Directorate General of Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600 )	5	2888	5
15	Assistant Professor (Chemistry) in Government Arts and Science Colleges/Kanchi Mamunivar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹ 15600-39100+6000 )	20	2755	13
16	Statistical Investigator Grade-I in the Office of Registrar General, India, Ministry of Home Affairs (₹ 9300-34800+4600 )	17	2226	16
17	Civilian Medical Officer, Directorate General Armed Forces Medical Services, Ministry of Defence (₹ 15600-39100+5400 )	49	2106	49
18	Senior Scientific Assistant (Chemical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600 )	5	1834	5
19	Extra Assistant Director, Directorate of Coordination (Police Wireless), Ministry of Home Affairs (₹ 9300-34800+4800 )	9	1568	9

Sl. No.	Name of Post/Ministry and Pay-Scale	Number of Post	Applications Received	Candidates Recommended
(1)	(2)	(3)	(4)	(5)
20	Assistant Director of Census Operations (T) in the Office of Registrar General, India, Ministry of Home Affairs (₹ 15600-39100+5400)	42	1568	42
21	Manager Grade-I/ Section Officer in Canteen Stores Department, Ministry of Defence (₹ 15600-39100+5400)	14	1279	13
22	Assistant Professor (Physics) in Government Arts and Science Colleges/Kanchi Mamunivar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹ 15600-39100+6000)	17	1231	16
23	Assistant Professor (English) in the Government Arts and Science Colleges/Kanchi Mamunivar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹ 15600-39100+6000)	29	1150	29
24	Assistant Professor (Economics), Government Arts and Science Colleges/Kanchi Mamunivar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹ 15600-39100+6000)	20	1118	20
25	Lecturer (Mechanical), Dr. B.R. Ambedkar Institute of Technology, Andaman and Nicobar Administration (₹ 15600-39100+5400)	1	1118	1
26	Assistant Employment Officer, Directorate General of Employment, Ministry of Labour and Employment (₹ 9300-34800+4200)	2	1099	2
27	Scientist 'B' (Biology), Central Forensic Science Laboratories, Directorate of Forensic Science Services, Ministry of Home Affairs (₹ 15600-39100+5400)	1	1092	1
28	Senior Scientific Assistant (Electrical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	10	995	10
29	Foreman (Mechanical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	4	879	4

Sl. No.	Name of Post/Ministry and Pay-Scale	Number of Post	Applications Received	Candidates Recommended
(1)	(2)	(3)	(4)	(5)
30	Junior Works Manager (Clothing Technology), Ordnance Factory Board, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600 )	9	835	9
31	Medical Officer, Directorate of Health Services, Andaman and Nicobar Administration (₹ 15600-39100+5400 )	42	818	41
32	Junior Works Manager (Metallurgical), Ordnance Factory Board, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600 )	9	814	9
33	Assistant Professor (Mathematics) in Government Arts and Science Colleges/Kanchi Mamunivar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹ 15600-39100+6000 )	15	796	14
34	Assistant Professor (History), Government Arts and Science Colleges/Kanchi Mamunivar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹15600-39100+6000 )	8	784	7
35	Assistant Professor (Botany), Government Arts and Science Colleges/Kanchi Mamuniwar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹ 15600-39100+6000 )	16	774	16
36	Lecturer (Electrical), Dr.B.R. Ambedkar Institute of Technology, Andaman and Nicobar Administration (₹15600-39100+5400 )	1	766	1
37	Medical Officer, Medical and Public Health Services, Dadra and Nagar Haveli Administration (₹15600-39100+5400 )	32	753	31
38	Senior Scientific Officer Grade-II (Electronics), Directorate General of Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 15600-39100+5400 )	3	671	3

Sl. No.	Name of Post/Ministry and Pay-Scale	Number of Post	Applications Received	Candidates Recommended
(1)	(2)	(3)	(4)	(5)
39	Training Officer (Principles of Teaching) in the Vocational Training Programme for Women, Directorate General of Training, Ministry of Skill Development and Entrepreneurship (₹ 9300-34800+4600 )	8	654	8
40	Scientist 'SB' (Chemical), National Test House, Department of Consumer Affairs, Ministry of Consumer Affairs, Food and Public Distribution (₹ 15600-39100+5400 )	2	648	1
41	Examiner of Trade Marks and Geographical Indications, Office of the Controller General of Patents, Designs and Trade Marks, Department of Industrial Policy and Promotion, Ministry of Commerce and Industry (₹ 9300-34800+4600 )	58	619	56
42	Junior Scientific Officer (Chemistry), National Research Laboratory for Conservation of Cultural Property, Ministry of Culture (₹ 15600-39100+5400 )	2	609	2
43	Scientist 'B' (Documents) in Central Forensic Science Laboratories, Directorate of Forensic Science Services, Ministry of Home Affairs (₹ 15600-39100+5400 )	5	590	4
44	Assistant Director, Department of Public Enterprises, Ministry of Heavy Industries and Public Enterprises (₹ 15600-39100+5400 )	2	582	2
45	Scientist 'B' (Chemistry), Central Forensic Science Laboratories, Directorate of Forensic Science Services, Ministry of Home Affairs (₹ 15600-39100+5400 )	1	577	1
46	Foreman (Chemical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600 )	2	558	2
47	Economic Officer, Directorate of Economics and Statistics, Department of Agriculture, Cooperation and Farmers Welfare, Ministry of Agriculture and Farmers Welfare (₹ 9300-34800+4600 )	2	550	2

Sl. No.	Name of Post/Ministry and Pay-Scale	Number of Post	Applications Received	Candidates Recommended
(1)	(2)	(3)	(4)	(5)
48	Assistant Executive Engineer (Electronics), Directorate General of Lighthouses and Lightships, Ministry of Shipping (₹ 15600-39100+5400 )	3	544	1
49	Assistant Professor (Tamil), Government Arts and Science Colleges/ Kanchi Mamunivar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹ 15600-39100+6000 )	4	504	4
	<b>Total</b>	<b>1011</b>	<b>690313</b>	<b>984</b>

## Appendix-19

(Vide Chapter-7)

**Statement showing Cadres where no Select List of 2016 in respect of IAS(SCS), IPS & IFoS Cadre and IAS(NSCS) was required to be prepared - Nil vacancy/None-eligible**

Sl.No.	Cadre/Sub-cadre	Service
1.	Chhattisgarh	IAS (Non-SCS)
2.	Gujarat	IAS (Non-SCS)
3.	Haryana	IFoS
4.	Himachal Pradesh	IAS (Non-SCS)
5.	Himachal Pradesh	IFoS
6.	Jharkhand	IFoS
7.	Madhya Pradesh	IAS (Non-SCS)
8.	Manipur	IAS (Non-SCS)
9.	Manipur	IFoS*
10.	Meghalaya	IAS (Non-SCS)
11.	Sikkim	IAS (Non-SCS)
12.	Sikkim	IFoS
13.	Tripura	IAS (Non-SCS)
14.	Uttar Pradesh	IAS (Non-SCS)
15.	Arunachal Pradesh	IAS (Non-SCS)
16.	Arunachal Pradesh	IPS
17.	Mizoram	IAS
18.	Goa	IAS (Non-SCS)
19.	Goa	IPS
20.	Goa	IFoS
21.	Union Territory	IAS (Non-SCS)

\*None eligible

**Legend:**

IAS - Indian Administrative Service

IPS - Indian Police Service

IFoS - Indian Forest Service

SCS - State Civil Service

## Appendix - 20

(Vide Chapter-7)

### Induction into the All India Services - Meetings held during 2017-18

#### 1. Meetings held:-

During the year 2017-18, the Commission convened 72 Selection Committee Meetings involving 1787 Officers for induction into IAS/IPS/IFoS from State Civil Services, Non-State Civil Services, State Police Services and State Forest Services of different States/UTs.

- (i) **IAS (SCS):-** The Commission received 29 proposals for preparation of the Select Lists for the existing vacancies of 2016. The Selection Committee Meetings for induction of State Civil Service Officers into the IAS were convened for 28 Cadres. One proposal was deficient and the requisite documents/clarifications was not received from the State Governments concerned.
- (ii) **IAS (Non-SCS):-** During the year, the Commission received 11 proposals for consideration of the cases of Non-SCS Officers for appointment by selection to the IAS and Meetings in respect of 10 Cadres were held. One proposal was deficient and the requisite documents/clarifications was not received from the State Governments concerned.
- (iii) **IPS:-** The Commission received 22 proposals for preparation of the Select Lists for the existing vacancies of 2016 and Selection Committee Meetings for induction into IPS from State Police Service for 20 Cadres were held. One proposal was deficient and the requisite document/clarification was not received from the State Government concerned. In one cadre, SCM postponed due to issue of seniority.
- (iv) **IFoS:-** The Commission received 17 proposals for preparation of Select Lists for the existing vacancies of 2016. Selection Committee Meetings for induction into IFoS from State Forest Service in respect of 15 Cadre/Sub-Cadres were held. Two proposals were deficient and the requisite documents/clarifications were not received from the State Governments concerned.

2. **Preparation of year-wise Select Lists:-** During the year 2017-18, the Select Lists of previous years were prepared in respect of the following Cadres/Sub-Cadres:-

Cadre	Service	Select Lists prepared
Uttarakhand	IAS	2013
Karnataka	IAS	2015
Andhra Pradesh	IAS	2013
Bihar	IAS	2013, 2014 & 2015
AGMUT (UT)	IPS	2015

Karnataka	IPS	2015
West Bengal	IPS	2015
Kerala	IPS	2015
Jharkhand	IFoS	2012, 2013 & 2014
Kerala	IFoS	2015
Odisha	IFoS	2008-A, 2009, 2010, 2011, 2012, 2013 & 2014

**3. Review Selection Committee Meetings:-** In pursuance of CAT/High Court/Supreme Court directions, 11 meetings of Review Selection Committee involving 12 Officers were held during the year 2017-18 (**Appendix-21**).



## Appendix-21 (Vide Chapter-7)

### RSCM held in 2017-18

Sl. No.	State	Name of Court	OA/WP/CP No.	In the matter of Sh./Smt.	Date of Judgment	Date of meeting	No of officers to be considered	No of officers Recommended	Service concerned	Select List
1	Bihar	High Court of Patna	CWJC No. 17376/09	Ramjag Ram	27.6.16	30.05.17	1	1	IPS	2005
2	Punjab	HC, Punjab	CWP No 25477/16	UPSC Vs Sh Praneet	20.04.17	31.05.17	1	1	IAS	2011 & 2012
3	Tamil Nadu	CAT, Madras Bench	OA No 310/00732/16	S.Sivashanmugaraja.	12.01.17	05.06.17	1	1	IAS	2008
4	UT	CAT, PB, Delhi	OA No 1972/16	Sh SBS Tyagi	25.05.17	15.06.17	1	1	IPS	2006
5	UT	CAT, PB, Delhi	OA No 325715 & MA No 3510/16	Sh. Tarsem Kumar	24.10.16 & 20.12.16	22.06.17.	1	1	IAS	2011, 2012 & 2013
6	Karnataka	CAT, Bangalore Bench	OA No 706/15	Captain Dr. K Rajendran	08.09.15	08.08.17	1	1	IAS	2013
7	Maharashtra	CAT, Mumbai	OA No 153/2016	S V Sintre	06.07.17	10.11.17	1	1	IPS	2014
8	Himachal Pradesh	HC, Shimla	CWP No. 1352/06 and 09 others	Rajinder Singh & others	16.11.07	02.11.17	-	-	IAS	2006-2011
9	Uttar Pradesh	CAT, PB, Delhi	OA No 3342/14	Om Prakash Verma	07.10.16	23.11.17	1	1	IPS	2010

Sl. No.	State	Name of Court	OA/WP/CP No.	In the matter of Sh./Smt.	Date of Judgment	Date of meeting	No of officers to be considered	No of officers Recommended	Service concerned	Select List
10	Assam	CAT, Guwahati	OA No 040/00464/16	Brahmanand Patri	20.01.17	20.12.17	1		IFS	2015
11	Chhattisgarh	Supreme Court and HC Chhattisgarh	SLP Diary No.31106 & 31102 of 2017 and WP No 727/16 & 714/16	Sudhakar Khalko & Bharat Lal Banjare	27.10.17 & 25.04.17	04.01.18	2	1	IAS	2010
12	UT	CAT, Delhi	OA No.100/26/17	Parwaiz Ahmed & others.	17.01.18	28.02.18	-	-	IPS	2010
13	Madhya Pradesh	CAT, Jabalpur	OA No.201/805/16 & RA No 201/7/17	Manoj Kumar Srivastava	04.05.17 & 11.09.17	14.03.18	1	1	IPS	2015

