



69th

Annual Report

2018-19



UNION PUBLIC SERVICE COMMISSION

Dholpur House, Shahjahan Road, New Delhi-I I 0069



69th (2018-19)
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UNION PUBLIC SERVICE COMMISSION
Dholpur House, Shahjahan Road
New Delhi - 110069

<http://www.upsc.gov.in>





The Union Public Service Commission has the privilege to present before the President its Sixty Ninth Report as required under Article 323(1) of the Constitution.

This Report covers the period from April 1, 2018 (Chaitra 11, 1940 Saka) to March 31, 2019 (Chaitra 10, 1941 Saka).



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List of Abbreviations

Admn.	Administration	E.P.F.O.	Employees' Provident Fund Organisation
AIS	All India Services	E.S.I.C.	Employees' State Insurance Corporation
AN	Afternoon	ER	Examination Reforms
APFC	Assistant Provident Fund Commissioner	FN	Forenoon
APR	Applicants to Post Ratio	GEOL	Geologists' Examination
AP	Appointment by Promotion	GM	General Manager
ADT	Appointment by Deputation	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)
		M.Tech.	Master of Technology
		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	Personal 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 Personal 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

(Composition of the Commission during the period from 1.4.2018 to 31.3.2019)

1.	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. Demitted office on 19.06.2018.
2.	Shri Arvind Saxena	Chairman	Appointed to perform the duties of Chairman, UPSC w.e.f. 20.06.2018 under Article 316-(1A) of the Constitution. Appointed as Chairman, UPSC w.e.f. 29.11.2018 under Article 316-(1) of the Constitution
3.	Prof. (Dr.) Pradeep Kumar Joshi	Member	
4.	Shri Bhim Sain Bassi	Member	
5.	Air Marshal Ajit S. Bhonsle (Retd.) AVSM, VSM	Member	
6.	Ms. Sujata Mehta	Member	
7.	Dr. Manoj Soni	Member	
8.	Ms. Smita Nagaraj	Member	
9.	Ms. M. Sathiyavathy	Member	Assumed Charge on 09.04.2018 (AN)
10.	Shri Bharat Bhushan Vyas	Member	Assumed Charge on 13.12.2018 (AN)
11.	Dr. T. C. A. Anant	Member	Assumed Charge on 14.01.2019
12.	Shri Rajiv Nayan Choubey	Member	Assumed Charge on 01.02.2019

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

CHAPTER 1

Highlights

I. Examination

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 30,35,783 applications were received and processed and 8,511 candidates interviewed for Civil Services/Posts. The interviews for Defence Services were conducted by Services Selection Board (SSB) of Ministry of Defence. A total of 3,889 [3,675 + 214 (Reserved List)] candidates (including 214 candidates through Reserve List) were recommended for appointment to various posts. A total of 2,643 candidates (including candidates through Reserve List) were recommended for Civil Services/Posts and 1,246 candidates for Defence Services/Posts.

(Chapter-3)

2. Of the 1,131 posts reserved for SC, ST and OBC candidates to be filled up under method of Recruitment by Examinations, the Commission recommended 997 SC, ST and OBC candidates. In addition, 188 reserved category candidates were recommended at normal standard. 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 83 such cases.

(Chapter-10)

4. 64 (sixty four) 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 their candidature to their debarment from the future Examination/ Selection, conducted by the Commission, for periods varying from ten years to permanent debarment.

(Chapter-12)

5. The syllabus of Combined Medical Services Examination was changed for the Examination held during 2018.

(Chapter-3)

II. Direct Recruitment by Selection

6. The Commission received 188 requisitions for 1,190 posts from various Ministries/ Departments. After adding the cases carried forward from the previous year, a total of 337 requisitions for 2,000 posts were processed during the year. Of these, 47 requisitions for 192 posts were deemed as closed for want of clarifications from the Ministries/Departments concerned, or withdrawn at the pre-advertisement stage by them.

(Chapter-4)

7. A total of 1,003 posts against 141 requisitions were advertised during the year and 94,394 applications were received. The recruitment process was cancelled in respect of 08 requisitions for 32 posts, subsequent to the publications of advertisement.

(Chapter-4)

8. During the year, a total of 96,304 applications were finalized including applications received in the preceding year; 2,872 candidates were called for interview and 2,199 candidates actually appeared for interview. 510 candidates were recommended against 582 posts requisitioned in 132 cases. The applicant to Post Ratio was 165 and the Recommendation to Post Ratio was 0.88.

(Chapter-4)

9. Computer Based Recruitment Tests/ Recruitment Tests (CBRTs/RTs) were conducted in 17 cases, where the number of applicants was disproportionately high vis-à-vis the number of vacancies.

(Chapter-4)

10. The process of selection to 72 posts became infructuous due to non-availability of suitable candidates. Most of these posts required specialized medical or scientific qualifications.

(Chapter-4)

11. On request of the Department of Personnel and Training (DoP&T), the Union Public Service Commission undertook recruitment for Joint Secretary level posts on contract basis (Lateral Entry) for ten identified Ministries/Departments. Out of 6,077 applications received in response to DoP&T advertisement, 3,688 candidates

submitted Detailed Application Forms (DAFs) on time. A software was developed for online receipt and scrutiny of the DAFs. After scrutinizing the DAFs, the Commission shortlisted 65 candidates for the interview.

(Chapter-4)

12. As against 275 reserved posts, a total of 234 candidates (75 SC, 28 ST and 131 OBC) were recommended. Thus 85.1 percent of the posts for reserved category were filled up. Besides, 06 SC, 02 ST and 45 OBC candidates were recommended for selection against the unreserved post.

(Chapter-5)

13. The Commission recommended 15 candidates against 18 posts reserved for Person with Disabilities.

(Chapter-5)

14. A delay was reported in 28 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 issuance of the offer letters of appointment to the recommended candidates.

(Chapter-10)

III. Appointments

15. The Commission made recommendations regarding the suitability of candidates/officials for promotion, deputation, absorption etc. in respect of 5,570 officers.

16. The Commission considered the service records of 8,338 officers and

recommended (a) 5,463 officers for promotion in Central Services and (b) 107 officers for appointment on Deputation (ISTC/ Absorption).

(Chapter-7)

IV. Recruitment Rules

12. During the Financial Year 2018-19, RR proposals in respect of 607 posts were advised by the Commission. Besides,

04 Service Rules and 12 One Time Mode proposals were also advised upon by the Commission during the year.

Recruitment Rules Formulation, Amendment Monitoring System (RRFAMS), an online portal, rolled out to process Framing/ Amendment of Recruitment Rules w.e.f. 03.12.2018

(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 27th 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 sub-section (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 1st 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 26th 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
2018-19	3035783	94394	3130177	8511	2199	10710	3889	510	72	4471

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

* Candidates interviewed by UPSC.

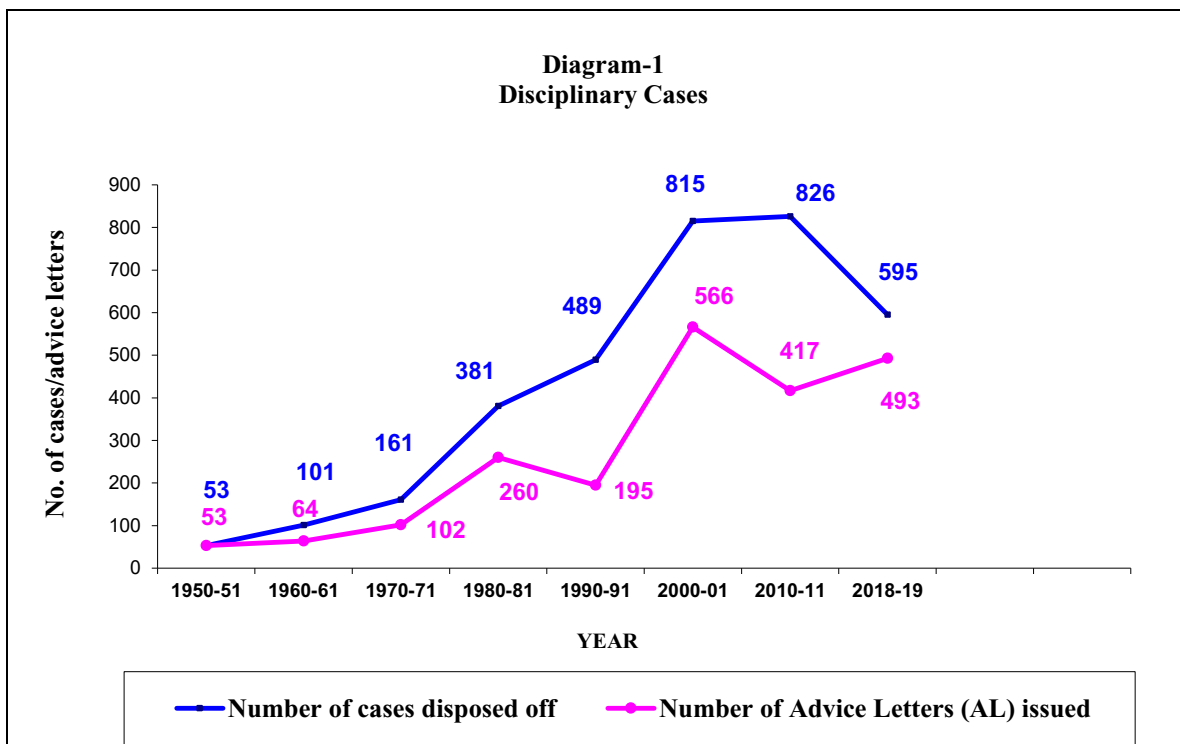
† Candidates selected by UPSC as well as by SSBs (NDA+CDS).

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

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
2018-19	556	493	63

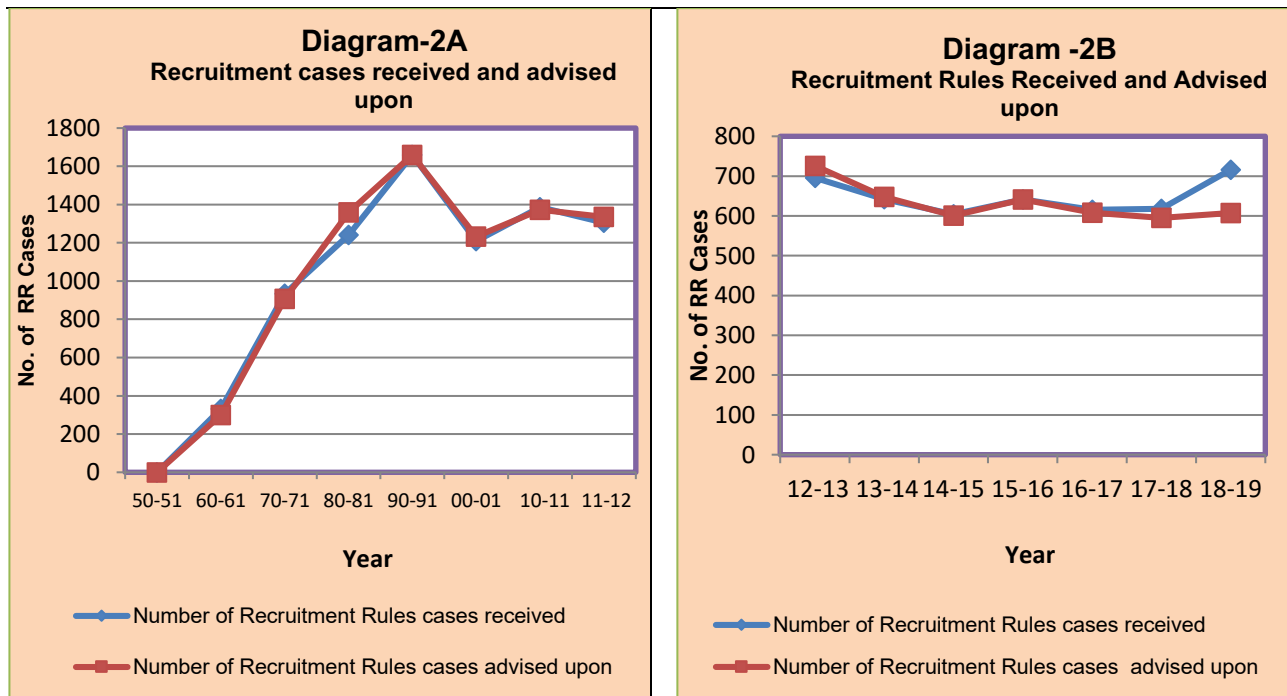
* This data is from January 26, 1950 to March 31, 1951.



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

Table-3: Recruitment Rules cases (1950-2018)

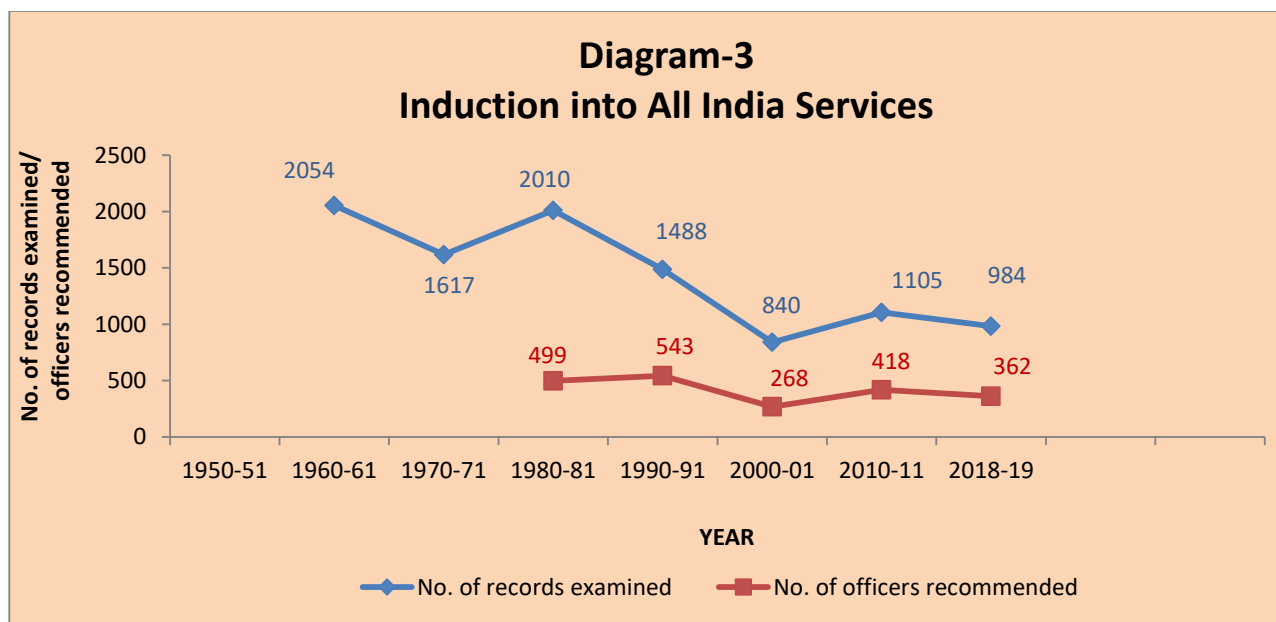
Year	Recruitment Rules cases received	Recruitment Rules cases advised upon
1950-51	--	--
1960-61	332	299
1970-71	934	907
1980-81	1241	1359
1990-91	1660	1659
2000-01	1209	1233
2010-11	1386	1372
2011-12	1306	1335
[Note:- The Single Window System was introduced w.e.f. 01.09.2011. Therefore, the analysis 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
2018-19	23(Carried forward) +693=714	607



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)
2018-19	984 (362 officers)



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

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)
2018-19	8338 (5570 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
2007-08	397 days	133 days	180 days	180 days
2018-19	194 days	44 days	117 days	171 days
Effective reduction in time (in percentage)	51.13%	61.91%	35%	5%

CHAPTER 3

Recruitment by Examinations

The Commission conducted 14 examinations-10 for recruitment to Civil Services/ Posts and 04 for Defence Services during 2018-2019, as detailed below.