## Appendix-22

(Vide Chapter-7)

### All India Services-Selection Committee Meetings not held during 2017-18 in respect of Select Lists of 2016.

S.No.	Cadre	Service	Reasons
1.	Andhra Pradesh	IAS (Non-SCS)	Proposal not received.
2.	Andhra Pradesh	IPS	Vacancy not determined.
3.	Andhra Pradesh	IFoS	Vacancy not determined.
4.	Assam	IPS	Proposal not received.
5.	Bihar	IAS	Proposal not received.
6.	Bihar	IPS	Proposal not received.
7.	Haryana	IAS (Non-SCS)	Other issues.
8.	Jammu & Kashmir	IAS (Non-SCS)	Vacancy not determined.
9.	Jammu & Kashmir	IAS (Non-SCS)	Vacancy not determined.
10.	Jammu & Kashmir	IPS	Vacancy not determined.
11.	Jammu & Kashmir	IFoS	Proposal not received.
12.	Jharkhand	IAS	Other issues.
13.	Jharkhand	IAS (Non-SCS)	Court Direction.
14.	Jharkhand	IPS	Proposal not received.
15.	Karnataka	IAS	Proposal not received.
16.	Karnataka	IAS (Non-SCS)	Proposal not received.
17.	Karnataka	IPS	Proposal not received.
18.	Karnataka	IFoS	Proposal not received.
19.	Kerala	IPS	Incomplete proposal.
20.	Kerala	IFoS	Proposal not received.
21.	Manipur	IPS	Proposal not received.
22.	Nagaland	IAS	Vacancy not determined.
23.	Nagaland	IAS (Non-SCS)	Vacancy not determined.
24.	Nagaland	IFoS	Proposal not received.
25.	Odisha	IPS	Vacancy not determined.
26.	Odisha	IFoS	Vacancy not determined.
27.	Punjab	IPS	Vacancy not determined.

S.No.	Cadre	Service	Reasons
28.	Punjab	IFoS	Proposal not received.
29.	Rajasthan	IFoS	Vacancy not determined.
30.	Telangana	IAS (Non-SCS)	Vacancy not determined.
31.	Telangana	IPS	Vacancy not determined.
32.	Telangana	IFoS	Vacancy not determined.
33.	Tripura	IAS	Proposal not received.
34.	Uttarakhand	IAS	Vacancy not determined.
35.	Uttarakhand	IAS (Non-SCS)	Vacancy not determined.
36.	West Bengal	IPS	Proposal not received.
37.	Arunachal Pradesh	IFoS	Proposal not received.
38.	Mizoram	IFS	Vacancy not determined.
39.	Goa	IAS	Incomplete proposal.
40.	UT	IAS (Non-SCS)	Vacancy not determined.
41.	UT	IFoS	Vacancy not determined.

## Appendix-23

**Ministries /Departments /Union Territories who did not forward the half yearly returns of ad-hoc appointments made to Group 'A' and Group 'B' Posts/ Services during the year 2017-18.**

S.No.	Name of Ministries/Departments.
1	<b>Ministry of Agriculture and Farmers Welfare</b>
	Department of Agricultural Research and Education (DARE)
	Department of Animal Husbandry, Dairying and Fisheries
2	<b>Ministry of AYUSH</b>
3	<b>Ministry of Chemicals and Fertilizers</b>
	Department of Chemicals and Petrochemicals
	Department of Fertilizers
	Department of Pharmaceuticals
4	<b>Ministry of Civil Aviation</b>
5	<b>Ministry of Coal</b>
6	<b>Ministry of Commerce and Industry</b>
	Department of Commerce
	Department of Industrial Policy and Promotion
7	<b>Ministry of Communications</b>
	Department of Posts
	Department of Telecommunications (DOT)
8	<b>Ministry of Consumer Affairs, Food and Public Distribution</b>
	Department of Consumer Affairs
	Department of Food and Public Distribution
9	<b>Ministry of Corporate Affairs</b>
10	<b>Ministry of Culture</b>
11	<b>Ministry of Defence</b>
	Department of Defence
	Department of Defence Production
	Department of Defence Research & Development

S.No.	Name of Ministries/Departments.
	Department of Ex-Servicemen Welfare
12	<b>Ministry of Development of North Eastern Region</b>
13	<b>Ministry of Drinking Water and Sanitation</b>
14	<b>Ministry of Earth Sciences</b>
	India Meteorological Department (IMD)
15	<b>Ministry of Electronics and Information Technology</b>
16	<b>Ministry of Environment, Forest and Climate Change</b>
17	<b>Ministry of External Affairs</b>
18	<b>Ministry of Finance</b>
	Department of Economic Affairs
	Department of Expenditure
	Department of Financial Services
	Department of Investment and Public Asset Management
	Department of Revenue
19	<b>Ministry of Food Processing Industries</b>
20	<b>Ministry of Health and Family Welfare</b>
	Department of Health and Family Welfare
	Department of Health Research
21	<b>Ministry of Heavy Industries and Public Enterprises</b>
	Department of Heavy Industry
	Department of Public Enterprises
22	<b>Ministry of Home Affairs</b>
	Central Armed Police Forces
	Central Police Organisation
	Department of Border Management
	Department of Home
	Department of Internal Security
	Department of Jammu & Kashmir (J & K) Affairs
	Department of Official Language
	Department of States
23	<b>Ministry of Housing and Urban Affairs</b>

<b>S.No.</b>	<b>Name of Ministries/Departments.</b>
24	<b>Ministry of Human Resource Development</b>
	Department of Higher Education
	Department of School Education and Literacy
25	<b>Ministry of Information and Broadcasting</b>
26	<b>Ministry of Labour and Employment</b>
27	<b>Ministry of Law and Justice</b>
	Department of Justice
	Department of Legal Affairs
	Legislative Department
28	<b>Ministry of Micro, Small and Medium Enterprises</b>
29	<b>Ministry of Mines</b>
30	<b>Ministry of Minority Affairs</b>
31	<b>Ministry of New and Renewable Energy</b>
32	<b>Ministry of Panchayati Raj</b>
33	<b>Ministry of Parliamentary Affairs</b>
34	<b>Ministry of Personnel, Public Grievances and Pensions</b>
	Department of Administrative Reforms and Public Grievances (DARPG)
	Department of Pension & Pensioner's Welfare
	Department of Personnel and Training
35	<b>Ministry of Petroleum and Natural Gas</b>
36	<b>Ministry of Power</b>
37	<b>Ministry of Railways</b>
38	<b>Ministry of Road Transport and Highways</b>
39	<b>Ministry of Rural Development</b>
	Department of Land Resources (DLR)
	Department of Rural Development (DRD)
40	<b>Ministry of Science and Technology</b>
	Department of Biotechnology (DBT), Government of India
	Department of Scientific and Industrial Research (DSIR)
41	<b>Ministry of Shipping</b>
42	<b>Ministry of Skill Development and Entrepreneurship</b>

S.No.	Name of Ministries/Departments.
43	<b>Ministry of Social Justice and Empowerment</b>
	Department of Empowerment of Persons with Disabilities
	Department of Social Justice and Empowerment
44	<b>Ministry of Statistics and Programme Implementation</b>
45	<b>Ministry of Steel</b>
46	<b>Ministry of Textiles</b>
47	<b>Ministry of Tourism</b>
48	<b>Ministry of Tribal Affairs</b>
49	<b>Ministry of Women and Child Development</b>
50	<b>Ministry of Youth Affairs and Sports</b>
	Department of Sports
	Department of Youth Affairs
51	<b>Department of Atomic Energy</b>
52	<b>Department of Space</b>



## Appendix - 24

**Adhoc Appointment to Group 'A' and Group 'B' Posts/Services in the Ministries/Departments which continued beyond a period of one year during the year 2016-17 and reported to the Commission through Half-Yearly returns**

S. No.	Name of Ministry/ Department	Name of Post	Whether RR Exist	Mode of recruitment	Pay Scale/ Pay Band	Year of adhoc appointment	No. of adhoc appointments		
							Gr. 'A'	Gr. 'B'	Gr. 'A' Gr. 'B'
							30.6.2017	31.12.2017	
							Gr. 'A'	Gr. 'B'	Gr. 'A' Gr. 'B'
1	Ministry of Science & Technology Department of Science & Technology and its two subordinate offices.	Staff Officer	yes. Amendments to RR of Staff Officer, DST was under examination by DOP&T.	deputation (including short term contract)	PB-3, ₹15600-39100+GP. 6600/-	2017	1	Nil	Nil
2	Ministry of Water Resources River Development & Ganga Rejuvenation (Proper) and its all attached and Subordinate offices.								Nil
3	Ministry of Agriculture and Farmers Welfare								Nil

S. No.	Name of Ministry/ Department	Name of Post	Whether RR Exist	Mode of recruitment	Pay Scale/ Pay Band	Year of adhoc appointment	No. of adhoc appointments		
							30.6.2017	31.12.2017	
							Gr. 'A'	Gr. 'B'	Gr. 'B'
	Department of Agriculture, Cooperation & Farmers Welfare	Assistant Commissioner (Corps)	Yes. Notified vide GSR 55 dated 16.02.2017.	(i) 50% by promotion failing which by deputation (including short term contract) (ii) 50% by direct recruitment.	Level-11 in the pay matrix (₹67700-208700)	2015	1	Nil	
						2016	2	Nil	Nil
						<b>TOTAL</b>	<b>4</b>	<b>0</b>	<b>0</b>

## Appendix-25

**Statement showing Ministry/Department wise break-up of vacancies reserved for Scheduled Caste / Scheduled Tribe Officers and the number of Scheduled Caste / Scheduled Tribe Officers recommended for appointment against reserved / unreserved vacancies by the Departmental Promotion Committees for the year 2017-18.**

S. No.	Ministries/ Departments	No. of vacancies reserved			No. of Officers recommended against reserved vacancies			No. of Officers recommended against unreserved vacancies		
		SC	ST	Total	SC	ST	Total	SC	ST	Total
1	MCD	6	2	8	5	0	5	2	0	2*
2	Consumer Affairs, Food & Public Distribution	2	2	4	1	2	3	0	0	0
3	Revenue	7	7	14	7	5	12	0	0	0
4	Economic Affairs	5	2	7	5	1	6	0	0	0
5	NCT of Delhi	2	1	3	0	0	0	0	0	0
6	Housing & Urban Development	65	37	102	65	8	73	10	0	10*
7	ESIC	1	0	1	0	0	0	0	0	0
8	CAG	1	0	1	2	0	2	0	0	0
9	Home Affairs (Official Language)	12	7	19	0	0	0	0	0	0
10	Home Affairs	3	4	7	2	0	2	0	0	0
11	Railways	0	3	3	0	1	1	0	0	0
12	Shipping	0	0	0	0	0	0	1	0	1#
13	Culture	1	0	1	0	0	0	0	0	0
14	Agriculture	2	1	3	0	0	0	0	0	0
15	Defence	8	13	21	6	2	8	0	0	0
16	Communication & IT	4	2	6	2	0	2	0	0	0
17	External Affairs	6	6	12	6	1	7	0	0	0
18	Science & Technology	1	0	1	1	0	1	0	0	0
	<b>Total</b>	<b>126</b>	<b>87</b>	<b>213</b>	<b>102</b>	<b>20</b>	<b>122</b>	<b>13</b>	<b>0</b>	<b>13</b>

\* Pertains to Review DPCs in respect of DPCs held in earlier years.