For Civil Services/ Posts

- (i) Civil Services (Preliminary) Examination, 2018 (CSP)
- (ii) Civil Services (Main) Examination, 2018 (CSM)
- (iii) Indian Forest Service (Main) Examination, 2018 (IFoS)
- (iv) Engineering Services Examination, 2018 (ESE)
- (v) Engineering Services (Preliminary) Examination, 2019 (ESE)
- (vi) Indian Economic Service/Indian Statistical Service Examination, 2018 (IES/ISS)
- (vii) Combined Geo-Scientists' and Geologists' Examination, 2018 (GEOL)
- (viii) Combined Medical Services Examination, 2018 (CMS)
- (ix) Central Armed Police Forces (Assistant Commandants) Examination, 2018 (CAPF)
- (x) Central Industrial Security Force (Assistant Commandant) (Executive) Limited Departmental Competitive Examination, 2019
- (ii) National Defence Academy and Naval Academy Examination (II), 2018 [NDA & NA (II), 2018]
- (iii) Combined Defence Services Examination (II), 2018 [CDS (II), 2018]
- (iv) Combined Defence Services Examination (I), 2019 [CDS (I), 2019]

Number of Applications

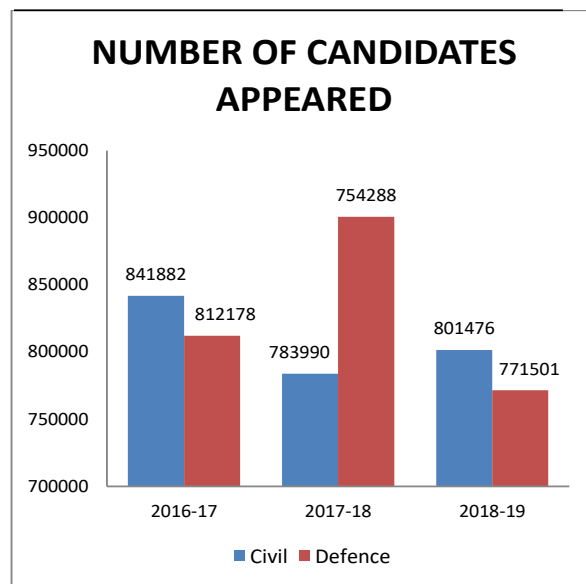
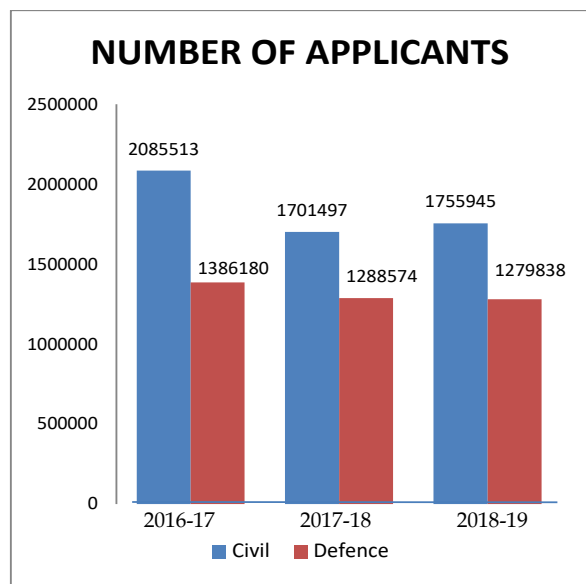
2. During the year 2018-2019, the Commission received 30,35,783 applications compared to 29,90,071 during the previous year. **Table-1** below shows the number of applicants in various examinations during the last three years.

Table-1

Exam	2016-17	2017-18	2018-19
Civil			
1. CS(P)	1128262	969065	1065552
2. CS(M)	15382	13300	10419
3. IFoS (M)	932	1193	1060
4. ESE	267557	3769	4206
5. ESE(P)	325604	346773	288294
6. IES/ISS	18839	21831	19591
7. CMS	33986	39166	40556
8. GEOL	23421	22657	18244
9. CAPF	270727	282260	307296
10. CISF (AC), LDCE	803	1483	727
Total Civil	2085513	1701497	1755945
Defence			
1. NDA&NA (I)	503062	416961	450641
2. NDA&NA(II)	423064	344202	348785
3. CDS(II)	276210	266102	236248
4. CDS (I)	183844	261309	244164
Total Defence	1386180	1288574	1279838
Grand Total	3471693	2990071	3035783

For Defence Services

- (i) National Defence Academy and Naval Academy Examination (I), 2018 [NDA & NA (I), 2018]



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.	2016-17	2017-18	2018-19
Civil			
1. CS(P)	459659	462848	500484
2. CS(M)	15149	13060	10246
3. IFoS (M)	651	790	710
4. ESE	87957	3437	3889
5. ESE(P)	154995	173094	148499
6. IES/ISS	2856	2804	3714
7. CMS	16864	18183	19873
8. GEOL	6725	5882	4872
9. CAPF	96473	102707	108677
10. CISF (AC), LDCE	553	1185	512
Total Civil	841882	783990	801476
Defence			
1. NDA (I)	305146	268012	294688
2. NDA (II)	286511	232120	240576
3. CDS (II)	127013	127326	120579
4. CDS (I)	93508	126830	115658
Total Defence	812178	754288	771501
Grand Total	1654060	1538278	1572977

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 2018-19, the Commission conducted Personality Tests /interviews in respect of Civil Services/Posts based on the results of the following examinations held during the year 2017-18 and 2018-19;

- (i) Civil Services (Main) Examination, 2017
- (ii) Civil Services (Main) Examination, 2018
- (iii) Engineering Services Examination, 2018
- (iv) Indian Economic Service/ Indian Statistical Service Examination, 2018
- (v) Combined Geo-Scientists' and Geologists' Examination, 2018
- (vi) Combined Medical Services Examination, 2018

- (vii) Indian Forest Service (Main) Examination, 2018
- (viii) Central Industrial Security Forces (Assistant Commandant) (Executive) Limited Departmental Competitive Examination, 2018
- (ix) Central Armed Police Force (AC), 2017

5. In all, the Commission interviewed 8,511 candidates for various Civil Services/ Posts during 2018-19. In respect of Defence Services Examinations, interviews, physical tests etc. were conducted by Services Selections Boards 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 2018-19
For Civil Services/Posts		
1	CS(M), 2017	2564
2	CS(M), 2018	1992
3	ESE, 2018	1476
4	CISF(AC) LDCE, 2018	91
5	IES/ISS, 2018	119
6	GEOL, 2018	132
7	CMS, 2018	1447
8	IFoS(M), 2018	222
9.	CAPF (AC),2017	468
Total		8511

Candidates Recommended

6. The Commission recommended 3,889 candidates for appointment to Civil Services/ Posts and Defence Services/

Posts during 2018-19. 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 Selections Boards of Ministry of Defence. Out of the above, 214 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 2018-19
a) For Civil Services/Posts		
1	CS(M), 2017	1056
2	IFoS (Main), 2018	89
3	ESE, 2018	511
4	CAPF (AC), 2017	190
5	IES/ISS, 2018	46
6	GEOL, 2018	68
7	CMS, 2018	440
8	CISF (AC) LDCE, 2018	29
Total		2429
b) For Defence Services/Posts		
1	NDA (II), 2017	447
2	CDS (II), 2017	244
3	CDS (I), 2018	176
4	NDA(I), 2018	379
Total		1246
c)	Candidates recommended through reserve list.	214
Grand Total of (a), (b) and (c)		3889

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 915.94 candidates applied for every post filled through Civil Services Examinations, 2017. In respect of Indian

Forest Service Examination, 2018, number of candidates applied for each post was 3024.03, 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 are given in **Appendix-4**, and 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, 2017	1058	969065*	1056	915.94	0.99
Indian Forest Service (Main) Examination, 2018	90	272163**	89	3024.03	0.98
Engineering Services Examination ,2018	583	288294***	511	494.50	0.87
Indian Economic Service/ Indian Statistical Service Examination, 2018	47	19591	46	416.82	0.97
Geologists' Examination, 2018	70	18244	68	260.62	0.97
Combined Medical Services Examination, 2018	504	40556	440	80.46	0.87
Total	2352	1607913	2210	683.63	0.94

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

** No. of applicants of IFoS (P), 2018 in CS (P), 2018

*** No. of applicants in ESE (P), 2018

Civil Services Examination 2017

(i) Highlights

The Civil Services Examination, 2017 was notified on February 22, 2017. In response to the notification, a total number of 9,69,065 candidates applied for the Examination, of whom 4,62,848 candidates appeared in the Examination. The written part of the Civil Services (Main) Examination, 2017 was held from October 28, 2017 to November 03,

2017 in which 13,060 candidates appeared. Personality Tests/Interview was held from February 19, 2018 to April 25, 2018.

(ii) Recommendations

The final result of the Civil Services (Main) Examination, 2017 was declared on April 27, 2018. The Commission recommended a total number of 1,056 candidates which included 165 SC, 74 ST and 275 OBC category candidates.

(iii) Women Candidates

The number of women candidates recommended for appointment on the basis of the results of the Civil Services Examination, 2017 was 254* as against 253 in the year 2016. The number of women candidates who appeared in the Main Examinations of CSE, 2016 and CSE, 2017 were 1,855 and 1,641 respectively. The number of women candidates interviewed on the basis of CSE 2016 and CSE, 2017 were 539 and 467 respectively.

*Including women candidates recommended from Reserve List.

(iv) PwD Candidates

The number of PwD category candidates recommended for appointment on the basis of the Civil Services (Main) Examination, 2017 was 29.

(v) Interviews

For the Civil Services Examination, 2017, five P.T. Boards from February 19, 2018 to March 23, 2018, six P.T. Boards from April 2, 2018 to April 24, 2018 and three P.T. Boards on April 25, 2018 were constituted. Candidates were allowed to opt either English, Hindi or any one of the Indian Languages as medium for the Personality Test (P.T.). Out of 2,568 candidates (candidates actually appeared in P.T. were 2,564, as 04 candidates did not appear for P.T.) who qualified for Personality Test, 2,271 candidates opted for English while 297 candidates opted for an Indian Language as a medium for interview.

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

Table -6**Medium for Personality Test**

Medium of Interview	Number of candidates
Bengali	1
Gujarati	1
Hindi	248
Kannada	4
Marathi	30
Punjabi	2
Tamil	4
Telugu	6
Urdu	1
Total	297

Engineering Services Examination, 2018

The Engineering Services Examination, 2018 was notified on September 27, 2017. In response to the notification, a total number of 3,46,773 candidates applied for the above Examination. The written examination, Stage-I/Engineering Services (Preliminary) was held on January 7, 2018, in which a total of 1,73,094 candidates appeared. The result of the Stage-I of the examination was declared on February 17, 2018. A total number of 4,206 candidates qualified for the Stage-II/Engineering Services (Main) Examination, 2018, including Gen-2217, OBC-1314, SC-453 and ST-222, including 147 Persons with Disability Candidates. Stage -II of the aforesaid examination was held on July 01, 2018. The result of Engineering Services (Main) Examination, 2018 was declared on August 02, 2018. A total number of 1491 candidates qualified for the Personality Tests including Gen-791, OBC-504, SC-133 and ST-63 (which includes 53 PwD candidates). Personality Test Boards

for the candidates who had qualified the written examination were held from September 10, 2018 to October 26, 2018. The number of Personality Test Boards held were five. The final result was declared on November 09, 2018. A total number of 511 candidates were recommended, which includes Gen-300, OBC-122, SC-61 and ST-28. This figure also includes 18 Persons with Disabilities. The proposal for operation of

Reserve List has not been received upto March 31, 2019 from Ministry of Railways.

Changes implemented during the year 2018-19

(i) Combined Medical Services Examination, 2018

The syllabus of Combined Medical Services Examination was changed for the Examination held during 2018.

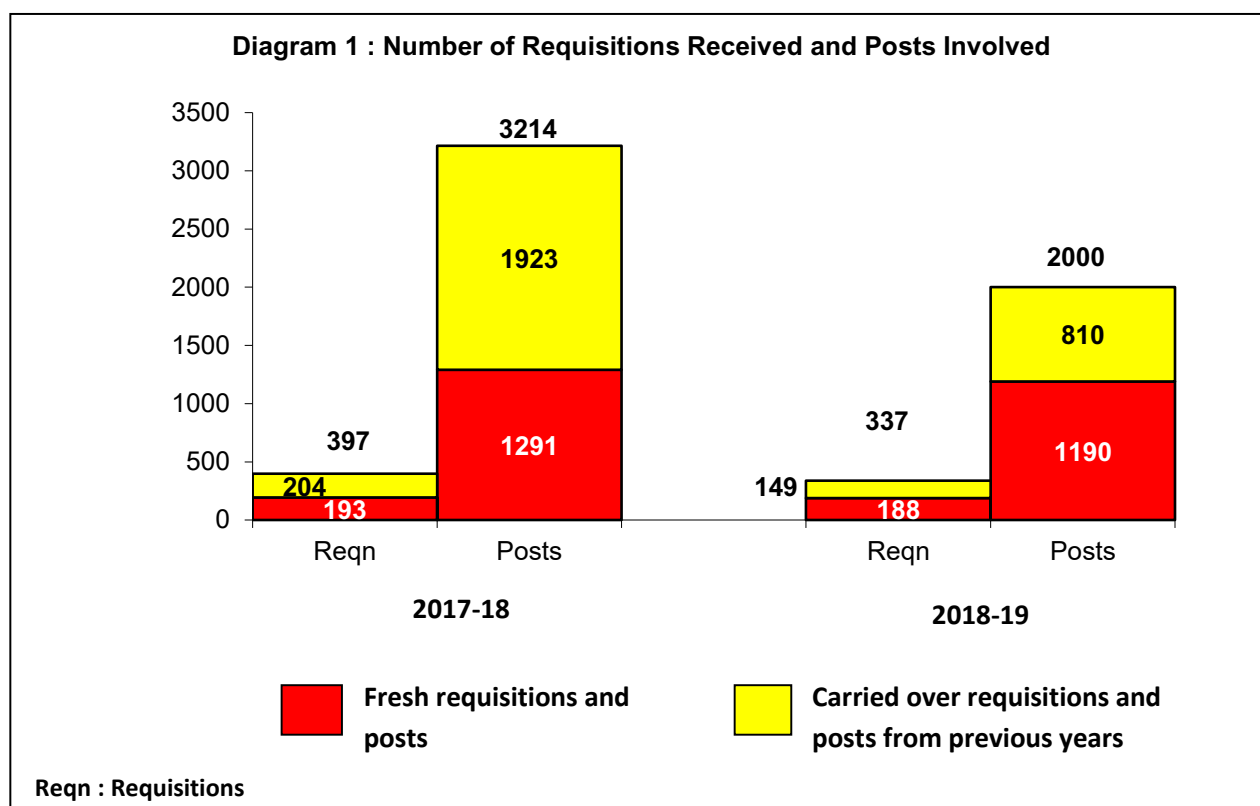
Direct Recruitment by Selection

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 2018-19, the Commission received 188 requisitions for 1,190 posts from various Ministries/Departments compared to 193 requisitions for 1,291 posts received

during the previous year. The Commission processed in all 337 requisitions (including the backlog) for 2,000 posts during 2018-19 as compared to 397 requisitions for 3,214 posts during 2017-18. Out of these 337 requisitions, 47 requisitions for 192 posts were returned to the Ministries/Departments concerned due to 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, are given in **Diagram-1**.



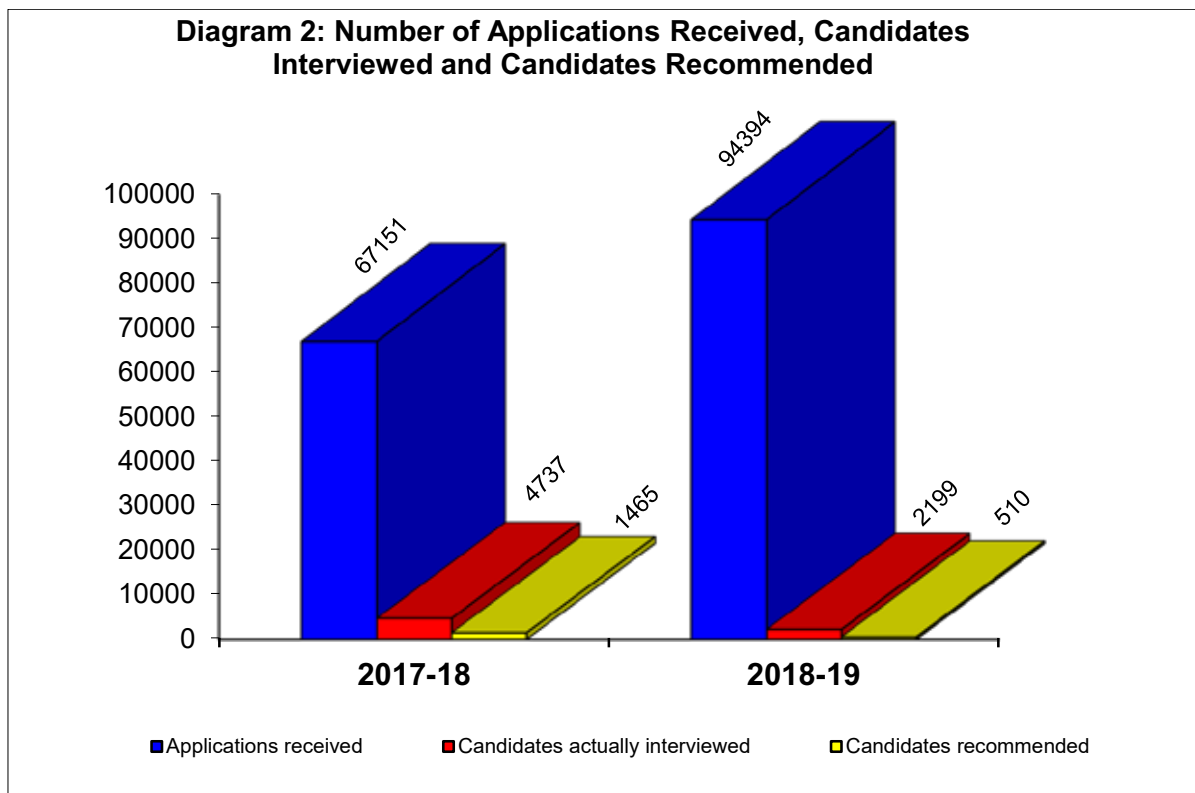
3. **Diagram-1** indicates that there has been some decrease in the number of fresh requisitions and posts received by the Commission from the Ministries/ Departments concerned during the year 2018-19 as compared to the previous year 2017-18.

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

4. During the year 2018-19 the Commission issued 20 advertisements inviting applications in 141 requisitions for 1,003 posts. The number of posts, advertised, Ministry-wise, during the year 2018-19 is given at **Appendix-12**. The recruitment process was cancelled in respect

of 8 requisitions for 32 posts, subsequent to the publication of the advertisements due to various reasons viz. Court orders, withdrawal of requisition, etc.

The Commission received 94,394 online applications during 2018-19. A total of 96,304 applications were finalized during the year, which included applications received in the preceding year. After short listing, the Commission summoned 2,872 candidates for interview out of whom 2,199 candidates appeared for interview. A total of 132 requisitions for 582 posts were finalized by the Commission, recommending 510 candidates for appointment to various posts during the year 2018-19. The same is being depicted at **Diagram-2**.



5. During the year 2018-19, 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 2018-19

Broad Discipline	Number of Posts	Number of Applicants	Candidates Recommended	Applicants to Post Ratio	Recommendation to Post Ratio
Engineering	146	37454	130	257	0.89
Scientific and Technical (Excluding Engg.)	85	15391	75	181	0.88
Non-Technical	192	36032	186	188	0.97
Medical	159	7427	119	47	0.75
Total	582	96304	510	165	0.88

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 2018-19 are given at **Appendies-13, 14, 15 and 16**. A statement showing the percentage variation (discipline-wise) in 2018-19 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 2018-19, CBRTs were held in 17 cases of recruitment for

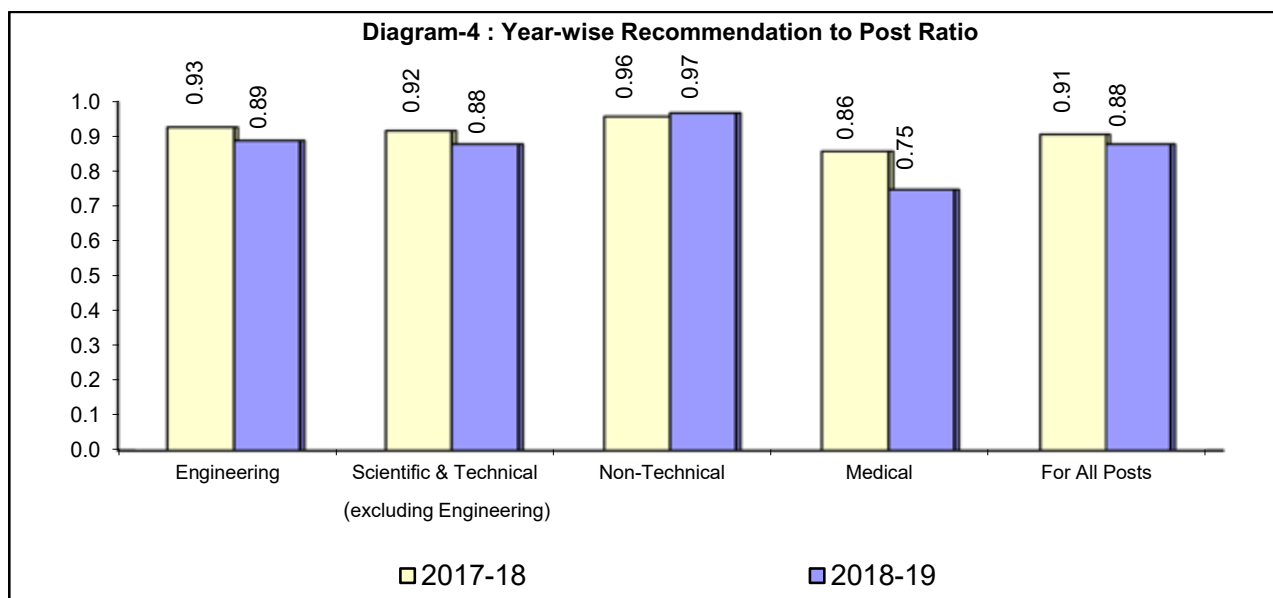
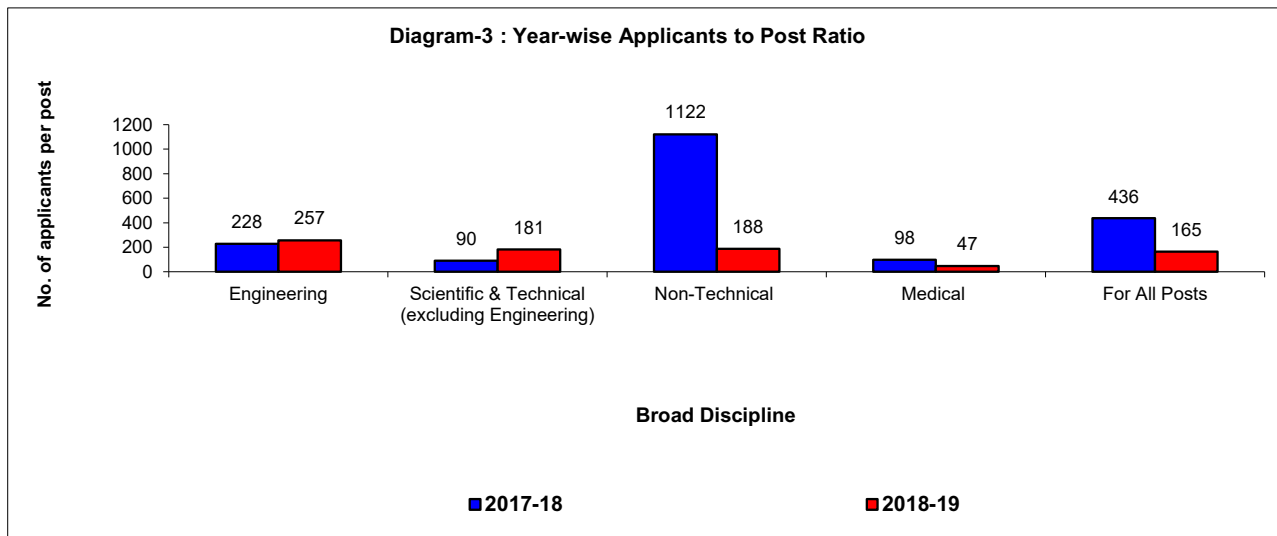
247 posts. Details of these cases are given in **Appendix-17**.

Average Time Taken in Completion of Recruitment Process

9. During the year 2018-19, the average time taken for finalizing normal recruitment cases was about 194 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, 165 applicants per post in cases of Direct Recruitment by Selection, which were finalized during the year 2018-19. Diagram-3 indicates that the APR has increased in Engineering and Scientific & Technical disciplines but decreased in Non-Technical and Medical disciplines 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 2018-19 is lower in respect of Engineering, Scientific & Technical (Excluding Engg.) and Medical disciplines as compared to the previous year.

None Found Suitable

12. During the year, the recruitment process became infructuous for 72 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 28 such cases for 279 posts finalized during 2018-19, for which 82,032 applications were received. Details of such cases are given at **Appendix-18**.

Recruitment for Statutory Bodies/Local Authorities

14. During the year 2018-19, no recruitment was made for Statutory Bodies/ Local Authorities by the Commission.

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

Introduction of e-Appointment software under Single Window System

15. An “e-Appointment software under Single Window System” for discussing and accepting Recruitment Requisitions in cases of direct recruitment by selection has been made operational w.e.f. November 1, 2018. Accordingly, the representatives of the Ministries/ Departments/ UTs are required to take prior appointment through online mode only for submitting requisitions.

Introduction of Query Based Marks Information System

16. To ensure the transparency of the recruitment process without compromising its confidentiality, an interactive system to provide marks details to all candidates has been introduced in recruitment cases for sharing marks details/ status of candidates called for interview. This Query Based Marks Information System (QBMIS) was made operational in the portal of the Commission w.e.f. June 1, 2018.

Launching of revised ORA application format

17. The revised ORA application format with individual download uploading facility has been launched on November 24, 2018, which has helped in faster scrutiny of applications.

Changes made to improve efficiency and functioning related to the recruitment

process for the Joint Secretary Level Posts in different Ministries on contract basis (Lateral Entry)

18. The Commission was assigned the responsibility to undertake the recruitment process for recruitment to the Joint Secretary Level Posts in different Ministries on contract basis (Lateral Entry). It was noticed that the existing application format i.e. Online Recruitment Application (ORA) might not serve the purpose, hence it was decided to design a separate Detailed Application Form (DAF) for each of the 10 posts so as to capture the relevant information of candidates as per specifications and also to facilitate the scrutiny process.

18.1 Another software was prepared to scrutinise the DAF of the applicants. The initial scrutiny was done using the software directly without taking printouts.

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

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

Technology Induction

20. The following technological upgradations have been taken up and implemented in Recruitment Branch:

- a) Implementation of Digital Locker.
- b) Upgrade the server capacity for uploading of the documents in support of each claim made by the applicants, which would be visible to

the scrutiny officer in Post Processing Server (PPS) adjacent to the claims.

- c) Configuration of photograph and signature has been changed on the line of System for Online Application Procedure (SOAP) of examination branch.

Lateral Recruitment to the posts of Joint Secretary in different Ministries / Department on contract basis

21. The DoP&T issued advertisement inviting applications for Joint Secretary level posts on contract basis (lateral entry) in ten (10) different Ministries/Departments in June 2018. 6077 applications were received by the DoP&T in response to the advertisement. On October 29, 2018 the Government of India (DoP&T) entrusted

the responsibility of making selection to the above posts to the Union Public Service Commission. The Commission processed the proposal as a special case. The Commission convened meetings with the DoP&T and the 10 concerned Ministries/Departments on 19th, 20th and 22nd November, 2018 to ascertain the specific requirements of the Department/Ministry for the post. As Department/Ministry specific information were required for shortlisting, in deviation from the routine application form, a Detailed Application Form (DAF) was devised for each of the 10 posts to collect such information. A software was also developed for online receipt and scrutiny of DAF. 3688 candidates submitted DAFs online. After final scrutiny, 65 candidates were shortlisted to be called for interview.

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

1. During 2018-19, a total of 997 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 2018-19 are given at **Appendix-26**. A comparative statement for the years 2017-18 and 2018-19 is given at **Table-1**.

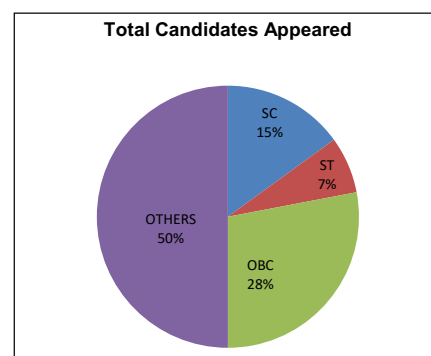
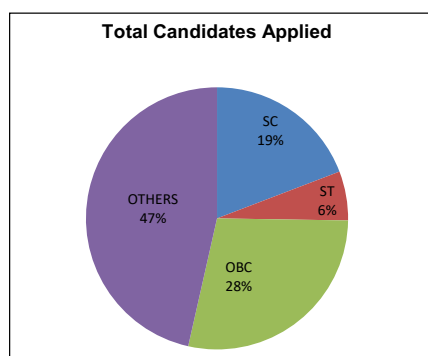
2. The details of SC/ST/OBC candidates who applied /appeared during 2018-19 in the Examinations conducted by the Commission, and were interviewed (or whose service records were assessed) and recommended are available at **Appendix-4** and **Appendix-5**. In addition to the above, 13-SC, 01-ST and 96 OBC candidates were recommended during 2018-19 from the Reserve List. The details are given at **Appendix-6**.

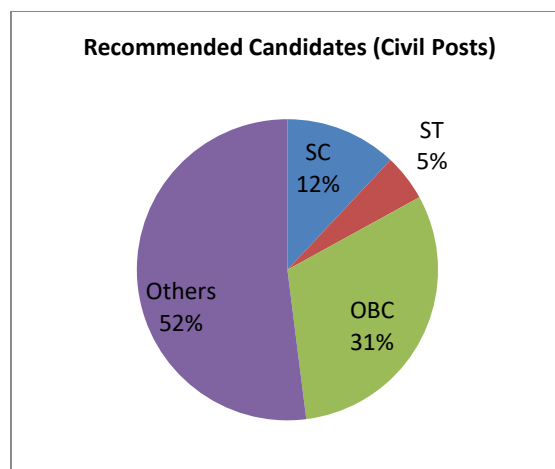
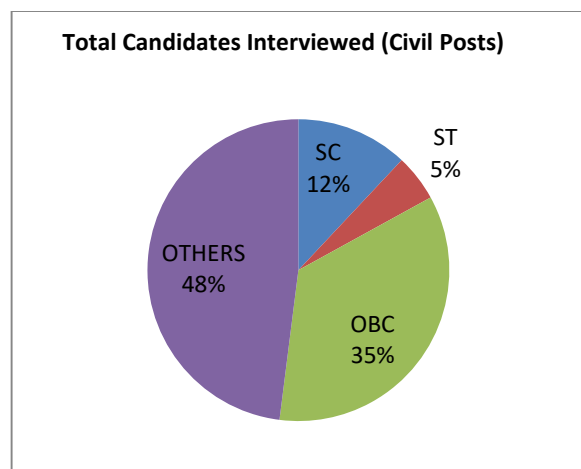
Table - 1

Particulars	2017-18				2018-19			
	Re-served Posts	Recommend-ed against Reserved Posts	Short-fall	Recommend-ed against Unreserved Posts	Re-served Posts	Recommended against Re-served Posts	Short-fall	Recom-mended against Unreserved Posts
Recruitment by Examination	1413	1285	Nil	128	1131	997*	3	188**
		90.94%				88.15%		

* 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.

** No. of candidates recommended at normal Standard.





Direct Recruitment by Selection

1. The number of posts reserved for SC, ST and OBC categories and the candidates recommended against these posts during 2018-19 are given in **Table-3**.

2. As against 275 reserved posts (89 SC, 35 ST and 151 OBC), a total of 234 candidates (75 SC, 28 ST and 131 OBC) were recommended by the Commission during 2018-19.

3. Further, a total of 53 candidates (06 SC, 02 ST and 45 OBC) were recommended against the unreserved posts. Details are given at **Appendix-28**.

4. Comparative statement of posts reserved and candidates recommended against SC, ST and OBC categories, during 2018-19 and 2017-18 is given in **Table-4**

Table-3: Recruitment Finalized for the Posts Reserved for SC, ST and OBC categories during 2018-19

Particulars	SC	ST	OBC	Total
1. Reserved Posts	89	35	151	275
2. Candidates applied against reserved vacancies	14859	3132	23090	41081
3. Candidates called for interview	411	143	843	1397
4. Candidates appeared in interview	310	99	632	1041
5. Candidates recommended	75	28	131	234
6. Shortfall	14	7	20	41
Out of item 6 above,				
(i) Posts for which no SC, ST and OBC candidate applied (details at Appendix-27)	3	3	4	10
(ii) Posts for which no SC, ST and OBC candidate was found suitable	11	4	16	31

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

2017-18					2018-19				
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
801	691 (86.3%)	110 (13.7%)	122	813 (101.5%)	275	234 (85.1%)	41 (14.9%)	53	287 (104.4%)

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

5. The Commission recommended in-service training to 33 SC, 13 ST and 60 OBC candidates as well as for 9 PWD candidates (which include 01 SC, 04 OBC and 04 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 2018-19 is given in **Table-5**.

Persons with Disabilities Recommended through Direct Recruitment by Selection

6. During 2018-19, a total of 15 PWD candidates were recommended for appointment **against 18 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-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	11	4	6	2	23
6 months	9	4	13	2	28
9 months	8	4	5	2	19
One year	5	1	36	3	45
Total	33	13	60	9	115

Table-6: Number of posts reserved for Persons with Disabilities and candidates recommended, Discipline-wise, during the year 2018-19

Sl. No.	Discipline	Number of posts reserved for Persons with Disabilities	Number of such candidates recommended
1.	Engineering	4	3
2.	Scientific and Technical	2	2
3.	Non-Technical	8	7
4.	Medical	4	3
	Total	18	15

Recruitment Rules, Service Rules and Mode of Recruitment

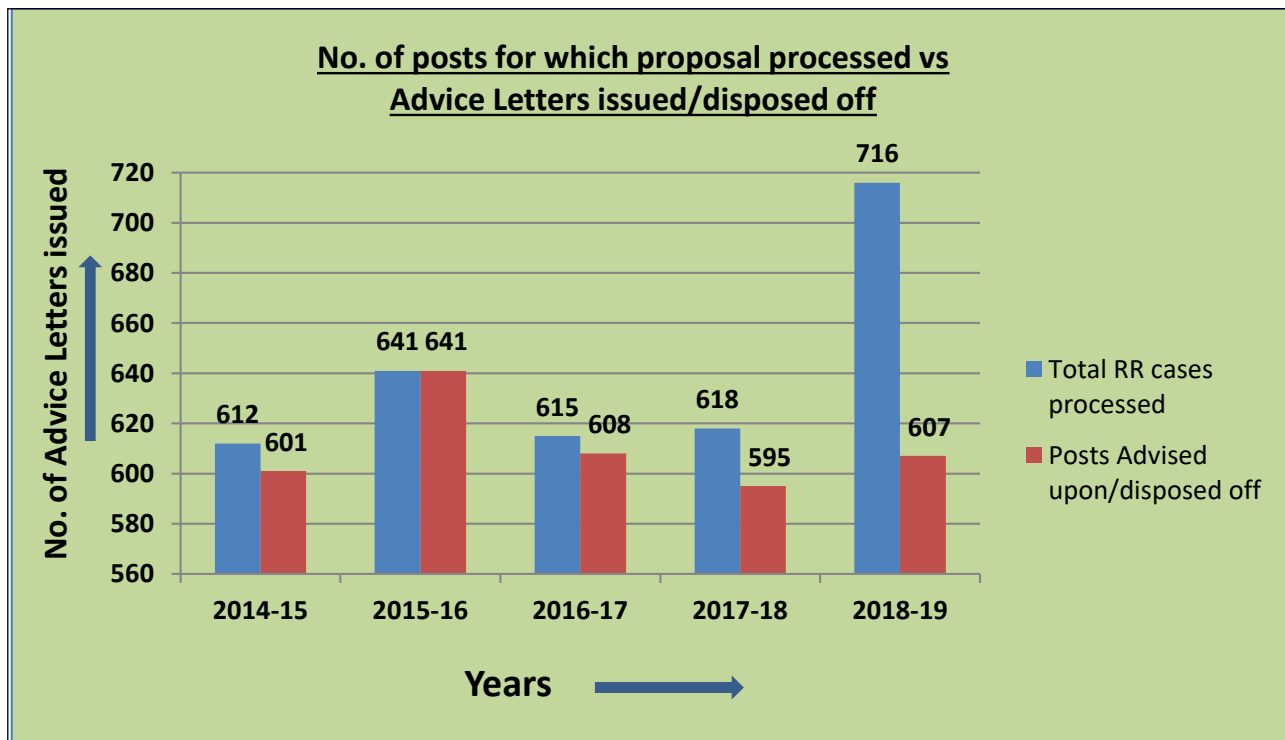
1. The Commission is mandated to advise on the framing/amendment of Recruitment and Service Rules in respect of Civil Posts under Government of India/ Union Territories and certain Autonomous Organizations viz. the NDMC, EPFO, ESIC, DJB, etc. In the absence of notified Recruitment Rules for newly created posts, the Commission advises on the determination of one-time method of Recruitment, to the Ministries/Departments concerned to fill up the given post. During 2018-19, the Commission received proposals in respect of 693 posts for framing and amendment of Recruitment Rules and 12

for determination of one-time mode of recruitment. Proposals in respect of 23 posts were brought forward from the previous year, and thus proposals pertaining to 716 posts were evaluated during 2018-19. The Commission rendered its Advice/disposed off in respect of Recruitment Rules proposals pertaining to 607 posts and remaining 109 proposals were carried forward to the next year i.e. 2019-20.