# Reservation not involved.

## Appendix-26

**Recruitment of candidates belonging to Scheduled Castes/ Scheduled Tribes/ Other Backward Classes against vacancies reserved for them on the results of the examination held/completed in 2017-18**

S. N.	Name of the Examination	SCHEDULED CASTES					SCHEDULED TRIBES					OTHER BACKWARD CLASSES							
		No. of vacancies reserved	No. of candidates appeared	No. of candidates recommended against the reserved vacancies.	Shortfall	No. of candidates recommended at normal standard.	No. of vacancies reserved.	No. of candidates appeared.	No. of candidates Recommended.	No. of candidates recommended against the reserved vacancies.	Shortfall	No. of candidates recommended at normal standard.	No. of vacancies reserved.	No. of candidates appeared.	No. of candidates recommended.	No. of candidates recommended against the reserved vacancies.	Shortfall	No. of candidates recommended at normal standard.	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Civil Services (Main) Examination, 2016	163	2149	164	163	--	01	89	1101	91	89	--	02	347	4447	366	347	--	19
2.	Indian Forest Service (Main) Examination, 2017	16	42	16	16	-	-	08	24	08	08	-	-	29	133	40	29	-	11
3.	Engineering Services Examination, 2017	88	23855	88	83	-	5	44	9716	44	41	-	3	159	48878	159	119	-	40
4.	Indian Economic Service/ Indian Statistical Service Examination, 2017	0	467	1	0	0	1	4	162	4	4	0	0	10	700	12	10	-	2
5.	Combined Geo-Scientists and Geologists Examination, 2017	10	756	11	10	-	01	07	273	07	07	-	-	17	1801	22	17	-	05
6.	Central Armed Police Forces (Assistant Commandants) Examination, 2016	34	19754	35	34	--	1	14	8439	14	14	-	--	52	28229	64	52	--	12
7	Central Industrial Security Force (Assistant Commandant) (Executive) Limited Departmental Competitive Examination, 2017	01	73	01	01	-	-	-	32	-	-	-	-	-	-	-	-	-	-
8	Combined Medical Services Examination, 2017	36	3001	36	26	--	10	15	1063	15	15	--	0	270	4836	270	200	--	70
	<b>TOTAL</b>	<b>348</b>	<b>50097</b>	<b>352</b>	<b>333</b>	<b>-</b>	<b>19</b>	<b>181</b>	<b>20830</b>	<b>183</b>	<b>178</b>	<b>-</b>	<b>5</b>	<b>884</b>	<b>89024</b>	<b>933</b>	<b>774</b>		<b>143</b>

## Appendix-27

### List of posts reserved for Scheduled Castes/Scheduled Tribes/Other Backward Classes for which no such candidate applied during the year 2017-18

Sl. No.	Name of Post and Pay-Scale	Number of posts reserved for			Total
		Scheduled Castes	Scheduled Tribes	Other Backward Classes	
1	Specialist Grade-III Assistant Professor (Endocrinology), Ministry of Health and Family Welfare (₹ 15600-39100+6600)	2	1	0	3
2	Specialist Grade-III Assistant Professor of Gastroenterology, Ministry of Health and Family Welfare (₹ 15600-39100+6600)	2	1	0	3
3	Associate Professor in History at Army Cadet College Wing, Indian Military Academy, Department of Defence, Ministry of Defence (₹ 15600-39100+9000)	1	0	0	1
4	Specialist Grade-III Assistant Professor of Urology, Ministry of Health and Family Welfare (₹ 15600-39100+6600)	0	1	0	1
5	Specialist Grade-III Assistant Professor of Neonatology, Ministry of Health and Family Welfare (₹ 15600-39100+6600)	0	0	1	1
6	Specialist Grade-III Assistant Professor of Nephrology, Ministry of Health and Family Welfare (₹ 15600-39100+6600)	0	0	2	2
<b>Total</b>		5	3	3	11

## Appendix - 28

### Number of Scheduled Caste/Scheduled Tribe/Other Backward Class candidates recommended against unreserved vacancies under Direct Recruitment by Selection during the year 2017-18

Sl. No.	Name of Post and Pay-Scale	Number of Candidates			
		Scheduled Castes	Scheduled Tribes	Other Backward Classes	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	Senior Scientific Assistant (Electrical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	1	-	-	1
2	Senior Scientific Assistant (Metallurgy), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	1	-	-	1
3	Assistant Professor in Methodology Course in English, Tagore Government College of Education, Department of Higher Education, Andaman and Nicobar Administration (₹15600-39100+6000)	1	-	-	1
4	Prosecutor, Serious Fraud Investigation Office, Ministry of Corporate Affairs (₹ 9300-34800+4800)	1	-	-	1
5	Medical Officer, Medical and Public Health Services, Dadra and Nagar Haveli Administration (₹ 15600-39100+5400)	1	-	2	3
6	Assistant Professor (Botany), Government Arts and Science Colleges/ Kanchi Mamuniwar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹15600-39100+6000)	1	-	-	1
7	Assistant Legislative Counsel (Grade-IV of Indian Legal Services), Legislative Department, Ministry of Law and Justice (₹15600-39100+6600)	1	-	-	1
8	Enforcement Officer/ Accounts Officer, Employees' Provident Fund Organisation, Ministry of Labour and Employment (₹ 9300-34800+4600)	2	1	26	29

Sl. No.	Name of Post and Pay-Scale	Number of Candidates			
		Scheduled Castes	Scheduled Tribes	Other Backward Classes	Total
(1)	(2)	(3)	(4)	(5)	(6)
9	Principal, Higher Secondary School, Directorate of School Education, Government of Puducherry (₹ 15600-39100+7600)	1	-	1	2
10	Junior Research Officer (Research, Statistics and Analysis), Union Public Service Commission (₹ 9300-34800+4600)	1	-	-	1
11	Specialist Grade-III (Medicine), Ministry of Health and Family Welfare (₹ 15600-39100+6600)	-	1	-	1
12	Deputy Director (Examination Reforms), Union Public Service Commission (₹ 15600-39100+6600)	-	-	1	1
13	Senior Scientific Assistant (Electronics), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	-	-	1	1
14	Deputy Director (Processing), Weavers' Service Centre and Indian Institute of Handloom Technology, Ministry of Textiles (₹ 15600-39100+6600)	-	-	1	1
15	Assistant Director (Handicrafts) in the Office of Development Commissioner (Handicrafts), Ministry of Textiles (₹ 9300-34800+4600)	-	-	1	1
16	Assistant Engineer (NQA) (Metallurgical Engineering), Directorate General of Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	-	-	2	2
17	Junior Scientific Officer (Material Science/ Metallurgy), National Research Laboratory for Conservation of Cultural Property, Ministry of Culture (₹ 15600-39100+5400)	-	-	1	1
18	Senior Scientific Officer Grade-II (Aeronautical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 15600-39100+5400)	-	-	1	1
19	Manager Grade-I/ Section Officer, Canteen Stores Department, Ministry of Defence (₹ 15600-39100+5400)	-	-	1	1

Sl. No.	Name of Post and Pay-Scale	Number of Candidates			
		Scheduled Castes	Scheduled Tribes	Other Backward Classes	Total
(1)	(2)	(3)	(4)	(5)	(6)
20	Specialist Grade-III Assistant Professor (Radio-Diagnosis), Ministry of Health and Family Welfare (₹ 15600-39100+6600)	-	-	2	2
21	Foreman (Chemical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹9300-34800+4600)	-	-	1	1
22	Foreman (Metallurgy), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹9300-34800+4600)	-	-	1	1
23	Technical Officer (Forestry) Grade-II, Ministry of Environment, Forests and Climate Change (₹ 9300-34800+4600)	-	-	1	1
24	Assistant Employment Officer, Directorate General of Employment, Ministry of Labour and Employment (₹ 9300-34800+4200)	-	-	1	1
25	Assistant Professor (Mathematics), Government College, Daman, Department of Education, Daman and Diu Administration (₹15600-39100+6000)	-	-	1	1
26	Specialist Grade-III Assistant Professor (Clinical Haematology), Ministry of Health and Family Welfare (₹15600-39100+6600)	-	-	1	1
27	Specialist Grade-III Assistant Professor of Surgery, Ministry of Health and Family Welfare (₹15600-39100+6600)	-	-	1	1
28	Medical Officer/ Research Officer (Ayurveda), Ministry of AYUSH (₹ 15600-39100+5400)	-	-	3	3
29	Assistant Director (Banking), Serious Fraud Investigation Office, Department of Corporate Affairs, Ministry of Corporate Affairs (₹9300-34800+4800)	-	-	1	1
30	Junior Scientific Officer (Explosives), Central Forensic Science Laboratories Directorate of Forensic Science Services, Ministry of Home Affairs (₹9300-34800+4600)	-	-	1	1



Sl. No.	Name of Post and Pay-Scale	Number of Candidates			
		Scheduled Castes	Scheduled Tribes	Other Backward Classes	Total
(1)	(2)	(3)	(4)	(5)	(6)
31	Deputy Director (Economist) in Central Institute of Coastal Engineering for Fishery, Department of Animal Husbandry, Dairying and Fisheries, Ministry of Agriculture and Farmers Welfare (₹15600-39100+6600)	-	-	1	1
32	Assistant Professor (Mathematics) in Government Arts and Science Colleges/Kanchi Mamunivar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹15600-39100+6000)	-	-	1	1
33	Scientist-B (Biology), Central Forensic Science Laboratories, Directorate of Forensic Science Services, Ministry of Home Affairs (₹15600-39100+5400)	-	-	1	1
34	Assistant Professor (History), Government Arts and Science Colleges/ Kanchi Mamunivar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹15600-39100+6000)	-	-	2	2
35	Lecturer (Sinhala) in the School of Foreign Languages, Ministry of Defence (₹ 15600-39100+5400)	-	-	1	1
36	Assistant Professor (Physics) in Government Arts and Science Colleges/ Kanchi Mamunivar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹15600-39100+6000)	-	-	2	2
37	Assistant Professor (English) in the Government Arts and Science Colleges/ Kanchi Mamunivar Centre for Post Graduate Studies, Directorate of Higher and Technical Education, Government of Puducherry (₹ 15600-39100+6000)	-	-	4	4
38	Assistant Director of Census Operations (T) in the Office of Registrar General, India, Ministry of Home Affairs (₹ 15600-39100+5400)	-	-	3	3
39	Civilian Medical Officer, Directorate General Armed Forces Medical Services, Ministry of Defence (₹ 15600-39100+5400)	-	-	5	5

Sl. No.	Name of Post and Pay-Scale	Number of Candidates			
		Scheduled Castes	Scheduled Tribes	Other Backward Classes	Total
(1)	(2)	(3)	(4)	(5)	(6)
40	Scientist 'B' (Neutron Activation Analysis) in Central Forensic Science Laboratories, Directorate of Forensic Science Services, Ministry of Home Affairs (₹15600-39100+5400)	-	-	1	1
41	Superintending Anthropologist (Cultural Anthropology Division), Anthropological Survey of India, Department of Culture, Ministry of Culture (₹ 15600-39100+6600)	-	-	1	1
42	Junior Scientific Officer (Mechanical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4800)	-	-	1	1
43	Assistant Director (Systems), Directorate of Income Tax (Systems), Department of Revenue, Ministry of Finance (₹ 15600-39100+5400)	-	-	1	1
44	Junior Scientific Officer (Electronics) in Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4800)	-	-	1	1
45	Examiner of Trade Marks and Geographical Indications, Office of the Controller General of Patents, Designs and Trade Marks, Department of Industrial Policy & Promotion, Ministry of Commerce and Industry (₹ 9300-34800+4600)	-	-	1	1
46	Foreman (Metallurgy), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	-	-	1	1
47	Translation Officer (Russian/ English) in the Integrated Headquarters, Directorate of Civilian Personnel, Ministry of Defence (₹ 9300-34800+4600)	-	-	1	1
48	Specialist Grade-III (Microbiology), Ministry of Health and Family Welfare (₹ 15600-39100+6600)	-	-	1	1

Sl. No.	Name of Post and Pay-Scale	Number of Candidates			
		Scheduled Castes	Scheduled Tribes	Other Backward Classes	Total
(1)	(2)	(3)	(4)	(5)	(6)
49	Training Officer (Principles of Teaching) in the Vocational Training Programme for Women, Directorate General of Training, Ministry of Skill Development and Entrepreneurship (₹9300-34800+4600)	-	-	2	2
50	Specialist Grade-III Assistant Professor of Anatomy, Ministry of Health and Family Welfare (₹ 15600-39100+6600)	-	-	1	1
51	Specialist Grade-III Assistant Professor of Radio-Therapy, Ministry of Health and Family Welfare (₹ 15600-39100+6600)	-	-	1	1
52	Assistant Director (Hindi Typewriting and Hindi Stenography), Central Hindi Training Institute, Department of Official Languages, Ministry of Home Affairs (₹ 15600-39100+5400)	-	-	1	1
53	Junior Works Manager (Clothing Technology), Ordnance Factory Board, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	-	-	1	1
54	Junior Works Manager (Mechanical), Ordnance Factory Board, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	-	-	18	18
55	Junior Works Manager (Leather Technology), Ordnance Factory Board, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	-	-	1	1
56	Junior Works Manager (Metallurgical), Ordnance Factory Board, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	-	-	3	3
<b>Total</b>		<b>11</b>	<b>2</b>	<b>109</b>	<b>122</b>

## Appendix - 29

(Vide Chapter-8)

### Disciplinary cases dealt with during the year 2017-18

**BROUGHT FORWARD** : 119  
**RECEIVED DURING THE YEAR** : 582  
**TOTAL** : 701  
**TOTAL CASES DISPOSED OFF** : 438  
**CLOSING BALANCE** : 263

Sl. No.	CASES IN WHICH ADVICE WAS COMMUNICATED													Total Cases Disposed off									
	Group wise Break up				PENALTY ADVISED										Total effective advice								
	Group A	Group B	Group C	Total (2 to 4)	Dismissal	Removal	Compulsory Retirement	Reduction in Rank	**Pecuniary Penalties	With holding of Promotion	Censure	Cut in Pension	Proceeding dropped										
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
01	27	28	13	68	10	0	2	0	0	0	0	55	1	68	0	0	1	69	0	0	0	0	69
02	3	5	1	9	0	0	0	2	1	0	0	6	0	9	0	0	0	9	0	0	0	0	9
03	5	10	13	28	0	1	0	0	1	0	3	17	6	28	0	0	0	28	0	0	0	0	28
04	1	2	0	3	0	1	0	0	1	0	0	1	0	3	0	0	0	3	0	0	0	0	3
05	12	3	3	18	6	1	0	1	5	0	1	4	0	18	0	0	1	19	0	0	0	0	19
06	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
07	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08	56	34	17	107	2	0	1	5	19	0	13	52	15	107	0	0	0	107	0	0	0	0	107
09	9	3	0	12	0	0	0	0	6	0	2	2	2	12	0	0	0	12	0	0	0	0	12
10	4	0	0	4	0	0	0	0	4	0	0	0	0	4	0	0	0	4	0	0	0	0	4
11	76	37	6	119	1	1	0	1	33	0	14	60	9	119	0	0	2	121	66	0	0	0	187
<b>Total</b>	<b>193</b>	<b>122</b>	<b>53</b>	<b>368</b>	<b>19</b>	<b>4</b>	<b>3</b>	<b>9</b>	<b>70</b>	<b>0</b>	<b>33</b>	<b>197</b>	<b>33</b>	<b>368</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>372</b>	<b>66</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>438</b>

\*\* Include the penalties of reduction to a lower stage in the time scale, withholding of increments of pay, withholding of privilege pass and recovery from pay of whole or part of any pecuniary loss caused to the Govt. by negligence or breach of orders.

## Appendix - 30

(Vide Chapter-8)

**MINISTRY-WISE DETAILS OF THE ADVICE TENDERED BY THE COMMISSION IN  
DISCIPLINARY CASES**

Sl. N	Name of the Ministry/State Govt.	Cases involving charges affecting integrity				Cases involving charges other than those affecting integrity				Advice to hold De-novo proceedings	Advice of miscellaneous nature	Grand Total of Column 6, 10, 11 & 12
		No. in which major penalty was advised	No. in which minor penalty was advised	No. in which no penalty was advised	Total	No. in which major penalty was advised	No. in which minor penalty was advised	No. in which no penalty was advised	Total			
1	2	3	4	5	6	7	8	9	10	11	12	13
1	AGRICULTURE	0	0	0	0	1	0	0	1	0	0	1
2	CABINET SECRETARIAT	0	0	0	0	1	1	0	2	0	0	2
3	COMMERCE & INDUSTRY	1	0	0	1	1	1	0	2	0	1	4
4	COMMUNICATIONS & I.T.	61	10	9	80	13	1	3	17	0	2	99
5	DEFENCE	11	0	0	11	2	0	0	2	0	0	13
6	NEW AND RENEWABLE ENERGY	0	0	0	0	1	0	0	1	0	0	1
7	ENVIRONMENT & FORESTS	0	0	1	1	0	0	0	0	0	0	1
8	EXTERNAL AFFAIRS	5	1	0	6	1	0	0	1	0	0	7
9	FINANCE	36	6	2	44	7	5	1	13	0	0	57
10	CORPORATE AFFAIRS	0	0	0	0	2	1	0	3	0	0	3
11	HEALTH & FAMILY WELFARE	1	0	0	1	0	0	0	0	0	0	1
12	HOME AFFAIRS	24	5	2	31	14	2	2	18	0	0	49
13	INFORMATION & BROADCASTING	4	0	3	7	1	0	0	1	0	0	8
14	LABOUR & EMPLOYMENT	2	0	0	2	1	0	0	1	0	0	3
15	PER., PUB. GRIEVANCES & PENSIONS	10	3	1	14	4	3	1	8	0	0	22

Sl. N	Name of the Ministry/State Govt.	Cases involving charges affecting integrity				Cases involving charges other than those affecting integrity				Advice to hold De-novo proceedings	Advice of miscellaneous nature	Grand Total of Column 6, 10, 11 & 12
		No. in which major penalty was advised	No. in which minor penalty was advised	No. in which no penalty was advised	Total	No. in which major penalty was advised	No. in which minor penalty was advised	No. in which no penalty was advised	Total			
1	2	3	4	5	6	7	8	9	10	11	12	13
16	STATISTICS & PROG IMPLEMENTATION	2	0	0	2	1	4	0	5	0	0	7
17	RAILWAYS	30	7	3	40	3	6	1	10	0	1	51
18	SHIPPING, R.T. & HIGHWAYS	0	1	0	1	0	0	0	0	0	0	1
19	TEXTILES	1	0	0	1	0	0	0	0	0	0	1
20	URBAN DEVELOPMENT	15	2	1	18	1	8	2	11	0	0	29
21	WATER RESOURCES	1	0	0	1	0	0	0	0	0	0	1
22	ATOMIC ENERGY	0	0	0	0	1	0	0	1	0	0	1
23	CIVIL AVIATION	0	0	0	0	0	1	0	1	0	0	1
24	SPACE	1	0	0	1	1	0	0	1	0	0	2
25	HARYANA	0	0	0	0	1	0	0	1	0	0	1
26	KARNATAKA	0	1	0	1	0	0	0	0	0	0	1
27	MADHYA PRADESH	0	0	0	0	0	1	0	1	0	0	1
28	MAHARASHTRA	0	1	0	1	0	0	0	0	0	0	1
29	RAJASTHAN	0	0	0	0	0	1	0	1	0	0	1
30	CHHATTISGARH	0	0	0	0	0	1	0	1	0	0	1
31	YOUTH AFFAIRS	0	0	0	0	0	0	1	1	0	0	1
	Total :-	205	37	22	264	57	36	11	104	0	4	372

## Appendix-31

(Vide Chapter-10)

**Statement showing the number of cases where the Recruitment Rules were not notified by the Government and the period of delay  
(Position as on March 31, 2018)**

S. No.	Ministry/Department	> 5 years	4-5 years	3-4 years	2-3 years	1-2 years	0-1 years	Total
1	<b>Agriculture</b>							
	Agriculture & Cooperation	0	0	0	0	2	8	10
	Animal Husbandry & Dairying	0	0	0	1	3	3	7
2	<b>Cabinet Secretariat</b>							
	Cabinet Secretariat	0	0	0	0	0	0	0
3	<b>Chemicals &amp; Fertilizers</b>							
	Chemicals & Petro-Chemicals	0	0	0	1	0	0	1
	Fertilizers	0	0	0	0	0	0	0
4	<b>Power</b>							
	Power	0	0	0	0	0	0	0
5	<b>Commerce &amp; Industry</b>							
	Commerce	0	0	0	0	0	0	0
	Industry Policies & Promotion	0	0	0	0	1	0	1
6	<b>Communications</b>							
	Posts	0	0	0	0	0	3	3
	Tele-Communications	0	0	0	0	0	1	1
7	<b>Defence</b>							
	Defence Production	0	0	0	0	0	2	2
	Defence (D/ Appts.)	0	0	0	0	0	0	0
	Defence Research & Development	0	0	0	0	0	0	0
	Defence (C.A.O)	0	0	0	0	0	0	0
	Defence	0	0	0	0	1	8	9
8	<b>Environment &amp; Forests</b>							
	Environment, Forests & Climate Change	0	0	0	0	4	2	6

S. No.	Ministry/Department	> 5 years	4-5 years	3-4 years	2-3 years	1-2 years	0-1 years	Total
9	<b>External Affairs</b>							
	External Affairs	0	0	0	0	0	0	0
10	<b>Finance</b>							
	Expenditure	0	0	0	0	0	1	1
	Revenue	0	0	0	0	0	4	4
	Economic Affairs	0	0	0	0	0	0	0
	Company Affairs	0	0	0	0	0	0	0
11	<b>Food Processing Industries</b>							
	Food Processing Industries	0	0	0	0	0	0	0
12	<b>Health &amp; Family Welfare</b>							
	Health Research	0	0	0	0	0	0	0
	Health & Family Welfare	0	0	0	0	5	11	16
13	<b>Home Affairs</b>							
	Official Language	0	0	0	0	0	3	3
	Home	0	0	0	0	0	8	8
	Internal Security	0	0	0	0	0	0	0
	States	0	0	0				0
14	<b>Human Resource Development</b>							
	Secr. Education & Higher Education	0	0	0	0	0	0	0
	Elementary education & literacy	0	0	0	0	0	0	0
15	<b>Heavy Industry</b>							
	Heavy Industry	0	0	0	0	0	0	0
16	<b>Information &amp; Broadcasting</b>							
	Information & Broadcasting	0	0	0	0	0	0	0
17	<b>Labour</b>							
	DGE&T	0	0	0	0	0	0	0
	EPFO	0	0	0	0	0	0	0
	Labour	0	0	0	0	1	0	1
	ESIC	0	0	0	0	0	2	2



S. No.	Ministry/Department	> 5 years	4-5 years	3-4 years	2-3 years	1-2 years	0-1 years	Total
18	<b>Law &amp; Justice</b>							
	Legal Affairs	0	0	0	0	0	0	0
	Legislative Department	0	0	0	1	0	3	4
	Company Affairs	0	0	0	0	0	0	0
19	<b>Parliamentary Affairs</b>							
	Parliamentary Affairs	0	0	0	0	0	0	0
20	<b>Personnel, Public Grievances &amp; Pensions</b>							
	Administrative Reforms & Public Grievances	0	0	0	0	0	0	0
	Personnel & Training	0	0	0	1	3	4	8
21	<b>Petroleum &amp; Natural Gas</b>							
	Petroleum & Natural Gas	0	0	0	1	0	0	1
22	<b>Youth Affairs</b>							
	Youth Affairs	0	0	0	0	0	0	0
23	<b>Railways</b>							
	Railways	0	0	0	0	0	12	12
24	<b>Science &amp; Technology</b>							
	Science & Technology	0	0	0	0	1	0	1
25	<b>Steel</b>							
	Steel	0	0	0	0	0	0	0
26	<b>Corporate Affairs</b>							
	Corporate Affairs	0	0	0	0	0	6	6
27	<b>Textiles</b>							
	Textiles	0	0	0	0	14	3	17
28	<b>Tourism &amp; Culture</b>							
	Tourism	0	0	0	0	0	3	3
	Culture	0	0	0	2	0	2	4
29	<b>Union Public Service Commission</b>							
	Union Public Service Commission	0	0	0	0	1	5	6
30	<b>Urban Development &amp; Poverty Alleviation</b>							
	Urban Development	0	0	0	0	3	8	11
	Urban Employment & Poverty Alleviation	0	0	0	0	0	0	0