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

Table-1 : RR Proposals evaluated during the year

S. No.	Year	Brought Forward	Received	Total [(ii)+(iii)]	Posts Advised upon/ disposed off	Carried Forward
	(i)	(ii)	(iii)	(iv)	(v)	(vi)
1	2014-15	8	604	612	601	11
2	2015-16	11	630	641	641	0
3	2016-17	0	615	615	608	7
4	2017-18	7	611	618	595	23
5	2018-19	23	693	716	607	109

Diagram-1 : RR Proposals evaluated during the year

3. The number of posts advised upon/disposed off, as a percentage of the number of posts for which proposals were processed, has been at **84.78%** in 2018-19. Further, a total of **607** advice letters were issued during the year 2018-19.

Single Window System:

4. 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 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.

6. During 2018-19, the Commission also advised the following four proposals of amendments of Service Rules:-

- i. Indian Naval Armament Service Rules
- ii. Indian Ordnance Factories Service Rules.
- iii. Indian Posts and Telecommunications Accounts Finance Service Rules.
- iv. Indian Telecommunication Group 'A' Service Rules.

7. During the year, the Commission also advised upon one-time method of recruitment in respect of **12** proposals of newly-created post(s).

New Initiatives taken by the Commission

DoP&T has developed Recruitment Rules Formulation, Amendment Monitoring System (RRFAMS) portal on which Ministries/Departments submit their proposals for framing/amendment of Recruitment Rules (RRs). The system has been extended to UPSC wef 03.12.2018. RR proposals approved by DoP&T on RRFAMS portal since then are being forwarded to

the Commission online. Advice of the Commission on the proposals received on RRFAMS is also conveyed to the concerned Ministry/Department online. During the period from 03.12.2018 to 31.03.2019, advice of the Commission on proposals for framing/amendment of RRs in respect of 11 posts were issued online on RRFAMS. The proposals pertaining to Service Rules or concerning UTs and certain organizations etc. continue to be received under SWS.

Promotions & 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 2017 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 2018-19, the Commission considered 984 Officers of various States, of whom 362 Officers were recommended for induction into the All India Services whereas in 2017-18, a total of 1,787 Officers were considered of whom 664 Officers were recommended for induction into the All India Services as shown in **Table-1**.

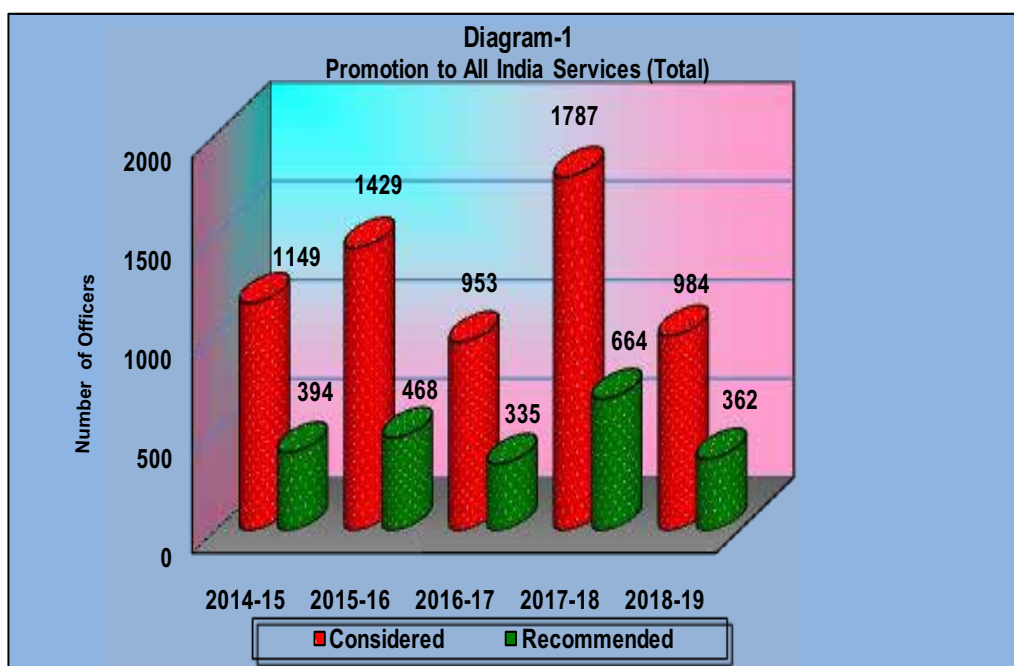


Table-1: Number of Officers Recommended Service-Wise

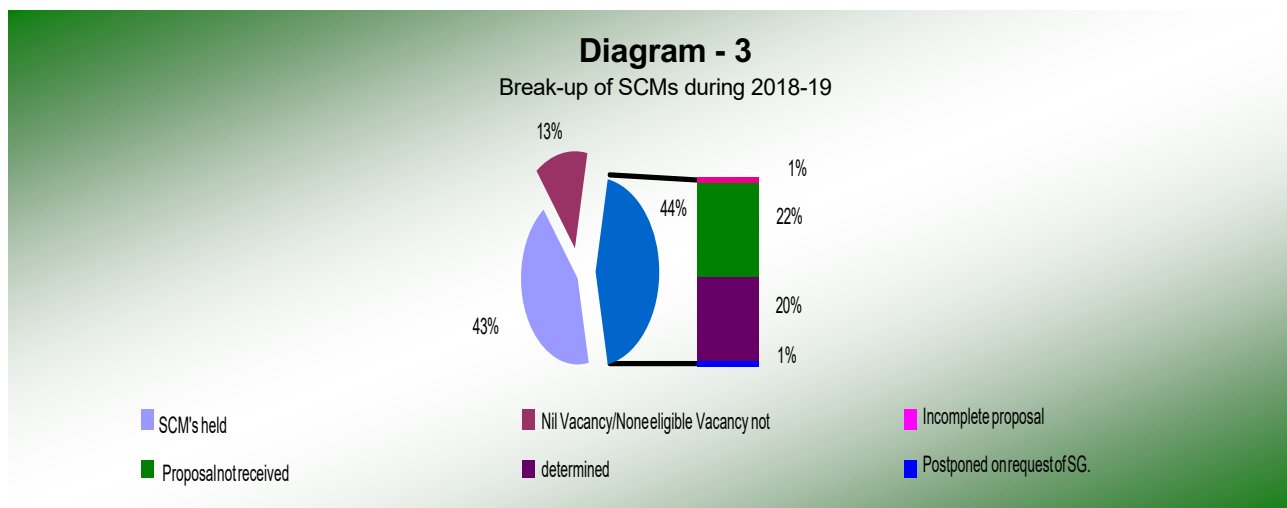
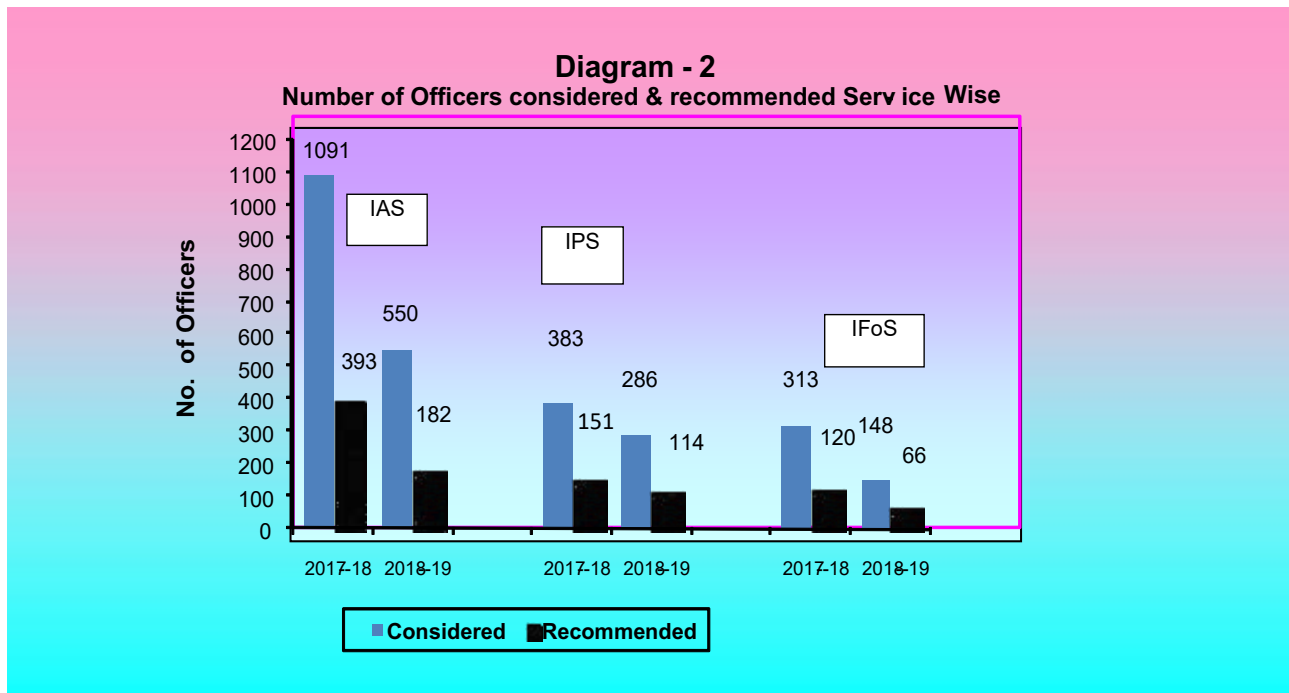
Particulars	2017-18	2018-19
IAS (From State Civil Service)	373	165
IAS (From Non-State Civil Service)	20	17
IPS	151	114
IFoS	120	66
Total	664	362

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 2018-19, Selection Committee Meetings (SCMs) were held for preparation of current Select List i.e. 2017 in respect of 46 out of 115 Cadres/Sub-Cadres (In five Sub-Cadre, the SCM for preparation of Select List of 2017 has already been held in 2017-18). In one Sub-Cadre, the SCM for preparation of Select List 2018 was held in 2018-19. In 14 Cadres/Sub-Cadres, "Nil" vacancy was determined by the Government of India and in 02 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 2018-19 comes to 54%. The Commission, from the beginning of the year 2018, 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 interacted with the officers of State Governments and the Cadre Controlling Authorities in the Central Government through video conferencing to review the status of determination of vacancies by the Central Government and submission of proposals by the State Government.

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 2018-19, in 43 SCMs, Select Lists for 43 Cadres/Sub-Cadres were prepared for the current year of 2017 only and in another 03 SCMs, 06 Select Lists were prepared which included 03 Selects Lists for the current year and 03 Select Lists for the previous years. In addition, in 08 other SCMs, 19 Select Lists were prepared only for the previous years and in 01 SCM, Select List for 2018 was also prepared.

Hence, a total of 55 SCMs were held during 2018-19 in which 69 Select Lists were prepared. In addition, pursuant to the directions of the Hon'ble Supreme Court/High Court/CAT, 18 Review SCMs were held, wherein 35 Select Lists were reviewed. Thus, during 2018-19, a total of 104 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 2018-19

Sl. No.	Particulars	No. of Select Lists
1.	Select Lists prepared for current year only (Select List 2017)	43
2.	Select Lists prepared for current year (Select List 2017) along with Select Lists of previous years also	06
3.	Select Lists prepared for previous years only	19
4.	Select List prepared for 2018	01
5.	Select Lists of previous years reviewed in Review Meetings, convened in compliance of the directions of CAT/Court (Appendix-21)	35
	Total	104

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 (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, 2019.

9. In the meanwhile, in an IA filed by the Ministry of Home Affairs for modification in the judgement dated 22.09.2006, the Hon'ble Supreme Court, vide order dated 03.07.2018, directed that all the States shall send their proposal for preparation of panel as per directions in the judgement dated 22.09.2006 well in time at least three months prior to the date of retirement of the incumbent on the post of Director General of Police.

10. Thereafter, during 2018-19, six proposals for convening Empanelment Committee Meeting for the post of DGP (HoPF) were received in the Commission from Meghalaya, Jammu & Kashmir, Chhattisgarh, Bihar, Punjab and Haryana. Accordingly, six Empanelment Committee Meetings were held during 2018-19.

Promotions & Deputations

11. 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.

12. 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.

13. During 2018-19, the Commission made recommendations in respect of 5,570 officers for their appointment by promotion/deputation (ISTC)/absorption as compared to 3,398 officers in 2017-18. In the process, the Commission considered service records of 8,338 officers during 2018-19, as compared to 5,534 service records considered during 2017-18.

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

14. 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.

15. The details of proposals received/returned and the stage of processing of cases accepted under the Single Window System during 2018-19 as on March 31, 2019 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
675	537 (Accepted) 138 (Returned)	440*	24	41	72
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
295	179 (Accepted) 116 (Returned)	83#	09	05	69

* includes 40 meetings in respect of cases brought forward from previous year.

includes 13 infructuous cases, where none was found eligible.

Promotions in Central Services

16. During 2018-19, a total of 537 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 440 cases, which included 40 cases of the previous year. In respect of 24 cases received during 2018-19, dates for DPC Meetings were fixed or Members were nominated to preside over the DPC meetings. In respect of 41 cases replies to certain queries were

awaited from the Ministries/Departments concerned and the remaining 72 cases were at various stages of processing as on March 31, 2019.

17. The average time taken for disposal of a DPC case during 2018-19 was 44 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**.

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
Year 2014-15			
603	84 (14%)	519	62 days
Year 2015-16			
698	137(19%)	561	35 days
Year 2016-17			
604	124(20%)	480	38 days
Year 2017-18			
531	131(25%)	400	45 days
Year 2018-19			
675	138(20%)	537	44 days

18. **The Commission recommended 5,463 officers** in 440 DPCs convened during 2018-19, as compared to 3,280 officers recommended in 363 DPC meetings convened during 2017-18.

19. **Out of 5,463 officers recommended for promotion during the year 2018-19, 417 officers belonging to SC and ST categories were recommended** against 745 vacancies

reserved for them. Against the balance 328 reserved vacancies, no SC/ST officer could be recommended due to non-availability of eligible officers. A total of 314 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**.

Deputation (ISTC)/Absorption

20. During 2018-19, a total of 179 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 83 cases** and 13 cases were rendered infructuous for various reasons. Further, in 09 cases received during 2018-19, dates of SCMs were fixed or Members were nominated. In respect of 5 cases replies to certain queries were awaited

from the Ministries/Department concerned and the remaining 69 cases were at various stages of processing as on March 31, 2019.

21. The average time taken for disposal of Deputation (ISTC)/Absorption proposals that were accepted during 2018-19 was 117 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**.

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
Year 2014-15			
294	116 (39%)	178	79 days
Year 2015-16			
334	109 (32%)	225	60 days
Year 2016-17			
302	108 (36%)	194	66 days
Year 2017-18			
268	90 (34%)	178	77 days
Year 2018-19			
295	116 (39%)	179	117 days

22. The Commission recommended 107 officers in the 83 SCMs/SCMs (PT) for Deputation (ISTC)/Absorption held during 2018-19, as compared to 118 officers recommended in 89 SCMs/SCMs(PT) held during 2017-18.

Ad-hoc Appointments reported by Ministries/Departments

23. 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 2018-19. The details are at **Appendix-23**.

24. During the year 2018-19, 04 Ministries/Departments/ Union Territories filed reports regarding fresh ad-hoc Appointments. As per the above report no ad-hoc appointment has been made. During the year 2017-18, 06 Ministries/ Departments/Union Territories filed their reports according to which ad-

hoc Appointments to 01 Group 'A' post was made.

25. At the end of 2018-19, 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	1	0
2.	Between 2-3 Years	3	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
	Total	4	0

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 2018. In cases where the Ministries/Departments have not submitted report for December 2018, figures indicated in the half-yearly report for June 2018 have been taken.

Implementation of the Judgements/Orders of the CAT/Court.

26. 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.

27. 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 checklist at Single Window. Only proposals complete in all respects are accepted for further examination and advice in the Commission. To facilitate easier access, the Commission has introduced 'e-appointment under

Single Window System' for submitting the disciplinary cases, which is made operational from November 20, 2018. In order to reduce delay in the disciplinary proceedings and to avoid return of cases on account of procedural deficiencies from the Commission, Department of Personnel & Training (DoP&T) had been requested to revise the existing proforma/ checklist for referring disciplinary cases to UPSC. A revised proforma in consultation with UPSC has been issued by DoP&T on December 28, 2018. Further, in order to sensitize various Ministries/ Departments/ State Governments on the importance of adherence to the procedure while dealing with disciplinary proceedings and to impress on them the need to fill up the Check list accurately while submitting the cases to the Commission, workshop on disciplinary cases was held in three phases in UPSC with the officers of 29 Ministries on March 15, 2019 and March 22, 2019 and with the officers of 10 State Governments on March 29, 2019. About 128 officers from Ministries/ Departments/ State Governments attended the workshop. The workshop achieved its objectives considering the enthusiastic response by the participants and their feedback.

3. The number of disciplinary cases received and processed in the Commission during 2018-19 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
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
2018-19	263	595	493	63	302

4. During the year 2018-19, the Commission received 595 disciplinary cases for tendering advice. Including the 263 cases brought forward from the previous year i.e. 2017-18 which were pending with the Commission as on April 1, 2018, the total number of cases with the Commission during the year was 858. Out of these 858 cases, advice of the Commission was tendered in 493 cases, 63 cases were returned on account of procedural deficiencies, leaving a balance of 302 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 201 in 2012-13 to 63 in 2017-18. This trend is attributable to the introduction of Single Window System. 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. Arrangement of periodic workshops by the Commission has also helped in reduction of the number of cases returned on account of documentary and procedural deficiencies. 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. The Commission has been impressing on various Ministries/Departments and State Governments on the need of careful scrutiny of the case records while sending the cases to the Commission. During the year 2018-19, 753 cases were received at Single Window. Out of these, 588 cases were accepted and 165 cases were returned due to deficiencies in the documents. Seven cases were received directly through post without following the prescribed procedure.

6. The details of misconduct, number of Officers chargesheeted, 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. Ministry/ Department and State Government wise detail in respect of 493 cases in which the Commission tendered its advice is given at **Appendix-30**.

8. In 329 cases, the charges pertained to doubtful integrity. Of these, the Commission advised imposition of major penalty in 270 cases, minor penalty in 15 cases and imposition of no penalty in 44 cases. There were 162 cases relating to other categories of misconduct, including lack of devotion to duty. In these cases, the Commission advised imposition of major penalty in 89 cases, minor penalty in 53 cases and imposition of no penalty in 20 cases.

9. In remaining two cases, the advice of the Commission was of a miscellaneous nature. Of these, in one case, the Commission while considering the appeal had noted that there had been a violation of the prescribed procedure that the penalty order had been issued without providing the copy of advice to the MoS for his representation on the

same. In view of this procedural lapse, the Appellate Authority was advised to remit the case to Disciplinary Authority with the direction to withdraw the penalty order and continue the proceedings from the stage of providing a copy of the advice of UPSC to the Appellant/MoS. In the second case, the Commission had already tendered their advice previously and the Disciplinary Authority had referred the case back seeking reconsideration of the advice given by the Commission. However, on perusal of the matter, the Commission had observed that it had already taken a comprehensive view in the case and the Disciplinary Authority had not brought forth any new facts or evidence which would merit a reconsideration of the Commission's advice. Therefore, DA was advised to take a decision in the matter.

10. During the year 2018-19, Orders issued by the Government in a total of 346 cases were in accordance with the advice of the Commission. In six cases where advice of the Commission were issued during year from 2014-15 to 2017-18, the Orders received during the year 2018-19 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 six cases in which the orders passed by the Government were not in accordance with the advice of the Commission are given below:-

A. Non-acceptance of the advice of the Commission in Disciplinary matters

(I)

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

Advice of the Commission was sought by the Ministry of Environment, Forest and Climate Change on the disciplinary proceedings initiated against an Officer of the Indian Forest Service.

2. The Member of Service (MOS) was issued major penalty charge sheet on November 15, 1993 under Rule 8 of All India Services (Discipline & Appeal) Rules, 1969 on the following Articles of charges:

- I. *Unauthorized absence from duty on transfer: for the period from 05.11.1988 to 29.03.1992, 09.04.1992 to 14.06.1992 and 03.07.1992 to 13.07.1992. He violated provisions of Rule 3 of AIS (Conduct) Rules, 1968.*
- II. *Irregular drawal of pay advance and other financial irregularities.*
During his posting at Andaman & Nicobar Islands, he had drawn the pay advance

under Rule 223 of General Financial Rules (GFR) consequent upon his transfer from Arunachal Pradesh on 06.09.1988 without production of Last Pay Certificate (LPC) and without any application for the same. An amount of ₹ 7,325/- as pay advance was sanctioned by the MOS to himself by misusing his official position and other financial powers while functioning as Drawing & Disbursing Officer (DDO). He also did not allow the deduction of contribution towards the GPF as well as UTGEIS (Union Territory Government Employees Insurance Scheme) in his own case from the pay by himself for the months from April 1992 to November 1992 (except May, 1992).

He, thus, willfully violated the Rules 171 and 180 of Receipt and Payment Rules by misusing the powers of DDO for his personal gain.

III. *Irregular drawal of House Rent Allowance.*

While functioning as Divisional Forest Officer (DFO), Campbell Bay and DDO, he sanctioned to himself the HRA @ ₹ 800/- and ₹ 533/- for the months of April and June 1992 respectively without the sanction of the competent authority. On his transfer from Nicobar Division to Port Blair, he released his own LPC on 29.12.1992 without handing over the charge and without showing the recoveries of advances taken and other recoveries like GPF, AIGIS, Income Tax etc. deliberately in the LPC.

Thus, he misused his official position as Head of Office and DDO and violated the Government of India Decision No. 1(iii) of Rule 6 of GFR.

IV. *Irregular sanction of advance of Transfer TA.*

He was sanctioned an amount of ₹13,400/- as transfer TA to bring his family to Andaman & Nicobar Islands from Arunachal Pradesh consequent upon his transfer to which he was supposed to submit the necessary adjustment bill after performing the journey, but the same was not done by him. He sanctioned more advances to himself on account of TA and tours, but these were neither got adjusted by him nor refunded.

V. *Misuse & exceeding the limits of financial powers and the terms of contract.*

While working as DFO, Nicobar Division, he had exceeded the powers of his financial limits ₹ 10,000/- and made payments to the extent of ₹ 48,752/- in a contract with a transport carrier and also failed to deduct the Income Tax from the amount of the contract. Further, he acted beyond the limits of his official authority by violating the terms of contract in hiring the transport carrier beyond the three months period of the contract and continued to hire the said transport carrier for full four months without any review of the contract.

He, thus, willfully violated Rule 12(2) of GFR and displayed lack of integrity.

VI. *Misuse of financial powers for the purchase of Stores for building material.*

While functioning as DFO, Campbell Bay, he placed the orders of the procurement of stores valuing ₹ 34,579/- by passing the indent on split-up basis keeping the value of each split indent within his financial

limits which was a willful irregular action on his part as he was supposed to obtain the sanction of the competent authority for the purchase of store items for ₹ 34,579/- By commission of the above act, he violated Rule 104 of GFR.

VII. *Misappropriation in the purchase of sawn timber from a private saw mill for construction of Government buildings.*

He has shown the purchase of sawn timber of 26.366 cum. for the construction of Type-II and Type-III quarters and repair work of the value of ₹ 96,953/- without following the laid down procedure for such purchase i.e. calling of quotations etc. He, as DFO, was not competent to approve the purchase of stores beyond the value of ₹ 10,000/-. He made the payment by fraudulent manner by restricting the amount of each bill below ₹ 10,000/- i.e. within the powers of his financial limit. From the actual place and execution of work it was revealed that only about 6 to 8 cum. of timber had been actually used against the purchases of sawn timber shown as 26.366 cum.

He violated Rule 104 of GFR by purchasing sawn timber from private saw mill without the approval of the competent authority and without observing the codal formalities.

VIII. *Unauthorized demolition of residential Government building.*

While functioning as DFO, Campbell Bay, he, unauthorisedly on verbal order, got demolished the Government residential building situated at Campbell Bay. Most of the dismantled materials from the demolished building were disposed of without bringing them into the record. Demolition was shown on the plea that the building had been damaged during the cyclone.

By the above acts, he thus violated Rule 24 of Delegation of Financial Powers Rules (DFPR).

IX. Unauthorized disposal of seized red coral reefs.

Seized red coral reef of 118 gunny bags were handed over to the MOS by his predecessor. Out of them, 103 gunny bags were found missing. The offence documents relating to the seizure of these corals were also found misplaced from Range Office as well as Divisional Office, which showed that there was a close nexus between the DFO and the Deputy Range Officer in disposing the major portion of the seized material for their personal gains. Further the officer did not even bother to inform the loss of red corals to higher authority, in terms of Rule 16 of GFR.

He, thus, displayed lack of devotion to duty and lack of integrity and violated the provisions of GFR and Rule 3(1) of AIS (Conduct) Rules, 1968.

X. Illegal felling of trees and misappropriation of timber out of it.

While functioning as DFO, he permitted illegal felling of 10 trees and lifting of five logs estimated as 60 cum of timber which was supplied to a saw mill in the Andaman & Nicobar Islands, in connivance with the Range Officer. The said timber was supplied to the above firm for conversion into sawn timber. Since the DFO had already purchased huge quantity of sawn timber from the same firm, there was no need/justification for making/felling of so many trees for producing sawn timber in a private saw mill without observing the codal formalities.

It was noticed that out of 60 cum. round timber supplied to the private saw mill,

only 9.995 cum. of sawn timber was recovered whereas, the rest of the quantity of timber was misappropriated by the MOS.

XI. Leaving the Headquarter, Port Blair during suspension without permission.

He left the declared Headquarter of Port Blair sometimes around 18.02.1993 during the period of his suspension ordered by Government on 10.02.1993 without permission and continued to station in Delhi.

3. The MOS did not submit his reply to the charge sheet and the case was remitted to inquiry. The proceedings were held ex-parte, as the MOS did not participate in the inquiry. After following the prescribed procedure in disciplinary proceedings, the case was referred to the Commission for advice in April, 1999. The Commission tendered their advice on August 4, 2000 for imposition of the penalty of dismissal from service on the MOS and, accepting the advice, the Disciplinary Authority (DA) issued penalty orders on July 3, 2001. The MOS filed a Review Petition which was rejected by the Competent Authority on September 12, 2002, on the advice of the Commission. Subsequently, the MOS approached the Hon'ble Central Administrative Tribunal (CAT), Principal Bench, praying for quashing the dismissal order. The Hon'ble CAT, vide their Judgement dated May 29, 2003 quashed the dismissal Order on certain technical grounds and remanded the case back to the DA for continuing the proceedings from the stage of ex-parte proceedings. As the MOS had retired on superannuation on April 30, 2004, the proceedings were continued under the AIS (DCRB) Rules, 1958 and the case was referred to the Commission for advice in October, 2009. The Article-wise findings of the Commission were as below:

Sl. No.	Charges	Commission's observations
Article-I	Unauthorized absence from duty.	Proved.
Article-II	Irregular drawal of pay advance and other financial irregularities.	Partly proved.
Article-III	Irregular drawal of House Rent Allowance.	Partly proved.
Article-IV	Irregular sanction of advance of Transfer TA and other advances and non-adjustment/refund of the advances.	Proved.
Article-V	Misuse & exceeding the limits of financial powers and the terms of contract.	Partly proved.
Article-VI	Misuse of financial powers for the purchase of Stores by splitting the indents.	Proved.
Article-VII	Misappropriation in the purchase of sawn timber from a private saw mill for construction of Government buildings.	Partly proved.
Article-VIII	Unauthorized demolition of residential Government building and disposal of the dismantled materials without bringing them to record.	Proved.
Article-IX	Unauthorized disposal of seized red coral reefs.	Proved.
Article-X	Illegal felling of trees and misappropriation of timber out of it.	Partly proved.
Article-XI	Leaving the Headquarter, Port Blair during suspension without permission.	Proved.

On the basis of their observations, the Commission, on March 31, 2010, tendered their advice for imposition of the penalty of 'withholding of full pension and entire gratuity on permanent basis' on the MOS. Accepting the advice, the DA issued the penalty orders on April 8, 2010.

4. The MOS challenged the penalty order by filing OA at the Hon'ble CAT, PB on various grounds, among which one was non-supply of copy of CVC advice to him. The Tribunal, vide their Judgement dated May 12, 2011 quashed the penalty Order dated April 8, 2010 and directed the respondents

to proceed from the stage of forwarding of CVC advice to the MOS. The DA processed the matter accordingly and after following the prescribed procedure, referred the case to the Commission for advice in May 2012. The Commission observed that the most serious charges against the MOS were long period of unauthorized absence and matters of personal integrity which had been found fully proved. The Commission considered the misconduct proved against the MOS as grave, and, on September 12, 2012, communicated their advice for imposition of the penalty of 'forfeiture of full pension and gratuity on permanent basis' on the

MOS. Accepting the advice, the DA issued penalty orders on September 25, 2012.

5. The MOS then challenged the said penalty order dated September 25, 2012 by filing OA at the Hon'ble CAT, PB. The Tribunal, vide their Judgement dated October 31, 2013, quashed and set aside the impugned Order dated September 25, 2012, stating that the penalty imposed was excessive and bad under law and, remanded the case to the DA for taking a fresh decision on the quantum of punishment. The Tribunal observed that "the charges that have been partially proved, though they relate to financial irregularities, could not be equated to misappropriation. Hence the MOS was not charged with misappropriation or embezzlement of funds or acceptance of illegal gratification. Keeping in view these facts, the Tribunal found the penalty of forfeiture of full pension and entire gratuity on permanent basis imposed on the MOS as harsh. The Hon'ble CAT further observed that "Tribunal is conscious of the fact that it is not competent to venture into the domain of re-appreciation of evidence as it will be assuming the role of super appellate authority. It has only to confine itself to the procedural irregularities, violation of statutes and malafide...". The DA examined the matter and referred the case to the Commission for advice in February 2014.

6. The Commission, on reconsideration of the case in the light of the Hon'ble CAT, PB Order dated October 31, 2013, observed that out of the eleven Articles of charge, Articles I, IV, VI, VIII, IX and XI, which include long period of unauthorized absence and matters of personal integrity, which are unacceptable in respect of senior and responsible Government servants, were fully proved. The remaining Articles II, III and V involving

financial irregularities and Articles VII and X relating to misappropriation of timber were held partly proved. The Commission found that no new facts or grounds which could alter the earlier findings of the Commission were brought out by the DA. Therefore, the Commission concluded that the penalty of 'withholding of 100% of the monthly pension otherwise admissible to the MOS on permanent basis and further withholding of 100% of gratuity' be imposed on the MOS. Advice of the Commission was communicated to the DA on May 16, 2014.

7. On June 19, 2017, the DA issued the final Order in this case imposing the penalty of '50% cut in monthly pension on permanent basis otherwise admissible and withholding of 50% of gratuity otherwise admissible' on the MOS, in disagreement with the Commission's advice. It was observed from the final Order that a copy of the Commission's advice letter dated May 16, 2014 was made available to the MOS and his representation was sought. On consideration of the representation of the MOS to the Commission's advice, the DA decided to disagree with the penalty recommended by the Commission and referred the case to the Department of Personnel & Training for resolving the disagreement, as per extant instructions. The DoP&T advised the DA to reconsider the matter. The DA reconsidered the case and arrived at a view for imposition of the penalty of 50% cut in monthly pension on permanent basis and withholding of 50% of gratuity admissible to the MOS. The DoP&T agreed with the reconsidered views of the DA. Accepting the DoP&T advice, the DA issued the final Order on June 19, 2017.

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 Commission's Advice.

(II)

ACTION UNDER RULE 14 OF CCS (CCA) RULES, 1965 CONTINUED UNDER RULE 9 OF CCS (PENSION) RULES, 1972 AGAINST A POSTAL ASSISTANT IN THE DEPARTMENT OF POSTS

Advice of the Commission was sought by the Ministry of Communications, Department of Posts in March, 2016 on the disciplinary proceedings initiated against a Postal Assistant of Savings Bank Control Office (SBCO).

2. The Charged Officer was proceeded against under Rule 14 of CCS (CCA) Rules, 1965 vide major penalty charge sheet dated February 15, 2013 on the following Article of Charge:

The CO, a Postal Assistant (SBCO), Tenkasi HO under Kovilpatti Division was appointed as Postal Assistant, Palani HO under Dindigul Postal Division on 22.07.1976. At the time of his appointment he had produced ST community certificate issued by the Tehsildar, Nanguneri (under certificate No: 318/73 dated 19.07.1973) depicting that he belongs to "KONDA REDDY" a Scheduled Tribe community. The District Collector, Tirunelveli Kattabomman District had cancelled the ST certificate (No. 318/73 dated 19.07.1973) issued by the Tehsildar Nanguneri and declared that the CO was not belonging to Scheduled Tribe community but he belongs to Forward Reddiyar community vide his proceedings No. 4/78773/90 dated 05.05.1993. The CO has filed Writ Petition against the orders of District Collector, Tirunelveli under WP No. 10438 of 1993 in the Hon'ble High Court of Madras.

The District Collector, Tirunelveli vide letter No. 4/WSR 8/96 dated 03.08.2010 has informed to Senior Superintendent of Post Offices, Tirunelveli that the WP No. 10438/1993 was disposed on 17.04.2000 and the District Collector has informed to take suitable action against the CO as per the orders of District Collector, Tirunelveli, Kattabomman District vide No.4/78773/90 dated 05.05.1993.