S. No.	Ministry/Department	> 5 years	4-5 years	3-4 years	2-3 years	1-2 years	0-1 years	Total
31	<b>Water Resources</b>							
	Water Resources	0	0	0	0	3	1	4
32	<b>Andaman &amp; Nicobar Administration</b>							
	Andaman & Nicobar Administration	0	0	0	0	1	0	1
33	<b>Chandigarh Administration</b>							
	Chandigarh Administration	0	0	0	0	13	17	30
34	<b>Daman, Diu, Dadra &amp; Nagar Haveli</b>							
	Daman, Diu, Dadra & Nagar Haveli	0	0	0	0	3	0	3
35	<b>Govt. of N.C.T. of Delhi</b>							
	Land & Building	0	0	0	0	0	0	0
	Administration	0	0	0	0	0	2	2
	Education & Languages	0	0	0	0	0	0	0
	Labour	0	0	0	0	0	0	0
	Development	0	0	0	0	0	0	0
	Home	0	0	0	0	0	0	0
	Health & Family Welfare	0	0	0	0	1	3	4
	Technical Education	0	0	0	0	3	3	6
	Services	0	0	0	0	0	0	0
36	<b>Lakshdweep Administration</b>							
	Lakshdweep Administration	0	0	0	3	0	0	3
37	<b>Govt. of Puducherry</b>					0		
	Govt. of Puducherry	0	0	0	0	0	0	0
38	<b>M.C.D</b>							
	M.C.D	0	0	0	0	0	0	0
39	<b>Niti Ayog</b>							
	Niti Ayog	0	0	0	0	0	0	0
40	<b>Prime Minister's Secretariat</b>							
	Prime Minister's Secretariat	0	0	0	0	0	0	0
41	<b>N.D.M.C</b>							
	N.D.M.C	0	0	0	0	0	0	0

S. No.	Ministry/Department	> 5 years	4-5 years	3-4 years	2-3 years	1-2 years	0-1 years	Total
42	<b>Rural Development</b>							
	Rural Areas & Employment	0	0	0	0	0	0	0
	Rural Development	0	0	0	0	1	0	1
	Drinking Water & Supply	0	0	0	0	0	0	0
	Land Resources	0	0	0	0	0	0	0
43	<b>Consumer Affairs, Food &amp; Public Distribution</b>							
	Consumer Affairs	0	0	0	0	1	13	14
	Food & Public Distribution	0	0	0	0	2	10	12
44	<b>Micro, Small &amp; Medium Enterprises</b>							
	Small Industries Development Organisation	0	0	0	0	0	0	0
45	<b>Civil Aviation</b>							
	Civil Aviation	0	0	0	0	4	4	8
46	<b>Social Justice &amp; Empowerment</b>							
	Social Justice & Empowerment	0	0	0	0	1	0	1
47	<b>Delhi Jal Board</b>							
	Delhi Jal Board	0	0	0	0	5	4	9
48	<b>Ministry of Road Transport &amp; Highway</b>							
	Road Transport & Highway	0	0	0	0	0	0	0
49	<b>Ministry of Statistics &amp; Programme Implementation</b>							
	Statistics & Programme Implementation	0	0	0	0	0	0	0
50	<b>Ministry of Shipping</b>							
	Shipping	0	0	0	0	1	1	2
51	<b>Ministry of Mines</b>							
	Mines	0	0	0	0	4	0	4
52	<b>Ministry of Coal</b>							
	Coal	0	0	0	0	0	4	4
53	<b>Ministry of Earth Science</b>							
	Earth Science	0	0	0	1	0	0	1

S. No.	Ministry/Department	> 5 years	4-5 years	3-4 years	2-3 years	1-2 years	0-1 years	Total
54	<b>Ministry of Tribal Affairs</b>							
	Tribal Affairs	0	0	0	0	0	0	0
55	<b>Dev. North Eastern Region</b>							
	Dev. of North Eastern Region	0	0	0	0	0	0	0
56	<b>India Meteorological Deptt.</b>							
	India Meteorological Deptt.	0	0	0	0	0	0	0
57	<b>Panchayati Raj</b>							
	Panchayati Raj	0	0	0	0	0	0	0
58	<b>Ministry of Aysuh</b>							
	Department of Ayush	0	0	0	0	0	20	20
	<b>GRAND TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>82</b>	<b>184</b>	<b>277</b>

## Appendix-32

(Vide Chapter-12)

### Posts/Services excluded from the purview of the Commission since the issue of the U.P.S.C. (Exemption from Consultation) Regulations, 1958

#### Schedule - I

(Posts excluded for the purposes of Article 320 (3) (a) & (b) of the Constitution)

S. No.	Designation of the posts/ services	Date from which excluded
1.	All Civil and Criminal Judicial Posts in Union Territories under the control of High Courts or a Court of Judicial Commissioner, Other than those included in Item (7).	1.9.1958
2.	Posts in the Secretariat and Personal staff of the President and the Vice-President.	26.3.1962
3.	Posts in Government Hospitality Organisation under the Ministry of External Affairs.	26.3.1962
4.	Posts of National Research Professor under the Ministry of Education.	25.3.1963
5.	Posts of Consultant and Chief Consultant <sup>#</sup> in the Planning Commission.	25.4.1964
6.	Posts of Private Secretary to the Solicitor General of India and the Additional Solicitor General of India.	14.4.1965
7.	Judicial Commissioners, Additional Judicial Commissioners, District Judges, Session Judges, Additional District Judges and Additional Sessions Judges in Union Territories.	9.3.1966
8.	All the Services and Posts under or connected with the Organization dealing with external intelligence in the Government of India vide the U.P.S.C. (Exemptions from Consultation) Supplementary Regulations, 1970.	14.8.1970
9.	Group 'B' Ministerial posts in the Intelligence Bureau other than the posts of Section Officer.	12.2.1973
10.	All technical and administrative posts in or under (a) the Department of Space and (b) Space Commission	14.11.1974
11.	All technical and administrative posts in or under (a) the Department of Electronics and (b) Electronics Commission.	13.8.1975
12.	Recruitment/ Promotions of scientific and technical personnel in the Defence Research and Development Organisation (DRDO) under the Ministry of Defence.	18.5.1985
13.	All Group 'A' and Group 'B' posts in or under the Central Administrative Tribunal.	10.1.1986

S. No.	Designation of the posts/ services	Date from which excluded
14.	Scientific posts in the Ministry of Science and Technology, Department of Ocean Development, Department of Non-Conventional Energy Sources and the Department of Environment, Forests and Wild-Life, as specified in the Annexure to the DoP&T Notification No.39018/2/86-Estt.B dated 1.4.87 except in respect of appointment to be made thereto by promotion through the DPC (Amendment vide DoP&T Notification No.39018/1/96 Estt.B dated 6.5.96).	6.5.1996
15.	Group 'B' (Non-Gazetted) posts of Assistants and Stenographers Grade 'C' to be filled by direct recruitment through open competitive examination.	7.9.1989
16.	All posts of Advisers in the Planning Commission carrying the pay band-4 of ₹37,400- ₹67,000/- with Grade Pay of ₹10000/- or HAG scale of ₹67,000/- (annual increment @ 3%) - ₹79,000/- or the apex scale of ₹80,000/- other than those required to be filled under the Senior Staffing Scheme or those included in any organized service. **	7.9.1989
17.	Group 'B' Non-gazetted posts in the Department of Telecommunications.	29.12.1989
18.	Group 'B' Non-gazetted posts under the Andaman and Nicobar Islands and Lakshadweep Administration.	18.9.1990
19.	Posts/ Services to the exclusion of which the Commission agreed under Item (20) of the Schedule to the U.P.S.C (Exemption from Consultation) Regulations: (i) Posts connected with the Special Border Security Scheme under the Ministry of External Affairs. (ii) Posts in the Central Reserve Police and the Indo-Tibetan Border Force. (iii) Posts in the High Commission of India, London and in other Indian Missions abroad to which recruitment is made locally by the respective Indian Missions.	1963-64 22.7.1960 4.8.1988
20.	Post of Examiner of Patents and Designs, Assistant Controller of Patents and Designs, Deputy Controller of Patents and designs, Joint Controller of Patents and Design, Sr. Joint Controller of Patents and Designs, Deputy Chief Executive Officer, Senior Documentation Officer, Senior Reprography Officer. Junior Documentation Officer, Reprography Officer and Senior Programmer in the patent office under the Department of Industrial Development, Ministry of Industry.	6.7.1999
21.	Post of Lt. General, Scientist "H" Major General, Scientist "G", Secretary*, Addl. Secretary*, Joint Secretary, Director, Deputy Secretary, Under Secretary, Principal Private Secretary, Senior System Analyst*, Research Officer, Private Secretary, Section Officer, Protocol Officer, Assistant, Research Assistant, Personal Assistant, Protocol Assistant, Senior Library and Information Assistant and Draftsman Grade "I" in the National Security Council Secretariat, Cabinet Secretariat.	31.1.2001
22.	Professor of Law, Lal Bahadur Shastri National Academy of Administration, Mussorie.	31.1.2003

S. No.	Designation of the posts/ services	Date from which excluded
23.	All posts under the National Technical Research Organisation	14.7.2005
24.	Posts of Director Generals of the Archaeological Survey of India, New Delhi, the National Archives of India, New Delhi, the National Museum, New Delhi, the National Gallery of Modern Art, New Delhi, the National Library, Kolkata and the National Research Laboratory for Conservation of Cultural Property, Lucknow, and the post of Director in the Anthropological Survey of India, Kolkata, and the post of Librarian in the Central Reference Library, Kolkata under the Ministry of Culture. \$	30.04.2009 & 11.12.2013
25.	Post of Chief Economic Adviser, Department of Economic Affairs, Ministry of Finance, New Delhi.	22.7.2009
26.	All Group 'A' and Group 'B' Posts in the Armed Forces Tribunal (AFT).	21.6.2011
27.	Recruitment to the posts of Scientist D, E, F and G (Group A Posts) in the Office of the Principal Scientific Adviser to the Government of India. %	15.07.2015

# Inserted vide DoP&T's Notification dated April 25, 1977.

\* Inserted vide DoP&T's Notification dated January 31, 2003.

\*\* Substituted vide DoP&T's Notification dated 7<sup>th</sup> October, 2009

\$ Substituted vide DoP&T's Notification dated 11<sup>th</sup> December, 2013.

% Inserted vide DoP&T's Notification dated 15<sup>th</sup> July, 2015.

**Schedule - II****(Posts excluded for the purposes of Article 320 (3) (b) of the Constitution of India)**

<b>S. No.</b>	<b>Designation of the posts/services</b>	<b>Date from which excluded</b>
1.	Group 'B' Non-gazetted posts under the Ministry of Water Resources.	13.11.1991
2.	Direct recruitment to all Group 'B' (Non-Gazetted) and Group 'C' posts irrespective of the Grade pay attached to the post. @	21.5.1999 & 24.7.2012
3.	Direct Recruitment of all Non-gazetted posts in the Pay Band-2 of ₹9300 - ₹34,800 with the Grade Pay of ₹4600. *	29.9.2005 & 28.9.2010
4.	Post of Special Director of Enforcement in the Enforcement Directorate in the band-4 of ₹ 37,400 - ₹67,000/- with grade pay of ₹8900/-. \$	1.6.2006
5.	Post of Deputy Secretary in the pay band - 3 of ₹15,600 - ₹39,100 with grade pay of ₹7600/- and Director in the pay band - 4 of ₹37,400 - ₹67,000 in the grade pay of ₹8700/- of Central Secretariat Service (CSS). \$ & #	30.7.2008 & 3.2.2010
6.	Appointment on deputation basis to the posts of Superintendent of Police (Non-IPS), Deputy Superintendent of Police, Assistant Superintendent of Police, Programmer, Assistant Programmer, Administrative Officer, Inspectors, Sub-Inspectors, Section Officer, Senior Private Secretary, Stenographer Grade-C and Assistant in the National Investigation Agency under the Ministry of Home Affairs, for a period upto 31 <sup>st</sup> January, 2014. **	6.1.2010 & 11.9.2013
7.	Recruitment of Non Indian Police Service Personnel on deputation basis to all Group 'A' and Group 'B' posts upto the rank of Joint Director in the Intelligence Bureau under the Ministry of Home Affairs. *	28.9.2010
8.	Appointment on deputation basis to the posts of Deputy Inspector General (Non-IPS), Cyber Forensic Examiner, Crime Scene Assistant and Forensic Physiologist in the National Investigation Agency under the Ministry of Home Affairs, for a period upto 31 <sup>st</sup> January, 2014. ***	11.9.2013
9.	Recruitment as may be made at any time within a period of three years to the post of Deputy Superintendent of Police in the Central Bureau of Investigation under the Ministry of Personnel, Grievances and Pensions, the Department of Personnel and Training.##	10.10.2013
10.	All Group 'B' Posts carrying a Grade pay less than ₹4800/- in Pay Band-2 of ₹9300 to ₹34800/- filled by the method of deputation (including Short Term Contract).^	03.06.2015



S. No.	Designation of the posts/services	Date from which excluded
11.	Recruitment of Personnel from Intelligence Bureau on deputation basis for appointment to the post of Assistant Director in the Prime Minister's Office. \$\$	18.08.2015
12.	All Group 'B' Posts carrying a Grade Pay less than ₹4800/- in Pay Band-2 of ₹9300 to ₹34800/- filled by absorption method and composite method. ###	22.12.2015
13.	Direct Recruitment to 'B' (Gazetted) in the Pay Band 2, ₹9300- ₹34800 and Grade Pay ₹4800/- posts of Assistant Accounts Officer and Assistant Audit Officer in the Indian Audit and Accounts Department, in the office of the Comptroller and Auditor General of India. ^^	17.02.2016

\$ Substituted vide DoP&T's Notification dated 7th October, 2009.