The CO was issued with a show cause notice to enable him to represent within 10 days against the grounds on which disciplinary action is proposed to be initiated for the production of false community certificate vide memo No. B2/ SBCO/VV dated 29.08.2012 of Senior Superintendent of Post Offices, Kovilpatti Division. In his explanation dated 06.09.2012, the CO has failed to produce any evidences to prove the genuineness of his ST community certificate.

Thus, it is imputed that the CO has produced false community certificate for securing employment which has to be dealt with in accordance with OM No. 36012 /6 /88-Estt. (SCT) SRD-III dated 24.04.1990 of Department of Personnel & Training circulated vide Director General Posts, New Delhi Letter No. 26-9/90-SPB dated 02.07.1990 endorsed vide PMG, Madurai Endt. No. REP/59-1/90/MA dated 24.07.1991 further endorsed by Superintendent of Post Offices, Kovilpatti No: B-III/104 dated 01.08.1991 and OM No. 11012/7/91-Estt.(A) dated 19.05.1993 of Government of India, DoP&T (vide GID (2) under Rule 11 of CCS (CCA) Rules, 1965. Thus the CO has failed to maintain absolute integrity and acted in a manner unbecoming of Government servant by contravening the provisions of Rule 3(1)(i) and (iii) of CCS (Conduct) Rules, 1964.

3. The Charged Officer (CO) denied the charges and the Disciplinary Authority (DA) remitted the case for departmental inquiry. The Inquiry Officer held the charge as proved beyond doubt. A copy of the inquiry report was forwarded to the CO for his representation, if any. On consideration of the representation submitted by the CO, the DA held the charge against the CO grave enough for penalty under Rule 9 of CCS (Pension) Rules, 1972 and referred the case to the Commission for advice in March, 2016.

4. The Commission on detailed analysis of the case observed that the charge against the CO was that he had produced a false community certificate declaring him as belonging to the 'Konda Reddy', a ST community whereas in reality he belongs to 'Reddiyar' a forward community, for solely securing employment as Postal Assistant (SBCO), Palani HO in the Department of Posts in the year 1976. The Commission observed that the detailed inquiry and investigations of the District Collector, Tirunelveli in respect of the verification of the CO's community certificate established beyond doubt that the CO was not entitled to that certificate since he did not belong to ST community. It was seen from the inquiry report dated May 5, 1993 of the District Collector that several evidences were taken into account before giving his verdict of cancellation of the community certificate issued by the Tehsildar, Nanguneri in which the CO had been shown as belonging to 'Konda Reddy' a ST community. As the findings were reached after a process of detailed inquiry and investigations as also after due application of mind on the evidences produced before him, no fault could be found with the decision of the District Collector in this regard. Moreover,

it was apparent from the face of the records that the petition filed by the CO in the Hon'ble Madras High Court against the District Collector's orders also did not succeed. Therefore, the Commission found it established that the certificate issued by Tehsildar, Nanguneri to the CO was either false or the same was on the basis of misrepresentation in which the CO himself was perhaps involved.

4.1 The Commission observed that the CO could not substantiate his objection to the cancellation of the certificate by the District Collector by way of any documentary evidence that the community certificate issued by Tehsildar should not have been verified by District Collector. The plea of the CO that the matter should have been referred to the State Level Screening Committee, was also not found relevant as it was deposed during the inquiry that there was no State Level Screening Committee in existence during 1993 and that the District Collector was the only Competent Authority to decide the genuineness of any community certificate during that period. Further, none of the Government documents states that the community certificates issued by the Tehsildars should not be verified on suspicion of their veracity. Thus, the exercise carried out by the District Collector, Tirunelveli was very much in accordance with the instructions under the Government and the cancellation order in respect of the CO's community certificate issued by the District Collector in 1993 was valid. Consequently, there was no merit in the CO's arguments challenging the authority of the District Collector in regard to the verification of a community certificate issued by a Tehsildar even if it pertains to a period prior to 1989.

4.2 The Commission observed that the CO had filed a Writ Petition against the order of District Collector, Tirunelveli in the Hon'ble High Court, Chennai bringing the disciplinary proceedings by the postal department to a standstill. However, in spite of the fact that the Court case was decided on April 17, 2000, the CO continued to inform the postal authorities till 2010 that the case was pending, whereas it had already been decided. It was the District Collector who informed the SSPOs, Tirunelveli that the Writ Petition was disposed of on April 17, 2000 as seen from the status report of the case retrieved from the High Court's website. This implied that the CO deliberately kept the SSPOs, Tirunelveli in the dark regarding the outcome of the court case. The WP was disposed of by the Hon'ble High Court and being the petitioner, it was the CO's responsibility to obtain the judgement of WP and submit it to the Department for establishing his case. However, he failed to do so. The Department gave ample opportunities to the CO to provide copy of the judgement, clearly stating that if he was unable to do so it would be presumed that the District Collector's cancellation order was valid. The CO did not avail any of the opportunities to submit the judgement and the DA correctly upheld the validity of the Collector's orders regarding the cancellation of the ST community certificate incorrectly issued to the CO by the Tehsildar, Nanguneri in 1973. The technical objection raised by the CO regarding obtaining prior sanction of the President for continuing the disciplinary proceedings under Rule 9 of the Pension Rules, 1972 was found to be without merit as the disciplinary proceedings under Rule 14 of CCS (CCA) Rules, 1965 were initiated against the CO on February 15, 2013 while he was in service and as per extant rules, are deemed to have been continued under

Rule 9 of CCS (Pension) Rules, 1972 after his retirement on June 30, 2013, for which no separate Presidential sanction was required. His objection on the issue of show cause notice not having been issued as per Rule 8(3) of CCS (Pension) Rules, 1972 by the competent authority and the proceedings being incorrectly continued under the aegis of SSPO, was also found to be without substance as, the said Rule 8(3) of Pension Rules was applicable only to pensioners whereas in this case, the disciplinary proceedings under Rule 14 of CCS (CCA) Rules, 1965 were already initiated while the CO was in service, and hence Rule 9 of CCS (Pension) Rules, 1972 would be applicable in this case, for which the Disciplinary Authority is the President.

4.3 On the basis of their analysis, the Commission observed that the community certificate issued to CO was invalid as the certificate was obtained by CO from the Tehsildar, Nanguneri on his own declaration of belonging to 'Konda Reddy' Community, a ST Community, whereas he, in reality belonged to the 'Reddiyar' a Forward Community. Hence the Commission held the charge that, the CO had produced a ST Community certificate depicting therein that he belonged to 'Konda Reddy', a ST community for seeking employment suppressing the fact that he belongs to 'Reddiyar' Forward Community, proved beyond doubt. The Commission also observed that the community certificate given by the CO at the time of his employment was not forged but had been issued by an official authorized to do so at that time and therefore, some responsibility for the misrepresentation, which has apparently occurred in the community certificate, also must devolve on the issuing authority who would have been aware of

the confusion and practice in existence in connection with the 'Reddiyar' Forward Community and the 'Konda Reddy' ST community, and who also appeared to have failed to exercise due diligence at the time of issuing the certificate.

4.4 The Commission concluded that the charge established against the CO constituted grave misconduct on his part and that the ends of justice would be met in this case if the penalty of 'withholding of 10% of his monthly pension otherwise admissible to him for a period of one year' is imposed on the CO. Advice of the Commission was communicated to the DA on June 23, 2016.

5. On April 16, 2018, the Disciplinary Authority issued the final Order in this case imposing the penalty of 'withholding of pension in full (100%) permanently and the gratuity also not be released permanently' on the CO. This was in disagreement with the Commission's advice. It was observed from the final Order that a copy of the UPSC advice was sent to the CO and his representation was sought. The CO informed that he had no representation to make on the advice given by UPSC and the case was submitted to the Competent Disciplinary Authority. The Disciplinary Authority opined that the punishment advised by UPSC was not commensurate to the gravity of the charge leveled against the CO; the basis for securing employment in the Department was the said false certificate and the CO secured the false certificate by giving incorrect information to the authorities and therefore, it was felt that the CO deserved stringent punishment. Thereafter, the DA referred the case to the Department of Personnel and Training (DoP&T) as per extant instructions. The Competent Authority in DoP&T agreed with the decision of the Disciplinary Authority in

the Department of Posts. Subsequently, the Department of Posts issued a show cause notice to the CO and his representation on the points therein was sought. The representation submitted by the CO was considered by the competent authority and was of the view that the CO was given all reasonable opportunities to defend his case and, the UPSC as well as the DoP&T had taken all the points mentioned by the CO into consideration while tendering their respective advices. In view of their observations, the DA decided to withhold the pension in full permanently and also not to release the gratuity of the CO, and issued orders accordingly on April 16, 2018.

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 Commission's Advice.

(III)

ACTION UNDER RULE 9 OF CCS (PENSION) RULES, 1972 AGAINST A POSTAL ASSISTANT (RETIRED) IN THE DEPARTMENT OF POSTS ON THE CHARGES OF CONVICTION

Advice of the Commission was sought by the Ministry of Communications, Department of Posts in March, 2016 on the disciplinary proceedings on the charges of Conviction against a Postal Assistant (retired), Ara HO under Bhojpur Division.

2. The facts of the case, in brief, were that, consequent upon his Conviction by the Hon'ble Special Judge, CBI Court-II, Patna vide their Judgement dated July 24, 2013, the CO was issued a Show Cause Notice on November 26, 2015 under Rule 9 of CCS (Pension) Rules, 1972 which stated as follows:

"Whereas, the CO was convicted on a criminal charge under Section 120-B, 420, 467, 468 & 471 of Indian Penal Code (IPC) and Section 13(2) read with 13(1) (d) of Prevention of Corruption Act and awarded a sentence to undergo Rigorous Imprisonment (RI) for two years under Section 120-B IPC, RI for three years and to pay a fine of ₹ 10,000/- under Section 420 IPC, to undergo RI for three years and to pay a fine of ₹ 10,000/- under Section 467 IPC, to undergo RI for two years and to pay a fine of ₹ 10,000/- under Section 468 IPC, to undergo RI for one year under section 471 IPC, to undergo RI for two years and to pay a fine of ₹ 10,000/- under Section 13(2) read with 13(1)(d) of Prevention of Corruption Act by the Hon'ble Special Judge, CBI Court-II, Patna in case No.03/1993 vide Judgement dated July 24, 2013;

And whereas, the President proposes to award an appropriate penalty under Rule 9 of CCS (Pension) Rules, 1972 taking into account the gravity of the criminal charges;

And whereas, on careful consideration of the Judgement passed by the Hon'ble Special Judge, CBI Court-II, Patna the President has provisionally come to the conclusion that the gravity of charge is such as to warrant the imposition of a penalty under Rule 9 of CCS (Pension) Rules, 1972 and accordingly proposes to impose on him the penalty of withholding of full admissible pension and amount of entire gratuity payable to the CO".

3. The CO submitted his representation to the Show Cause Notice and after considering the same and all other facts of the case, the DA referred the case to the Commission for advice in March 2016 with

tentative decision for imposition of a cut in pension on the CO.

4. The Commission, on detailed analysis of the case, noted that the allegation against the CO was that he, in criminal conspiracy with three other officials, removed the refund orders issued to different persons, opened accounts in post office in the names of those persons, deposited the refund orders and withdrew an amount of ₹ 67,968/- from those accounts. The CBI, Patna filed charge sheet against all the four officials under Sections 120B, 419, 420, 467, 468, 471 of IPC and Section 13(1)(d) r/w 13(2) of Prevention of Corruption Act. As per Judgement dated July 24, 2013 of the Court of Special Judge CBI II, Patna, the CO had been found and held guilty and had been convicted under the above mentioned sections.

4.1 The Commission observed that the main argument of the CO in his representation was that the conviction of the Trial Court had been stayed by the Hon'ble High Court, Patna and appeal against the impugned Order was pending before the Hon'ble High Court. However, the DoP&T instructions in this regard maintains that proceedings under Rule 9 of CCS (Pension) Rules, 1972 can be finalised without waiting for the decision of the High Court. In this case, the CO had not claimed that his conviction had been reversed or set aside by the High Court. Since the conviction is intact, nothing prevents the DA in completing the proceedings initiated against the CO under the Pension Rules. Other issues raised by the CO, like his/his wife's health problems etc. had no significance in the context of the charges held proved against him.

4.2 The Commission concluded that it was evident that the CO had been convicted by the CBI Court and the offences held

proved against him were criminal acts. Further, his conviction had not been set aside by the Hon'ble High Court. Thus, it was established that the CO had committed grave misconduct while in service. The Commission recommended that the penalty of 'withholding of 100% of the monthly pension otherwise admissible to the CO on permanent basis be imposed on him and the entire gratuity due to him be withheld permanently'. Advice of the Commission was communicated to the DA on May 31, 2016.

5. On May 23, 2018, the DA issued the final Order imposing the penalty of 'minimum pension payable to the CO as per CCS (Pension) Rules, 1972 and entire gratuity withheld permanently with immediate effect'. This Order was in disagreement with the Commission's advice. On perusal of the said Order it was observed that a copy of UPSC's advice was forwarded to the CO for his representation, if any. The representation submitted by the CO was considered by the DA and it was found that the various issues raised by the CO in his representation had no merits. The DA, however, felt that the penalty advised by UPSC was too harsh. The case was, thereafter, referred to the Department of Personnel & Training, who, on consideration of the case, agreed with the proposal of the DA for imposition of the penalty of 'minimum pension payable to the CO as per CCS (Pension) Rules, 1972 and to withhold the entire gratuity permanently'. The penalty Order was issued accordingly on May 23, 2018.

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 Commission's Advice.

(IV)

ACTION UNDER RULE 16 OF CCS (CCA) RULES, 1965 AGAINST AN ADDITIONAL SUPERINTENDENT OF POLICE, CENTRAL BUREAU OF INVESTIGATION

Advice of the Commission was sought by the Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training in September, 2017 on the disciplinary proceedings initiated against an Addl. Superintendent of Police (SP), CBI.

2. The Charged Officer was proceeded against under Rule 16 of CCS (CCA) Rules, 1965 vide a minor penalty charge sheet dated September 8, 2016 on the following Article of Charge:

The CO was working as Addl. SP in CBI during the year 2012. On the basis of source information it has been revealed that the CO, the then Addl. SP in CBI misused his official position by interfering in business/personal matters of certain individuals/firms which was clearly outside the purview of his official duties.

The CO, while working in the capacity of Addl. SP in CBI mediated in the private dispute between two private parties and threatened one party on behalf of other by using his official position though without any personal gain to himself.

He thereby failed to maintain devotion to duty and contravened Rule 3(1)(ii) and (iii) of CCS (Conduct) Rules, 1964.

3. The CO submitted his reply accepting the charges alleged against him. The DA considered the case and referred to the Commission for advice in September, 2017 with the tentative decision to impose a suitable minor penalty on the CO.

4. The Commission, on detailed analysis of the case, noted that the CO had unconditionally accepted his misconduct as explained in the charge memo. It was observed that the complainant in the dispute had stated that he did not know the CO personally but the CO had telephoned him several times regarding settlement of a financial matter with the opposite party, and that, he had been threatened by the CO. The statements of the witnesses also corroborated the charges against the CO, though it was observed that there was no malafide intent on the part of the CO.

4.1 The Commission further observed that the CO had tried to mediate unofficially between the two parties and threatened one party, which was plainly beyond his official jurisdiction/position as a Government servant and in violation of Conduct Rules. The unlawful interventions (being unauthorized) in civil disputes by officials exercising the coercive authority of the State, impinge the very edifice of the Rule of Law and such interventions are rarely reported. It was seen that such interventions are explained by taking the plea of innocent help to a friend/acquaintance to resolve some 'legitimate' grievances.

4.2 In view of their observations, the Commission concluded that the penalty of 'reduction to a lower stage in the time scale of pay by one stage for a period of one year without cumulative effect and not adversely affecting his pension' be imposed on the CO. Advice of the Commission was communicated to the DA on December 14, 2017.

5. On October 17, 2018 the DA issued the final Order imposing the penalty of 'reduction to lower stage in the time scale

of pay by one stage from October 9, 2018, i.e. the date of decision of the competent authority, up to June 30, 2019 (both dates inclusive), without cumulative effect, not affecting his pension' on the CO. This order was in disagreement with the Commission's advice tendered in this case. It was stated that the DA disagreed with the quantum of penalty suggested by the Commission which they found to be a milder one. For resolving the disagreement, the DA referred the case to the Committee of Secretaries (CoS), in terms of DoP&T OM No.39023/02/2006-Estt.(B) dated December 5, 2006. The CoS recommended the penalty of 'reduction to lower stage in the time scale of pay by one stage for a period till June 30, 2019, without cumulative effect, not affecting his pension'. A copy of the Commission's advice was furnished to the CO and the representation submitted by him was considered by the DA which was found to be of no merit. As the CO had admitted the allegations in totality and no new considerable facts were submitted by the CO in his representation, the DA imposed the penalty recommended by the CoS.

6. In this regard it was noted that the penalty eventually imposed on the CO was for about nine months while the penalty recommended by the Commission was for one year. However, the fact remains that the penalty imposed by the DA was in disagreement with the Commission's advice.

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.

(V)

ACTION ON THE MERCY PETITION PREFERRED BY AN EX-HEAD CLERK IN THE MINISTRY OF RAILWAYS

Advice of the Commission was sought by the Ministry of Railways in February, 2015 on the Mercy Petition submitted by an Ex-Head Clerk, Office of Divisional Security Commissioner/Railway Protection Force, in a case in which the penalty of dismissal from service was imposed on her by the Disciplinary Authority.

2. The Charged Officer/Petitioner was issued Charge Memo dated December 27, 2004 under Rule 9 of Railway Servants (Discipline & Appeal) Rules, 1968 on the recommendation of the Standing Committee constituted to look into the complaints of sexual harassment. The following charges were framed against the CO:

- I. *Making accusations against the Chief Security Commissioner and Staff Officer which were proved to be false after detailed inquiry by "Committee on Sexual Harassment at Work Place" and thereby misusing the provisions of law relating to sexual harassment of women at work place with intention to intimidate superior officers so as to allow her to retain special privileges of working for merely 2½ Hrs from 11.00 Hrs to 13.30 Hrs.*
- II. *Fraudulently acquiring permission for limited hours of work by pressurizing and misrepresenting to previous and present senior officers that she had special access to the Minister of Railways and the Railway Board.*
- III. *Showing gross indiscipline and utter contempt and defiance to superior officers by stating "I have clearly been permitted to*

attend office with relaxed timings by the Minister of Railways and the GM/Central Railway and I shall only be attending office as per timings permitted to me since long" when asked to attend office in time.

3. The CO refused to receive the Charge Memo and hence a copy of the same was pasted at her residence in presence of witnesses. A Departmental inquiry was held, ex-parte, and the Inquiry Officer held all the charges as proved. The CO refused to receive the inquiry report also and finally the DA, after considering the case, imposed the penalty of dismissal from service on the CO on February 8, 2005. The CO preferred an Appeal and later a Revision Petition, which were rejected by the Appellate and Revisionary authorities respectively vide orders dated April 21, 2005 and April 20, 2012. Aggrieved, the CO had approached the Hon'ble CAT, Bombay, but her applications were dismissed by the Tribunal. Finally, the CO preferred a Mercy Petition dated nil to the President requesting for her reinstatement in service. On consideration of her Petition, the Competent Authority, on behalf of the President, took a lenient view and decided provisionally to modify the punishment and referred the case to the Commission for advice in February 2015.

4. The Commission, on detailed analysis of the case, observed that the allegation of sexual harassment against the Chief Security Commissioner (CSC) made by the complainant/CO was duly inquired into by the Standing Committee and the complaint was found to be false and blatant misuse of provisions of sexual harassment of women at work place for personal gains. It was reported that the CO was in the habit of making false and motivated complaints of sexual harassment against

anyone who questioned her on her working. The CO had showed utter lack of interest in the departmental inquiry proceedings also and repeatedly refused to accept the communications sent to her during different stages of inquiry and made no effort to get a copy of the inquiry report. It was brought out in the inquiry that she made absolutely baseless and false allegations against a senior officer only to continue to enjoy the privilege of working for very relaxed working hours and that she exhibited indisciplined behavior and disobeyed the justified orders of her senior. It was established that she was guilty of misuse of the provisions on sexual harassment of women at work place for personal gain which was indeed a serious matter, and hence deserved salutary punishment.

4.1 The Commission further observed that in her Mercy petition, the CO/petitioner had not brought out any new points which had not been examined before, save that her family was facing dire financial hardships. The Commission noted that the CO preferred the Appeal addressed to Additional CSC, while ideally it should have been addressed to/examined by the Additional Divisional Railway Manager (ADRM). Be that as it may, since many stages had crossed since then, including decision of the Hon'ble CAT, the Commission found no point in revisiting this issue.

4.2 It was clearly brought out that her complaint of sexual harassment was examined by the Standing Committee and found to be false. Pursuant to the landmark judgement dated August 13, 1997 of the Hon'ble Supreme Court in the Vishakha and Others case (JT 1997 (7) SC 384), guidelines for dealing with complaints of sexual harassment of women at workplace

were framed, and thereafter, the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 was enacted. Section 14(1) of the Act provides for punishment for false or malicious complaint and false evidence and provides that where the Internal Complaints Committee or the Local Committee, as the case may be, arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint, has made the complaint knowing it to be false, or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer or any other appropriate forum, as the case may be, to take action against the woman or the person who has made the complaint, in accordance with the Service Rules applicable to her or him. The Commission also observed that the CO's petitions against orders of dismissal were examined by the Hon'ble CAT and were dismissed. In view of their observations, the Commission concluded that there was no merit in the Mercy Petition filed by the CO and the penalty of dismissal from service earlier imposed on the CO was not excessive and the Petition filed by her deserves to be rejected. Advice of the Commission was communicated to the Ministry on April 6, 2015.

5. On November 13, 2018, the Ministry of Railways issued the final Order in this case vide which the CO was 'reinstated in service with reduction of pay to the lowest stage in the present grade for a period of three years with cumulative effect, while treating the period from the date of her dismissal to that of her reinstatement as one spent on duty for the purpose of her pension benefit only'. This Order was in disagreement with

the Commission's advice in the case. It was observed from the final Order that the Competent Authority had taken a lenient view in the case on the grounds that the CO had been permitted relaxed working hours formally by the CSC/Railway Protection Force (RPF)/Central Railway, that the inquiry was completed ex-parte within a short period of time and that her Appeal should have been examined ideally by the appropriate Appellate Authority. It was further observed from the Order that the Ministry of Railways had referred the matter to the Department of Personnel and Training for resolving the disagreement with UPSC and the competent authority in DoP&T had agreed with the opinion of reinstating the CO in service. The final Order was issued accordingly by the Ministry of Railways.

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 Commission's Advice.

(VI)

ACTION UNDER RULE 14 OF CCS (CCA) RULES, 1965 AGAINST A DEPUTY SUPERINTENDENT OF POLICE, CENTRAL BUREAU OF INVESTIGATION

Advice of the Commission was sought by the Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training in January 2017 on the disciplinary proceedings initiated against a Deputy Superintendent of Police, CBI.

2. The Charged Officer was proceeded against under Rule 14 of CCS (CCA) Rules, 1965 vide a major penalty charge sheet dated December 24, 2012 on the following Articles of Charge:

- I. *The CO, while posted and functioning as Inspector, CBI, Mumbai during the period 2007-2008 failed to maintain absolute integrity, devotion to duty and exhibited a conduct unbecoming of a public servant in as much as she used the vehicle (Innova Car) arranged by one of the accused of the Criminal case which was being investigated by her and, payment of ₹ 5274/- (Rupees five thousand two hundred and seventy four only) (Hire Charges) was made by the said accused, to the Travel Agency.*
- II. *While posted and functioning as above, the CO, while being the investigation officer of the case, requested the accused persons of the case to arrange a maid servant for her personal use.*
- III. *While posted and functioning as above, the CO contacted the General Manager, Allahabad Bank, Mumbai (the successor of the complainant of the case which was being investigated by her) over telephone and requested him to cooperate in helping the accused in the criminal case, in settling the bank dues.*

And thereby the CO contravened the provisions of Rule 8 Sub Rule (2) of Delhi Special Police Establishment (Subordinate Ranks) (Discipline & Appeal) Rules, 1961/Rules 3(1)(i), (ii) and (iii) of CCS (Conduct) Rules, 1964.

3. The CO denied the charges and the Disciplinary Authority remitted the case for oral inquiry. The Inquiry Officer submitted his report holding Article-I as partially proved, Articles-II and III as fully proved. A copy of the inquiry report was forwarded to the CO for his representation, if any. After considering the representation submitted by the CO, the DA decided to impose a major penalty on the CO and referred the case to the Commission for advice in January 2017.

4. The Commission, on analysis of the case, observed that the charge under Article-I was that, the CO used the vehicle arranged by one of the accused of the criminal case which she was investigating and the vehicle hire charges were paid by the accused, to the Travel Agency. The Commission noted from the depositions of the accused who was a Court witness (declared hostile by the Presenting Officer), had claimed that he had arranged the car for the CO by providing the telephone number of the travel agent and later he had admitted that he had told the CO that she could use the vehicle for three days, but she used it for two days only. But he had denied that he had paid the hire charges of ₹ 5,274/-. Further, it was deposed by another witness that one Innova car was booked on the request of the accused and it was sent to the CO for two days. But the said witness could not confirm whether payment of ₹ 5,274/- was made by the accused or not. A third witness, who was the driver of the Innova car was also inconclusive about the payment as he had stated that he did not remember the person sitting in his car on the said dates of CO's travel, but he had admitted that he had performed duties of the customers mentioned in the Register on that dates. The Commission held that the Article-I of the charge was partly proved, as the payment of hire charges of ₹ 5,274/- was not found proved.

4.1 The charge under Article-II was that the CO, being the investigating officer of the criminal case, requested the accused persons of the said case to arrange a maid servant for her personal use. The Commission observed that the accused, in the inquiry, had deposed that he had overheard the CO talking on phone about her requirement of maid servant and he offered his services for arrangement of maid servant to her. The

CO accepted his officer and the accused requested another person to arrange the maid servant and paid ₹ 10,000/-, but as he could not arrange any servant, the accused got the said amount back. The Commission observed that the contention of CO was that the statement given by her to the Investigating Officer was taken under threat and that she could not be held liable for the acts committed by others i.e. the accused, for paying money to arrange maid servant. Further, the statement of the accused could not be treated as gospel truth to the extent of his paying ₹ 10,000/- to the person to arrange maid servant, for the reason that the said person to arrange maid servant was not examined during the inquiry. The Commission observed that the CO did not ask them, but the accused persons themselves had volunteered to assist the CO in getting a maid servant. Further the statement of the accused that he had paid ₹ 10,000/- to arrange a maid servant, was not corroborated by any evidence. Hence, the contention of the CO that she cannot be held liable for the acts committed by others carried some weight. The benefit of doubt goes to the CO. The Commission held this Article of Charge as not established.

4.2 The Charge under Article-III was that the CO contacted General Manager, Allahabad Bank, Mumbai, who was the successor of the complainant of the criminal case, over telephone and requested him to cooperate in helping the accused person in the case in settling the bank dues. The Commission observed that as per the depositions of the General Manager who was a Court witness, the CO requested the General Manager to settle loan of the borrowers, which she was investigating, in response to which he stated he was interested in recovery of money advanced

to the borrowers. The General Manager was of the view that under the CBI pressure, the borrower would pay bank dues. To the question as to whether the bank stands to gain in case of deposit of defrauded amount by an accused of cheating of Bank, the witness replied that the recovery was welcome without prejudice to the criminal action. The CO claimed that it was an admitted fact that OTS (One-time settlement) was already done and there was no question of any favour to the borrowers by CO by talking to him (General Manager) in the matter of recovery of defrauded amount from them. On the contrary, helped the bank in recovering the defrauded amount. The CO further contended that the conversation between herself and the General Manager in the Compact Disc which was played was not complete and only selective conversation was played. She also stated that OTS had been reached in 2005 and "no dues" certificate was issued in 2010 i.e. after the charge sheet.

4.3 The Commission further observed that the COs contentions attempt to deflect from the fact that she spoke to the General Manager, Allahabad Bank and requested him to settle the loan of the borrower (the accused person). In particular relevant parts of the deposition of the General Manager revealed that the CO had spoken to him to seek favour for the borrower. CO's reference to OTS was nothing but an attempt to deflect attention from her misconduct. As the investigating officer her duty was to sift facts to file an appropriate report u/s 173 Cr. PC. Her any other concern was unwarranted. She could not hide her misconduct by claiming that her investigation enabled bank to recover the money from the borrower. During investigation into any criminal offences, the Investigating Officer has to act without any

fear or favour. Her request to the General Manager raised an unmistakable doubt about her impartiality and was misconduct on her part. The Commission held the Article-III of the charge as proved.

4.4 In view of their observations, the Commission concluded that the penalty of reduction to a lower stage by one stage in the time scale of pay for a period of three years, with further directions that she will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will have the effect of postponing the future increments of her pay'. Advice of the Commission was communicated to the DA on June 20, 2017.

5. On November 2, 2018 the DoP&T issued the final Order in this case imposing the penalty of 'Compulsory Retirement' on the CO. This Order was in disagreement with the Commission's advice. On perusal of the Order it was observed that the Disciplinary Authority was not in agreement with the penalty advised by the Commission. To resolve the disagreement, the matter was referred to the Committee of Secretaries (CoS) in terms of DoP&T OM No.39023/02/2006-Estt.(B) dated December 5, 2006. The CoS, on examination of the matter, observed that the misconduct of the CO did not warrant any leniency especially because the officer belonged to the CBI, which is the premier anti-corruption organization of the country. The Committee recommended the penalty of 'Compulsory Retirement' to be imposed on the CO and accepting their advice, the DA imposed the said penalty on the CO.

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 Commission's Advice.

B. Non-acceptance of the advice of the Commission in Recruitment Rules

(VII)

NOTIFICATION G.S.R. 700(E) DATED 14.07.2016 REGARDING MINISTRY OF CIVIL AVIATION, DIRECTOR GENERAL OF THE CIVIL AVIATION, GROUP 'A' POST, RECRUITMENT RULES, 2016

Advice of the Commission was sought by the Ministry of Civil Aviation (MoCA) in December, 2015 relating to amendments in Recruitment Rules (RRs) for the post of Director General of Civil Aviation (DGCA). The MoCA had proposed following amendments in RRs:

- (i) To change mode of recruitment from promotion failing which by deputation to promotion/deputation (ISTC) – a composite method.
- (ii) To replace the DPC chaired by UPSC Chairman/Member by a Search-cum-Selection Committee consisting of Cabinet Secretary as Chairman with Secretary (Civil Aviation) and Secretary (DoP&T) as Members.
- (iii) To change consultation with UPSC necessary for deputation to consultation with UPSC not necessary. (It was proposed to seek exemption from UPSC consultation.)

2. On scrutiny of the case, the Commission observed that sub para 3.11.2 of guidelines on framing/amendment/relaxation of Recruitment Rules vide OM No.AB.1407/48/2010-Estt. (RR) dated 31.10.2010 provides the following:-

“Promotion may be kept as a method of recruitment depending upon the availability of the field of consideration. Care should be taken to see that the base for promotion is

strong, i.e., the departmental candidates are fully qualified for the responsibilities of the higher post and the field is also adequate, i.e., normally the feeder grade should range from 3 to 5 times the number of sanctioned posts in the higher grade, in case the post in the higher grade is to be filled on Selection basis. For posts which are to be filled by non-selection, it is not necessary that the feeder grades should consist three times of posts in the higher grade. For computing the base for promotion and determining the ratio of higher grade to the feeder grade, the number of sanctioned posts in the two grades (and not the number of vacancies at any one point of time) should be taken into consideration.”

3. The Commission noted that there were five posts in the feeder grade i.e. Joint Director General, which fulfilled the criteria laid down by the DoP&T for filling up the post of Director General by promotion. Prescribing Composite method would have compromised the promotional avenues of incumbents in the feeder post and could have led to unwarranted litigation. The Commission further observed that when the RRs for the post of Director General were being amended in 2007, Ministry of Civil Aviation was advised to keep “deputation including short term contract” as secondary method of appointment under the “failing which” clause with a view to widen the field of selection. However, the Ministry did not agree to this.

4. On the issue of replacing the existing Departmental Promotion Committee chaired by the UPSC Chairman/Member by a Search-cum-selection Committee consisting of the Cabinet Secretary as its Chairman and Secretary (Civil Aviation) and Secretary (DoP&T) as its Members, the

Commission observed that according to the extant guidelines of the DoP&T, when the post falls under the purview of UPSC, a Search Committee cannot be constituted.

5. On detailed analysis of the case, the Commission concluded that the proposal of the Ministry of Civil Aviation to replace the existing Departmental Promotion Committee chaired by UPSC Chairman/Member by the "Search-cum-selection Committee" consisting of Cabinet Secretary as Chairman with Secretary (Civil Aviation) and Secretary (DoP&T) as Members cannot be agreed to. The Commission advised that the appropriate method for appointment for the post of Director General, DGCA should be "Promotion failing which by deputation (ISTC)", so as to widen the field of selection. Advice of the Commission was communicated to the MoCA on 18.01.2016.

6. Subsequently, an OM dated 25.04.16 was received from Do&PT regarding disagreement of UPSC on the issue of exemption of the post from consultation with UPSC. DoP&T, inter alia, stated that the proposal for amendment of RRs for the post of DG in DGCA has been discussed at a meeting held in the Deptt. on 13.04.16 wherein a view was taken that the disagreement of UPSC on the amendment

of RRs for the post of DG in DGCA may also be treated as disagreement of UPSC on the issue of exemption of the post from consultation with UPSC. DoP&T requested UPSC to confirm that the disagreement of the UPSC for amendment of RRs conveyed vide letter dated 18.1.16 also implies that there is a disagreement of UPSC with MoCA on the issue of exemption of the post from consultation with UPSC. The matter was considered by the Commission and DoP&T was, inter alia, informed vide letter dated 06.05.2016 that in the absence of a complete proposal from the MoCA, along with full justification and concurrence of the DoP&T, Commission is unable to agree or disagree to the exemption from consultation of the post of Director General, DGCA.

7. MoCA has now informed vide DO Letter dated 22.03.2019 that they notified the amended RRs for the post of DG vide notification dated 14.07.16 and made the amended provisions in the RRs operational for a period of two years from 03.06.2016. It has been observed from the amended RRs that the Department has disagreed with the advice of the Commission. Following provisions in RRs notified by the Deptt. on 14.07.16 are found to be in disagreement with the advice of the Commission:

Column of Schedule	Provision advised by the Commission	Provision notified by the Department
1. (Method of recruitment)	By promotion failing which by deputation (including short term contract)	By promotion/ deputation (including short term contract)
2. (Grades from which promotion/ deputation to be made)	<u>Deputation (ISTC):</u> Officers of the Central Government/ State Government/ Union Territory Administration/ Autonomous or Statutory Organization/ Public Sector Undertaking/ Recognized University/ Institute/ Research Institution:	<u>Deputation (ISTC):</u> Officers under Central Government including All India Service and Officers of Indian Air Force:
3. (Composition of Departmental Promotion Committee)	Group A Departmental Promotion Committee headed by UPSC Chairman/ Member	Search-cum-Selection Committee (for considering promotion/ deputation) consisting of Cabinet Secretary - Chairman Secretary, Ministry of Civil Aviation - Member Secretary, Department of Personnel & Training - Member
4. (Circumstances in which UPSC to be consulted)	Consultation with UPSC is necessary while appointing an officer on deputation (including short term contract).	Consultation with UPSC is not required.