# Substituted vide DoP&T's Notification dated 3rd February, 2010.

\* Substituted vide DoP&T's Notification dated 28th September, 2010.

@ Substituted vide DoP&T's Notification dated 24th July, 2012.

\*\* Substituted vide DoP&T's Notification dated 11th September, 2013.

\*\*\* Inserted vide DoP&T's Notification dated 11th September, 2013.

# # Inserted vide DoP&T's Notification dated 10th October, 2013.

^ Inserted vide DoP&T's Notification dated 3rd June, 2015.

\$\$ Inserted vide DoP&T's Notification dated 18th August, 2015.

### Inserted vide DoP&T's Notification dated 22nd December, 2015.

^^ Inserted vide DoP&T's Notification dated 17th February, 2016.

## Appendix-33

### Cadre and Group-wise strength and detailed break-up of staff strength of posts of the Commission

**Table-1: Cadre-wise, Group-wise Staff Strength of the Commission**

Particulars	Group A		Group B				Group C		Total	
			Gazetted		Non-Gazetted					
	31.3.17	31.3.18	31.3.17	31.3.18	31.3.17	31.3.18	31.3.17	31.3.18	31.3.17	31.3.18
Secretariat Cadres	129	129	196	196	418	419	291	210	1034	954
UPSC's Cadres	56	59	53	60	92	85	599	594	800	798
Cadres' of other participating ministries/ departments	3	7	7	3	9	14	8	3	27	27
Departmental Canteen					2	2	36	36	38	38
<b>Total</b>	<b>188</b>	<b>195</b>	<b>256</b>	<b>259</b>	<b>521</b>	<b>520</b>	<b>934</b>	<b>843</b>	<b>1899</b>	<b>1817</b>

**Table-2: Cadres/Posts whose sanctioned strength has changed during 2017-18**

Total Sanctioned Strength as on 31-03-2017	Total Sanctioned Strength as on 31-03-2018	Difference
1899	1817	-(82)

S. No.	Name of Post	Sanctioned Strength as on 31-3-2017	Sanctioned Strength as on 31-3-2018	Difference
1	Deputy Director (ER)	2	4	+2
2	Deputy Director (Confidential)	1	2	+1
3	Junior Analyst	1	0	-1
4	Assistant Section Officer	357	358	+1
5	Research Assistant (Work Study)	4	0	-4
6	Supervisor (Confidential)	1	4	+3
7	Senior Secretariat Assistant	177	96	-81
8	Assistant Supervisor (Confidential)	1	0	-1
9	General Duty Clerk	2	1	-1
10	Assistant Caretaker	1	0	-1
<b>Total Difference</b>				<b>-(82)</b>

**Table-3: Group-wise, Cadre-wise and Designation-wise break up of Staff Strength**

S. No.	Particulars	As on 31.03.2017	As on 31.03.2018
1.	2.	3.	4.
A.	<b>GROUP 'A'</b>	188	195
I.	<b>Secretariat Cadres</b>	129	129
1.	Secretary	1	1
2.	Additional Secretary	2	2
3.	Additional Secretary & Controller of Examinations	1	1
4.	Additional Secretary (ER)	1	1
5.	Joint Secretary	11	11
6.	Principal Staff Officer	3	3
7.	Deputy Secretary	30	30
8.	Senior PPS	8	8
9.	Under Secretary	67	67
10.	Principal Private Secretary	5	5
II.	<b>UPSC's Cadres</b>	56	59
11.	Linguistic Administrator	1	1
12.	Executive Director (Information Systems)	1	1
13.	Director (IS)	1	1
14.	Director (Examination Reforms)	2	2
15.	Joint Director (Research Statistics & Analysis)	1	1
16.	OSD to Chairman	1	1
17.	Joint Director (Examination Reforms)	3	3
18.	Joint Director (IS)	4	4
19.	Finance & Budget Officer	1	1
20.	Library & Information Officer	1	1
21.	Administrative Officer	1	1
22.	Senior Research Officer (RS&A)	2	2
23.	Senior Research Officer (Language medium)	1	1
24.	Senior System Analyst	8	8
25.	Deputy Director (ER)	2	4*

\* Two temporary post of Deputy Director (ER) has been created vide order No. A-11015/01/2009-Admn.I dated 17.08.2017

S. No.	Particulars	As on 31.03.2017	As on 31.03.2018
26.	Assistant Director (Vig.)	1	1
27.	Data Entry Operator Gr 'G'	3	3
28.	Research Officer (RS&A)	4	4
29.	System Analyst	11	11
30.	Assistant Director (Confidential Security)	3	3
31.	Deputy Director (Confidential)	1	2 <sup>#</sup>
32.	Sr. EM&MO	1	1
33.	Staff Officer to Chairman	1	1
34.	Liaison and Protocol Officer	1	1
<b>III.</b>	<b>Cadres of other participating Ministries/ Departments</b>	<b>3</b>	<b>7</b>
35.	Director (Official Language)	1	1
36.	Deputy Director (OL)	2	2
37.	Assistant Director (OL)	0	4
<b>B.</b>	<b>Group 'B'</b>	<b>775</b>	<b>777</b>
	<b>Group 'B' Gazetted</b>	<b>256</b>	<b>259</b>
<b>I.</b>	<b>Secretariat Cadres</b>	<b>196</b>	<b>196</b>
38.	Section Officer	141	141
39.	Private Secretary	55	55
<b>II.</b>	<b>UPSC's Cadres</b>	<b>53</b>	<b>60</b>
40.	Junior Analyst	1	0
41.	Junior Research Officer	8	8
42.	Accounts Officer	6	6
43.	Data Entry Operator Gr. 'E'	14	14
44.	Data Processing Assistant	16	16
45.	Reception Officer	1	1
46.	Estate Manager & Meeting Officer	2	2
47.	Assistant Library & Information Officer	1	1
48.	Security Officer	1	1
49.	Assistant Administrative Officer	1	1

# One temporary post of Deputy Director (Confidential) has been created vide order No. A-11011/06/2016-Admn.I(i) dated 18.08.2017

1.	2.	3.	4.
50.	Staff Officer to Secretary	1	1
51.	Assistant Superintendent (Telephones)	1	1
52.	Junior Accounts Officer	0	8
<b>III.</b>	<b>Cadres of other participating Ministries/ Departments</b>	<b>7</b>	<b>3</b>
53.	Assistant Director (OL)	4	0
54.	Pay & Accounts Officer	1	1
55.	Assistant Accounts Officer (P&AO)	2	2
	<b>Group 'B' Non-Gazetted</b>	<b>519</b>	<b>518</b>
<b>I.</b>	<b>Secretariat Cadres</b>	<b>418</b>	<b>419</b>
56.	Assistant Section Officer	357	358
57.	Personal Assistant(Gr. 'C' of CSSS)	61	61
<b>II.</b>	<b>UPSC's Cadres</b>	<b>92</b>	<b>85</b>
58.	Sr. Machine Operator	1	1
59.	Research Assistant (Work Study)	4	0
60.	Junior Accounts Officer	8	0
61.	Data Processing Assistant Gr 'A'	21	21
62.	Vigilance Assistant	2	2
63.	Supervisor (Confid.)	1	4 <sup>@</sup>
64.	Estate Supervisor	2	2
65.	Receptionist	1	1
66.	House Keeper	1	1
67.	Technical Assistant (Accounts)	12	12
68.	Motor Transport Supervisor	1	1
69.	Security Assistant	1	1
70.	Protocol Assistant	1	1
71.	Head Typist (Hindi)	1	1
72.	Data Entry Operator(Grade 'D')	32	32
73.	Library & Information Assistant	1	1
74.	Confidential Assistant	1	1
75.	Staff Car Driver (Special Grade)	1	1
76.	Caretaker	0	2

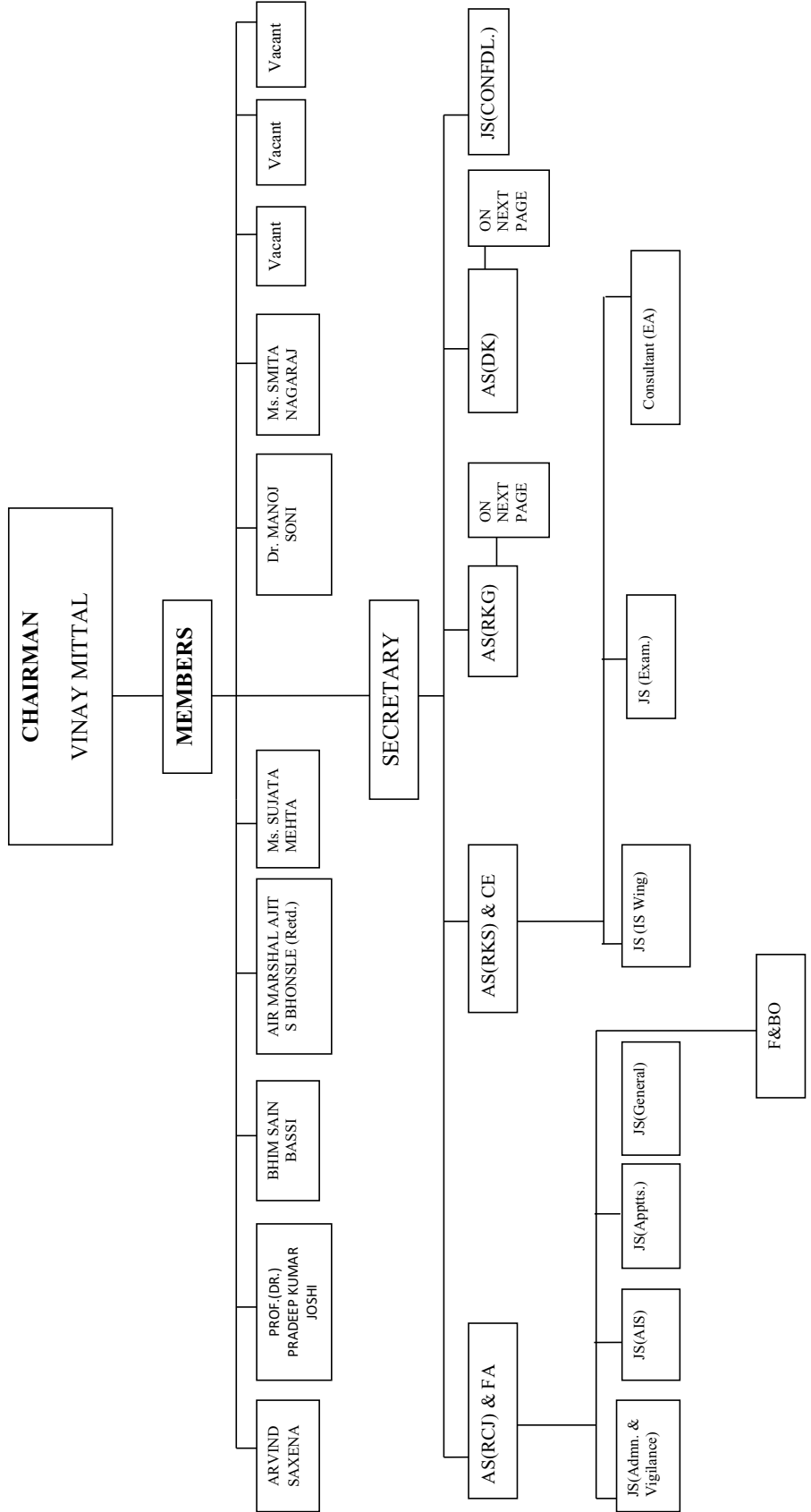
@ Three temporary post of Supervisor (Confidential) has been created vide order No. A-11011/06/2016-Admn.I(ii) dated 18.08.2017

<b>III.</b>	<b>Cadres of other participating Ministries/ Departments</b>	<b>9</b>	<b>14</b>
77.	Senior Translator	5	5
78.	Junior Translator	4	4
79.	Senior Accountant	0	5
<b>C.</b>	<b>Group 'C'</b>	<b>898</b>	<b>807</b>
<b>I.</b>	<b>Secretariat Cadres</b>	<b>291</b>	<b>210</b>
80.	Senior Secretariat Assistant	177	96
81.	Stenographer (Grade 'D' of CSSS)	18	18
82.	Junior Secretariat Assistant	79	79
83.	Staff Car Driver	17	17
<b>II.</b>	<b>UPSC's Cadres</b>	<b>599</b>	<b>594</b>
84.	Senior Typist (Hindi)	2	2
85.	Care Taker	2	0
86.	Junior Reception Officer	2	2
87.	Carpenter	1	1
88.	Asstt. Supervisor (Confd.)	1	0
89.	Machine Operator	4	4
90.	General Duty Clerk	2	1
91.	Despatch Rider	2	2
92.	Jr. Machine Operator	1	1
93.	Assistant Caretaker	1	0
94.	Senior Record Keeper	13	13
95.	Cook (Advisers' Suite)	6	6
96.	Bearer (Adviser's Suite)	8	8
97.	Wash Boy (Adviser's suite)	4	4
98.	Assistant Cook (Adv. Suite)	3	3
99.	Library Clerk	2	2
100.	Typist (Hindi)	1	1
101.	Linemen	1	1
102.	Multi-Tasking Staff	537	537
103.	Library Attendant	3	3

104.	Franking Machine Operator	2	2
105.	Nursing Orderly	1	1
<b>III.</b>	<b>Cadres of other participating Ministries/ Departments</b>	<b>8</b>	<b>3</b>
106.	Senior Accountant/ Accountant (P&AO unit)	8	3
<b>D.</b>	<b>CANTEEN STAFF</b>	<b>38</b>	<b>38</b>
<b>I.</b>	<b>GROUP 'B'</b>	<b>02</b>	<b>02</b>
107.	General Manager (Canteen)	1	1
108.	Manager-cum-Accountant	1	1
<b>II.</b>	<b>GROUP 'C'</b>	<b>36</b>	<b>36</b>
109.	Halwai	2	2
110.	Asstt. Manager cum Store Keeper	2	2
111.	Canteen Clerk	6	6
112.	Cook	2	2
113.	Assistant Halwai	2	2
114.	Tea/ Coffee Maker	2	2
115.	Bearer	14	14
116.	Wash Boy	4	4
117.	Safai Karamchari	2	2

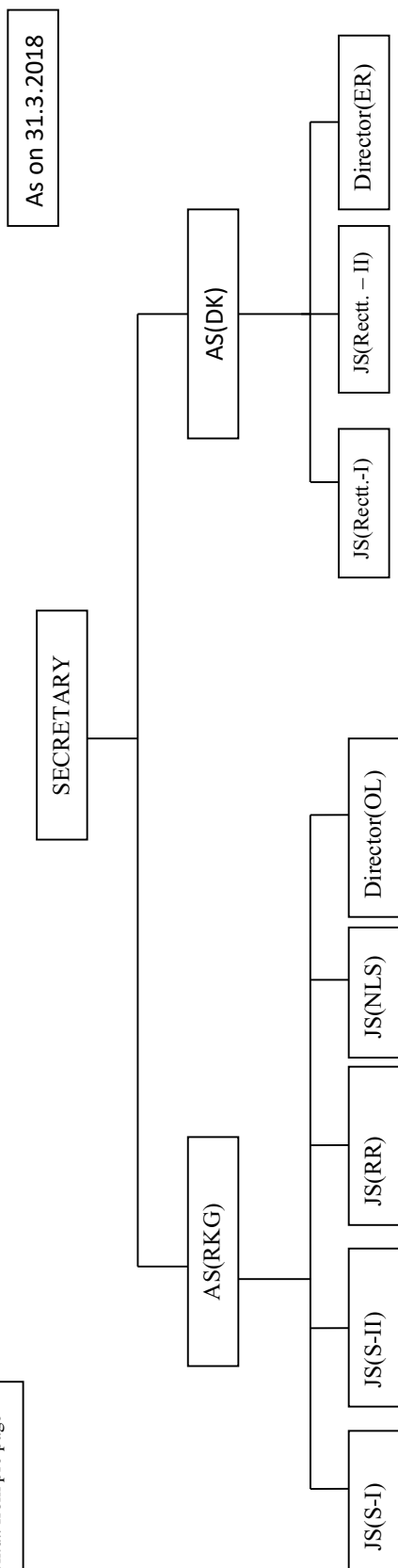
As on 31.03.2018

**Appendix-34**  
(Vide Chapter-11)  
**Organization Chart of the Commission (as on March 31, 2018)**





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ABBREVIATION	
AS (RCJ) & FA	Additional Secretary (Administration & AS (RKG) Vigilance, Appointments, General Branch, All India Services) and Financial Advisor.
AS (RKS) & CE	Additional Secretary (Examination, Information Systems Wing) and Controller of Examination.
Apptt.	Joint Secretary
A&V	Official Language
Confdl.	Recruitment Rules
ER	Recruitment
EXAM	Services-I & Services-II
EA	Finance & Budget Officer
NLS	Controller of Examination
	Information Systems

## Appendix-35

### Representation of Scheduled Castes, Scheduled Tribes & Other Backward Classes Employees and Persons with Disabilities

Table 1: Representation of SCs, STs and OBCs

Groups	Number of Employees				Number of appointments made during the previous year									
	Total	SCs	STs	OBCs	Total	By Direct Recruitment			By Promotion			By Other Methods		
						SCs	STs	OBCs	Total	SCs	STs	Total	SCs	STs
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Group A	153	28	15	10	01	-	-	01	02	-	-	-	-	-
Group B	559	98	54	64	-	-	-	-	07	-	-	03	-	-
Group C (Excluding Safai Karamcharis)	551	160	24	59	-	-	-	-	01	-	-	22	10	01
Group C (Safai Karamcharis)	01	01	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>1264</b>	<b>287</b>	<b>93</b>	<b>133</b>	<b>01</b>	<b>-</b>	<b>-</b>	<b>01</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>25</b>	<b>10</b>	<b>01</b>

Table 2: REPRESENTATION OF THE PERSONS WITH DISABILITIES

Group	Number of Employees						Direct Recruitment						Promotion						
							No. of Vacancies Reserved			No. of Appointments made			No. of Vacancies Reserved			No. of Appointments made			
							VH	HH	OH	TOTAL	VH	HH	OH	TOTAL	VH	HH	OH	TOTAL	VH
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Group A	153	1	-	-	0.65%	-	-	-	--	-	-	-	-	-	-	-	-	-	-
Group B	559	2	3	6	1.97%	-	-	-	--	-	-	-	-	-	-	--	-	-	-
Group C	552	3	4	7	2.54%	-	-	-	01	-	-	01	-	-	-	-	-	-	-
<b>Total</b>	<b>1264</b>	<b>6</b>	<b>7</b>	<b>13</b>	<b>2.06%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>01</b>	<b>-</b>	<b>-</b>	<b>01</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## Appendix-36

### Statement showing the receipts and expenditure of the Union Public Service Commission during the year 2017-18.

#### A-Receipts

S.No.	Name of the Receipts	(Rupees in lakhs)
1.	Other Receipts	80.11
2.	UPSC Examination Fees	2514.18*

#### B-Expenditure

S.No.	ADMINISTRATIVE EXPENSES	(Rupees in lakhs)
1.	SALARIES	10474.96
2.	WAGES	36.82
3.	OVER TIME ALLOWANCE	0.45
4.	MEDICAL TREATMENT	200.00
5.	DOMESTIC TRAVEL EXPENSES	30.00
6.	FOREIGN TRAVEL EXPENSES	16.59
7.	OFFICE EXPENSES	1030.60
8.	PUBLICATION	2.18
9.	OTHER ADMN.EXPENSES	54.74
10.	MINOR WORKS	98.60
11.	PROFESSIONAL SERVICES	494.79
12.	GRANTS-IN-AID(General)	0.85
13.	OTHER CHARGES	1.94
	<b>EXPENDITURE ON EXAM &amp; SELECTIONS</b>	
14.	DOMESTIC TRAVEL EXPENSES	682.17
15.	OTHER CHARGES	9702.70
16.	INFORMATION TECHNOLOGY(OTHER CHARGES)	1149.92
	<b>OTHER EXPN. (MINOR HEAD)</b>	
17.	DEPTT. CANTEEN-SALARIES	122.00
	<b>GRAND TOTAL</b>	<b>24099.31</b>

\* Receipts under Exam/Recruitment fee are accounted for in Govt. Account by the P&AO, UPSC/Controller of Accounts, Ministry of PPG&P.

## Appendix-37

### List of former Chairmen of UPSC (Since 1926)

S. No	Name	Date When Tookover Charge	Date On Which Relinquished Charge
1	Sir Ross Barker	October, 1926	August, 1932
2	Sir David Petrie	August, 1932	1936
3	Sir Eyre Gorden	1937	1942
4	Sir F.W. Robertson	1942	1947
5	Sh. H.K. Kripalani	1.4.1947	13.1.1949
6	Sh. R.N. Banerjee	14.1.1949	9.5.1955
7	Sh. N. Govindarajan	10.5.1955	9.12.1955
8	Sh. V.S.Hejmadi	10.12.1955	9.12.1961
9	Sh. B.N.Jha	11.12.1961	22.2.1967
10	Sh. K.R. Damle	18.4.1967	2.3.1971
11	Sh. R.C.S. Sarkar	11.5.1971	1.2.1973
12	Dr. A.R.Kidwai	5.2.1973	4.2.1979
13	Dr.M.L. Shahare	16.2.1979 (AN)	16.2.1985
14	Sh. H.K.L. Capoor	18.2.1985	5.3.1990
15	Sh. J.P.Gupta	5.3.1990 (AN)	2.6.1992
16	Mrs. R.M.Bathew (Kharbuli)	23.9.1992	23.8.1996
17	Sh. S.J.S. Chhatwal	23.8.1996 (AN)	30.9.1996
18	Sh. J.M. Qureshi	30.9.1996 (AN)	11.12.1998
19	Lt. Gen. (Retd.) Surinder Nath	11.12.1998(AN)	25.06.2002
20	Sh. P.C. Hota	25.06.2002(AN)	08.09.2003
21	Sh. Mata Prasad	08.09.2003(AN)	04.01.2005
22	Dr. S.R. Hashim	04.01.2005(AN)	01.04.2006
23	Sh. Gurbachan Jagat	01.04.2006(AN)	30.06.2007
24	Sh. Subir Dutta	30.06.2007(AN)	16.08.2008
25	Prof . D.P. Agrawal	16.08.2008 (AN)	16.08.2014
26	Smt. Rajni Razdan	16.08.2014(AN)	22.11.2014
27	Shri Deepak Gupta	22.11.2014(AN)	20.09.2016
28	Prof. David R. Syiemlieh	03.04.2017	21.01.2018

Table-2 : List of former Members of UPSC (Since 1926)

S. No	Name	Date when took-over charge	Date on which relinquished charge	Remarks
1	Sir Philip Hatog	1.10.1926	5.4.1930	
2	Mr. A.H. Ley	1.10.1926	1.10.1931	
3	Mr. Sayed Raza Ali	1.10.1926	31.11.1931	
4	Sir T.V. Raghvachari	1.10.1926		
5	Mr. M. Keane			
6	Khanbahadur Sir Abdul Qadir	13.7.1929	30.11.1929	
7	Mr. J.N. Roy	16.9.1929	2.4.1930	
8	Raibahadur A.N. Chatterjee	6.1.1930	1.10.1930	
9	Mr. J.R. Chunnigham	20.1.1930	5.4.1930	
10	Sir J. Charles Weir	16.6.1930	16.12.1935	
11	Raibahadur B.P. Varma	1.10.1930	1.10.1935	
12	Sir David Patrie	1.10.1931	8.8.1932	Appointed as Chairman
13	Dr. L.K. Hyder	2.1.1932	31.12.1936	
14	Mr. H.S. Crosthwaite	16.2.1935	1.5.1939	
15	Sir Shafaat Ahmed Khan	18.5.1935	10.9.1935	
16	Mr. P.L.Dhawan	18.5.1935	20.9.1940	
17	Mr. D. Raynell	31.8.1936	29.11.1936	
18	Sir A.F.Rehman	7.1.1937	7.5.1942	
19	Sir C.C. Chitham	2.12.1938	15.4.1939	
20	Mr. L.P. Misra	18.7.1938	4.9.1938	
21	Sir John Rutherford Dain	8.5.1939	16.2.1942	
22	Mr. K. Sanjiva Row	20.9.1940	1.4.1947	
23	Mr. W.R.G. Smith	16.2.1942	1.4.1947	
24	Col. M.A. Rehman	1.1.1946	30.6.1946	
25	Mr. W.A. Cosgrave	7.4.1944	25.10.1944	
26	Mr.N.J. Roughton	1.1.1945	20.9.1945	
27	Maj. Naunihal Singh Mann	31.7.1946	17.11.1946	
28	Mr. F.C. Edmonds	12.4.1946	6.6.1946	

S. No	Name	Date when took-over charge	Date on which relinquished charge	Remarks
29	Mr. O.E.Windle	1.7.1946	6.8.1946	
30	Mr. R.P. Patwardhan	5.2.1947	5.8.1947	
31	Mr. S.G. Grubb	1.11.1945 9.12.1946	16.10.1946 & 23.2.1950	
32	Mr. Javad Hussain	14.3.1947	31.3.1952	
33	Mr. K. Zachariah	1.7.1947	18.1.1950	
34	Mr. W.R. Puranik	1.4.1947	31.3.1952	
35	Mr. J.L. Kapur	4.12.1947	31.5.1949	
36	Mr. Balwant Singh Puri	1.6.1948 17.9.1948	31.7.1948 30.4.1949	
37	Mr. S.C. Tripathi	5.6.1948	14.2.1950	
38	Dr. L.D. Joshi	12.6.1948	18.2.1949	
39	Mr. G.C. Chatterjee	1.8.1949	31.10.1953	
40	Mr. N. Govindarajan	31.5.1950	9.5.1955	Appointed as Chairman
41	Mr. C.B. Nagarkar	18.12.1950	18.12.1956	
42	Mr. N.K. Sidhanta	16.4.1951	31.7.1955	
43	Mr. A.A.A. Fyzee	2.6.1952	31.5.1957	
44	Mr. S.V. Kanungo	29.9.1952	29.9.1958 (FN)	
45	Mr. J.S. Pillai	17.8.1955	16.8.1961 (AN)	
46	Mr. C.V. Mahajan	2.1.1956	2.1.1960(FN)	
47	Dr. J.N. Mukherjee	1.9.1956	22.4.1958	
48	Mr. P.L. Varma	24.11.1956	24.11.1962 (FN)	
49	Mr. S.H. Zaheer	1.6.1957	31.5.1963 (AN)	
50	Dr. G.S. Mahajani	1.7.1957	30.6.1963 (AN)	
51	Dr. A.T. Sen	1.9.1958	31.8.1964 (AN)	
52	Mr.M.L. Chaturvedi	1.3.1960	6.7.1964 (AN)	
53	Mr. M.A.V. Naidu	11.3.1960	14.1.1965 (AN)	
54	Mr. A.V. Ramaswami	14.12.1961	14.7.1964 (AN)	
55	Mr. Batuk Singh	19.4.1963	20.9.1968 (AN)	
56	Mr. N.L. Ahmad	1.6.1963	25.4.1967 (AN)	
57	Smt. B. Khongmen	9.1.1964	8.1.1970 (AN)	

S. No	Name	Date when took-over charge	Date on which relinquished charge	Remarks
58	Mr. Desraj Mehta	29.1.1964	20.11.1967 (AN)	
59	Dr. A. Appadorai	9.12.1964	15.3.1967 (AN)	
60	Mr. M.S. Doriswami	14.9.1965 (AN)	14.11.1967 (AN)	
61	Mr. R.C.S. Sarkar	31.1.1966	11.05.1971	Appointed as Chairman
62	Mr. Hari Sharma	22.5.1967 (AN)	22.05.1973	
63	Dr. A.R. Kidwai	29.9.1967	05.02.1973	Appointed as Chairman.
64	Maj. Gen. P.C. Gupta	3.2.1968	02.02.1974	
65	Dr. M.L. Shahare	14.2.1968	13.2.1974	Appointed as Chairman.
66	Mr. D.P. Kohli	16.10.1968	08.02.1972	
67	Prof. H.N. Ramachandra Rao	9.5.1969	08.05.1975	
68	Mr. R.N. Muttoo	25.6.1971	24.6.1977	
69	Dr. A.K. Dhan	28.6.1971	5.11.1975	
70	Mr. R.G. Rajwade	23.8.1973	5.1.1974	
71	Prof. P.L. Bhatnagar	1.10.1973	18.7.1975	
72	Mr. Asoka Sen	22.1.1974	21.1.1980	
73	Air Marshal T.S. Virk	22.4.1974	21.4.1980	
74	Mr. M. Singaravelu	24.7.1974	16.3.1980	
75	Dr. Sarup Singh	12.2.1975	14.3.1978	
76	Mr. N.S. Saksena	4.6.1977	4.6.1983	
77	Dr. P.C. Vaidya	1.7.1977	22.10.1978	
78	Prof. S. Sampath	10.8.1977	28.8.1981	
79	Dr. N.A. Noor Muhammed	30.11.1978	17.10.1981	
80	Mrs. R.O. Dhan	1.12.1978	30.11.1984	
81	Prof. Bhubaneshwar Behara	12.12.1978	31.12.1980	
82	Mr. S.R. Mehta	17.3.1980	16.12.1982	
83	Mr. J.R. Bansal	17.5.1980	16.5.1986	
84	Air Vice Marshal A.K.S. Bakshi	27.7.1981	14.11.1986	
85	Mr. A.M. Abdul Hamid	11.12.1981	25.3.1986	
86	Dr. K. Venkata Ramiah	24.12.1981	23.12.1987	



S. No	Name	Date when took-over charge	Date on which relinquished charge	Remarks
87	Mr. S. Samaddar	24.5.1982	23.5.1988	
88	Mr. Jagdish Rajan	25.9.1984	25.9.1990	
89	Mr. J.P. Gupta	1.7.1985	5.3.1990(FN)	Appointed as Chairman
90	Dr. R. Arockiasamy	5.7.1985	4.7.1991	
91	Mr. Surendra Nath	23.12.1985	7.8.1991(FN)	
92	Mr. Qazi Mukhtar Ahmad	4.4.1986	14.3.1991	
93	Mrs. R.M. Bathew (Kharbuli)	8.6.1987	22.9.1992	Appointed as Chairman
94	Lt. Gen. R.S. Dayal	31.7.1987	13.5.1988	
95	Vice Admiral G.M. Hiranandani	13.4.1989	12.4.1995	
96	Mr. A. Padmanabhan	17.4.1989	13.12.1993	
97	Mr. J.A. Kalyankrishnan	29.12.1989	28.12.1995	
98	Mr. Harish Chandra	15.1.1990	14.1.1996	
99	Mrs. Otima Bordia	11.5.1990	10.05.1996	
100	Mr. S.J.S. Chhatwal	14.1.1991	23.8.1996 (AN)	Appointed as Chairman
101	Mr. J.M. Qureshi	1.4.1991	30.09.1996 (AN)	Appointed as Chairman
102	Mr. S.K. Misra	21.8.1991 (AN)	21.08.1997	
103	Dr. (Ms.) P. Selvie Das	19.9.1991	28.05.1997	
104	Mr. B. Krishna Mohan	20.09.1993 (AN)	25.01.1998	Expired
105	Smt. Kanta Kathuria	24.05.1995	22.08.1998	
106	Lt.Gen.(Retd.) Surinder Nath	20.09.1995	11.12.1998	Appointed as Chairman.
107	Sh. P.C. Hota	27.09.1996(AN)	25.06.2002	Appointed as Chairman.
108	Sh. K.K. Madan	01.11.1996(AN)	01.11.2002	
109	Dr. K.G. Adiyodi	14.11.1996(AN)	28.05.2001	Expired on 28.05.2001
110	Sh. P. Abraham	05.06.1997	04.06.2003	
111	Sh.M.K. Deb Barma	06.06.1997	05.06.2003	
112	Dr. L. Siddaveere Gowda	11.6.1997 (AN)	05.09.2001	

S. No	Name	Date when took-over charge	Date on which relinquished charge	Remarks
113	Sh. T.K. Banerji	21.08.1997(AN)	21.08.2003	
114	Sh. Mata Prasad	23.4.1998 (AN)	08.09.2003	Appointed as Chairman.
115	Km. Arundhati Ghose	03.09.1998	02.09.2004	
116	Dr. Om Nagpal	05.04.1999(AN)	02.03.2002	Expired on 2.3.2002
117	Dr. S.D. Karnik	18.09.2001	16.07.2002	Resigned on 16.07.2002
118	Dr. S.R. Hashim	19.03.2002(AN)	04.01.2005 (AN)	Appointed as Chairman
119	Dr.(Smt.) Prakashwati Sharma	20.03.2002(AN)	07.02.2005	
120	Shri Gurbachan Jagat	14.08.2002(AN)	01.04.2006	Appointed as Chairman
121	Sh. B.N. Navalawala	05.12.2002(AN)	14.04.2007	
122	Sh. Subir Dutta	04.07.2003(AN)	30.06.2007	Appointed as Chairman
123	Air Marshal Satish Govind Inamdar	12.12.2003 (AN)	09.01.2008	
124	Dr. Bhure Lal	14.10.2004 (AN)	08.02.2008	
125	Ms. Chokila Iyer	01.02.2005 (AN)	28.06.2007	
126	Prof. D.P. Agrawal	31.10.2003	16.08.2008	Appointed as Chairman
127	Ms Parveen Talha	30.09.2004 (AN)	03.10.2009	
128	Shri K. Roy Paul	18.05.2005 (AN)	08.06.2009	
129	Prof. E. Balagurusamy	20.12.2006 (AN)	02.05.2010	
130	Prof. K.S. Chalam	01.06.2005 (AN)	01.06.2011	
131	Lt. Gen (Retd.) Nirbhay Sharma	07.05.2008	10.10.2011	
132	Smt. Shashi Uban Tripathi	17.05.2007(AN)	05.06.2012	
133	Dr. K.K. Paul	26.07.2007(FN)	05.02.2013	
134	Prof. Purushottam Agrawal	02.07.2007 (FN)	01.07.2013	
135	Shri I.M.G. Khan	09.06.2008 (AN)	01.07.2013	
136	Shri Prashanta Kumar Mishra	08.08.2008 (FN)	06.08.2013	
137	Shri Vijay Singh	19.11.2009 (FN)	30.04.2013	Resigned
138	Dr. Venkatarami Reddy Y.	30.06.2011 (AN)	15.02.2014	

S. No	Name	Date when took-over charge	Date on which relinquished charge	Remarks
139	Smt. Rajni Razdan	19.04.2010(FN)	16.08.2014	Appointed as Chairman
140	Shri A.P Singh	13.02.2013 (FN)	09.01.2015	Resigned
141	Dr. Mrs P Kilemsungla	19.08.2013 (FN)	29.02.2016	
142	Smt. Alka Sirohi	04.01.2012(AN)	03.01.2017	Appointed to perform the duties of Chairman, UPSC w.e.f. 21.09.2016 under Article 316(1A)of the Constitution.
143	Prof.David R. Syiemlieh	25.06.2012(FN)	02.04.2017	Appointed to perform the duties of Chairman, UPSC w.e.f. 04.01.2017 under Article 316-(1A) of the Constitution till a regular appointment is made. Appointed as regular Chairman, UPSC under article 316-(1) of the Constitution w.e.f 03.04.2017
144	Shri Manbir Singh	03.09.2012	12.09.2016	
145	Vice Admiral (Retd.) D.K. Dewan	01.07.2013	19.08.2016	
146	Prof Hem Chandra Gupta	15.05.2014	17.02.2017	
147	Shri Chhatar Singh	02.09.2013 (AN)	22.09.2017	Resigned







**UNION PUBLIC SERVICE COMMISSION**  
Dholpur House, Shahjahan Road, New Delhi-110069