8. As the notification of amended RRs for the post of Director General of Civil Aviation vide G.S.R. 700(E) dated 14.07.2016 is 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

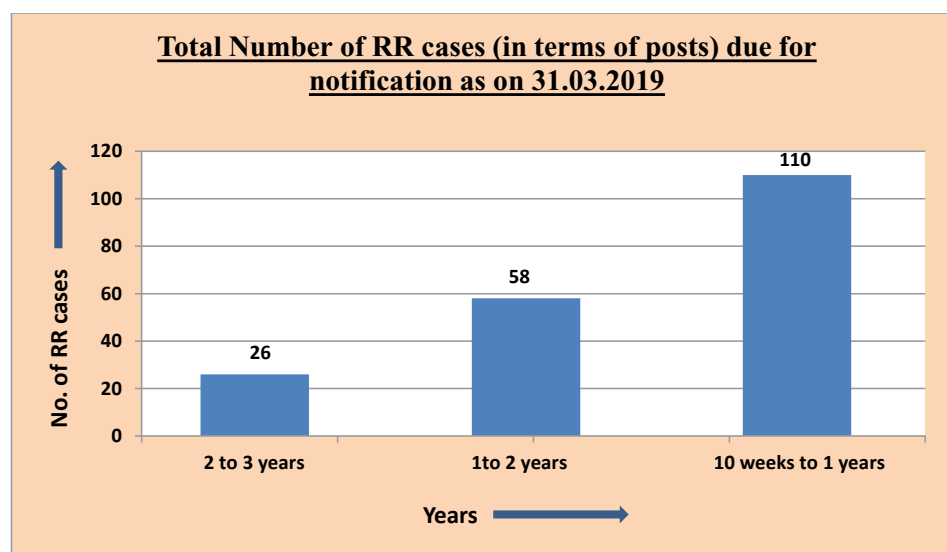
The extant Guidelines of DoP&T provide that the Recruitment Rules approved by the Commission should be notified by the Ministry(s)/ Department(s) concerned within a period of 10 weeks from the date of receipt of the Advice letter of the Commission. At the beginning of the year

2018-19, there were 277 cases pending for Notification beyond the time stipulated under the DoP&T Guidelines. Besides, RRs for 607 posts were advised till 31.03.2019. At the end of financial year 2018-19 there were 194 cases pending for notification. The year-wise pending position is given in **Table-I** and **Diagram-I (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 31.03.2019
(i)	(ii)	(iii)
1.	2 to 3 years	26
2.	1 to 2 years	58
3.	10 weeks to 1 years	110
	Total	194

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 result of various Examinations

2. There were a total of 83 cases, as on March 31, 2019 where offers of appointment to the candidates recommended by the Commission on the basis of results of various Examinations were delayed by the

Ministries/Department for more than one year. Of these 82 cases were such where offers of appointments were yet to be made even though a period to more than one year had elapsed [as compared to 160 cases of last year] since the recommendations were made. There is only 01 case where offer has been delayed by more than two years but less than three years.

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

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, 2018	Position as on March 31, 2019	Position as on March 31, 2018	Position as on March 31, 2019
1.	4 years and above	--	--	6	30
2.	3-4 years	--	--	16	20
3.	2-3 years	04	01	70	17
4.	1-2 years	01	--	68	15
	Total	05	01	160	82

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

2. 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 28 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, 2018	Position as on March 31, 2019	Position as on March 31, 2018	Position as on March 31, 2019
1.	4 years and above	0	0	1	0
2.	3-4 years	1	0	0	0
3.	2-3 years	0	0	2	0
4.	1-2 years	0	0	7	28
	Total	1	0	10	28

Views of the Commission

3. **The Commission is of the firm view that candidates recommended by it should not be made to wait for the 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 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.

CHAPTER 11

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, 2019, was 1837. 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 2018-19 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 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.

Table-1

S. No.	Name of the Course	Level of Participants	No. of Participants
1.	Noting & Drafting	SO/ ASO/ SSA	25
2.	Financial Planning – Tax Management	US/SO/ASO/SSA	25
3.	Ethics & Values in Public Governance	US/SO/ASO/SSA	25
4.	CAT/ Court cases	US/SO/ASO/SSA	25
5.	Team Building & Leadership	US/SO/ASO/SSA	25
6.	Stress Management	US/SO/ASO/SSA	25
7.	Communication Skills	US/SO/ASO/SSA	25
8.	Organizational Behavior in Government	SO/ASO/SSA	25
9.	Dealing of RTI Application/ Appeals	SO/ASO/SSA	25
10.	Gender Sensitization	SO/ASO/SSA	25
11.	Dealing of RTI Application/ Appeals on RTI MIS (online) Portal	AAs/CPIO/SO	35
12.	TA/LTC Rules	SO/ASO/SSA	25

Budgetary position during 2018-19

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 2018-19, a provision of ₹ 297.61 crore (B.E.) was made which was reduced to ₹ 280.75 crores 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 lakh)

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
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%
2018-19	29761.00	28075.00	1686.0	28075.00	28064.32*	10.68	99.96%

* Detailed object head-wise Expenditure and Receipts for the year 2018-19 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 14 Appellate Authorities were designated under the Act, as on March 31, 2019.

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) The Secretariat
- 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, OBCs and EWS
- 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 2018-19	5304
2.	Total number of RTI Appeals received during the year 2018-19	490

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

Foundation Day of the Commission

4. On October 1st, 2018 the Commission celebrated its 92nd Foundation Day. 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.

In pursuant to the decision taken in the 20th National Conference of Chairpersons of State Public Service Commissions held on January 12-13, 2018, the Commission organized the following three Workshops:- Workshop on "RTI Matters"

5. One-day Workshop on "RTI matters for the Secretaries and Public Information Officers of State Public Service Commissions" was held on April 26, 2018 at Hotel Ashok, Chankyapuri. A total of 40 officers participated in the workshop.

Workshop on "Accounting for Accounts Officers of State PSCs"

6. One-day Workshop on "Accounting for Accounts Officers of State PSCs" for the officers/staff of the State Public Service Commissions was held on May 18, 2018 at Hotel Ashok, Chankyapuri, New Delhi. A total of 39 Officers participated in the workshop.

Workshop on Interview Techniques

7. Two-days Workshop on Interview Techniques for Hon'ble Chairpersons and Hon'ble Members of State PSCs was conducted by DIPR at Union Public Service Commission on August 28-29, 2018.

National Conference of Chairpersons of State Public Service Commissions

8. The 21st National Conference of Chairpersons of State Public Service Commissions was held at Bhubaneshwar, Odisha on February 4-5, 2019

Visits of Foreign Delegations

9. A five member delegation led by Dasho Indraman Chhetri, Hon'ble Member, Royal Civil Services Commission, Bhutan visited UPSC on June 26, 2018.

10. A delegation led by HE Dato Sri Zol Azha Yusof, Deputy Chairman, Public Service Commission, Malaysia visited UPSC on September 20, 2018.

11. A five member delegation from Afghanistan led by Mr. Ahmad Nader Nadery, Hon'ble Chairman of Independent Administrative Reform & Civil Service Commission visited UPSC on September 27, 2018.

12. Five member delegation from Mauritius led by Mr. S. Gunessee, Hon'ble Chairman of Public Service Commission and Disciplined Forces Service Commission, Mauritius visited UPSC on November 16, 2018.

13. A ten member delegation led by Mr. Lal Babu Pandit, Minister for Federal Affairs and General Administration of Nepal visited UPSC on December 17, 2018.

14. A six member delegation from Zimbabwe led by Hon'ble Chairman of PSC of Zimbabwe, Dr. Vincent Hungwe visited UPSC on March 12, 2019.

Visits by Representative of State Public Service Commissions

15. Chairmen and Members from State Public Service Commissions of Bihar, Madhya Pradesh, Manipur, Nagaland and Tamil Nadu also visited Union Public Service Commission during the year.

UPSC (Exemption from Consultation) Regulations, 1958

16. During 2018-19, the Commission received six proposals from the Government seeking exemption from its consultation. These cases were examined and the advice of the Commission was sent 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, 2019 is given in **Appendix-32**.

Seniority and Service matters

17. The Commission tendered advice in five cases relating to inter-se-seniority and one case relating to miscellaneous service matter. A comparative statement showing the number of exemption cases and seniority / service related matters on which the advice was tendered by the Commission during 2017-18 and 2018-19 is given at **Appendix-3**.

Publication of Half-yearly Newsletter of State Public Service Commissions

18. 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 of 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 74th and 75th issues of the Newsletter were compiled and uploaded on the website of UPSC during 2018-19.

Progressive use of Hindi in official work

19. 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

20. 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 perform the work relating to the translation of documents, which are required to be issued in Hindi or bilingually.

Official Language implementation Committee

21. During 2018-19, 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

22. 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 2018-19. Correspondence with offices located in 'A' and 'B' regions were generally carried out in Hindi.

Training in Hindi

23. During 2018-19, 16 (sixteen) officials have received typing training and 1 stenographer has received stenography training under Hindi Teaching Scheme.

Hindi Workshop

24. During 2018-19, 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

25. At present, three Incentive Schemes with cash prizes are in operation in the Commission. In accordance with the First Incentive Schemes 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 ₹ 5,000/- each, 03 second prizes of ₹ 3,000/- each and 05 third prizes of ₹ 2,000/- each to its officers/officials. Similarly, three prizes of ₹ 5,000/- 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 ₹ 7,500/-, one second prize of ₹ 5,000/-, one third prize of ₹ 3,500/-, two encouragement prizes of ₹ 1,500/- and three consolation prizes of ₹ 1,000/- each to its sections along with a memento to first, second and third prize winners.

Hindi Diwas and Fortnight

26. Hindi Pakhwara or Hindi Fortnight was organized from 01.09.2018 to 15.09.2018. 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, Typing 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 17th September, 2018 under the Chairmanship of Hon'ble Chairman of UPSC Shri Arvind Saxena wherein cash prizes and certificates were distributed to the winners.

27. Special programme of Hindi poetry recital and story-telling were also organized for all senior level officers on 12th September, 2018 and 18th January, 2019. In these programmes recital of poetry and stories of famous writer were told by the Secretary and J.S. level officers. In these programmes the Hon'ble Chairman and Hon'ble Members were also present to encourage the Officers.

Inspections

28. 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 2018-19, a total of 32 Sections in the Commission were inspected for compliance with the Official Language Policy and Programme.

29. Quarterly Progress Report/Annual Assessment Report for progressive use of official language Hindi is submitted to the Department of Official Language "ON LINE" through software available at the link 'Management Information System' on the Department's website www.rajbhasha.gov.in.

Examination Reforms

30. 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.

31. 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

During the year 2018-19, sixty four cases of malpractices, committed by the candidates came to the 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. cheating through Whatsapp group 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 ten years and in some cases permanently.

(ii) Direct Recruitment by Selection

During 2018-19, two cases of malpractices, committed by the candidates, came to the notice of the Commission. These malpractices, inter alia, including submission of fake/ fabricated experience certificate/ fabricated marks list etc. The Commission took serious note of such cases and after following due process, imposed penalties, on the delinquent candidates and debarred them permanently from appearing in any Examinations/Selection to be held by Commission.

32. **Virtual Tour of UPSC Museum:** The Commission has developed its Museum showcasing its history and development, which has been well appreciated by its visitors. As it is not possible for everyone to visit the Museum physically, the Commission decided to make available 360 degree Virtual Tour of the UPSC Museum on its website. The Virtual Tour of UPSC Museum has been developed and hosted

on the UPSC website. Further, the Archive Materials/ documents available in Museum have been digitized and linked to Virtual Tour. Now the UPSC Museum can be seen online.

33. Landscaping of the Main Lawn of UPSC: The main lawn of UPSC has been redeveloped with Walking/ Jogging Track, Water Bodies, Pergolas, LED lights and Automated Sprinkler System. The redeveloped lawn was inaugurated on 20th February, 2019 in the presence of the

Commission. The facility has been well appreciated by the Advisors and the Employees alike.

34. Seeting up of a dedicated Control Room in UPSC: There was a long standing requirement of Exam Arrangement Branch for having a dedicated Control Room for monitoring of exams throughout the year. A dedicated Control Room in Exam Hall Building has now been developed in the ground floor of Exam Hall Building and is already put to use.

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.	Shri Vinay Mittal Appointed to perform the duties of Chairman, UPSC w.e.f. 22.01.2018 under Article 316-(1A) of the Constitution.	Member	Demitted office on 19.06.2018 (AN)
2.	Shri Arvind Saxena Appointed to perform the duties of Chairman, UPSC w.e.f. 20.06.2018 under Article 316-(1A) of the Constitution. Appointed as Chairman, UPSC w.e.f 29.11.2018 under Article 316-(1) of the Constitution	Chairman	
3.	Prof. (Dr.) Pradeep Kumar Joshi	Member	
4.	Shri Bhim Sain Bassi	Member	
5.	Air Marshal Ajit S. Bhonsle AVSM, VSM	Member	
6.	Ms. Sujata Mehta	Member	
7.	Dr. Manoj Soni	Member	
8.	Ms. Smita Nagaraj	Member	
9.	Ms. M. Sathiyavathy	Member	
10.	Shri Bharat Bhushan Vyas	Member	
11.	Dr. T.C.A. Anant	Member	
12.	Shri Rajiv Nayan Choubey	Member	

(Rakesh Kumar Gupta)

Secretary

Union Public Service Commission

Date: 06.11.2019

Appendix-1

Profiles of Hon'ble Chairman and Members of the Commission

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 56th 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 8th August, 2013 on his demitting the Office of Chairman, Railway Board and w.e.f. 22nd

January, 2018, he was appointed to perform the duties of Chairman of the Commission under Article 316(1A) of the Constitution and demitted office on 19.6.2018 (AN).

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 (now known as Delhi Technological University) 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 and worked as Divisional Head of Postal Services at Bharatpur and Kota. In 1982 he was appointed as Officer on Special Duty for the IXth Asian Games and the 7th Non-Aligned Summit Meet. He took over as Philately Officer at the Postal Directorate in New Delhi before being appointed OSD for modernisation of the Stamps and Seals Factory in Aligarh. He worked 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 to recommend 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 various 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 with and establish productive relations with senior leaders in these countries covering areas of local politics, intelligence, military, S&T, regional & international developments, terrorism, economics, 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] (now 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 12th 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 50th 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 (Veteran) was commissioned into the Indian Air Force on 08th June 1978 and after 39 years of distinguished service he has joined as Member, UPSC on 21st 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 Administration 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 Deputy Chief of Joint Operations, Doctrines, Organization & Training. During this period Air Marshal Ajit Bhonsle contributed towards 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 the State Governments of Assam, Andhra Pradesh and Gujrat. He spearheaded the project for establishment of Indian Defence University and selection of site and design for the 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/ Chairman 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 Visishta Seva Medal in 2005

and Ati Visishta 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 joined UPSC as a Member on 27th June, 2017. 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 the 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, Union Public Service Commission on 01.12.2017.

Smt. M. SATHIYAVATHY

Smt. M. Sathiyavathy who hails from

Chennai, Tamil Nadu was born on 13th May, 1958. She is a Post Graduate & gold medallist in Mathematics from Indian Institute of Technology, Madras.

Belonging to the Indian Administrative Service of 1982 batch of AGMUT cadre, she worked with UT Administration of Puducherry, State Governments of Arunachal Pradesh and Mizoram, besides deputations at the Centre in the Ministries of Commerce, Textiles, Civil Aviation and Department of Space. Some of the important positions she held before becoming Secretary, Ministry of Labour & Employment are Additional Secretary & Financial Adviser, Ministry of Civil Aviation, DGCA, Chief Secretary Puducherry, Additional Chief Secretary, State Government of Mizoram, Member Secretary-Central Silk Board, Controller of Administration-ISRO Satellite Centre, Joint Director General of Foreign Trade and Chief Electrol Officer, Puducherry.

Smt. M. Sathiyavathy has attended several Management Courses like Negotiations for Public Leaders, Ethics in Public Governance, Rural Planning and Technology, International Trade, E-governance, etc.

Smt. M. Sathiyavathy joined as Member, Union Public Service Commission on 09.04.2018.

Shri BHARAT BHUSHAN VYAS

Shri Bharat Bhushan Vyas has a cumulative experience of over thirty eight years - six in the banking sector (managerial position in State Bank of India) and thirty two in the Government (joined Indian Administrative Service in 1986) - in various functional domains: governance, public

policy, regulatory and developmental administration.

Allotted to the Jammu & Kashmir Cadre, Shri Vyas served on key as District Magistrate (three districts) and Divisional Commissioner (Kashmir Valley) in extremely critical and challenging circumstances. He remained a Member of the Unified Command set up to oversee security situation in the State. He worked as Finance Secretary for around nine years and headed the Planning and Development Department for more than five years to provide much needed impetus to development effort in Jammu & Kashmir. He played an important role in the roll out of employment schemes in his capacity as Member Secretary of the 'Prime Minister's Special Task Force' to formulate "Jobs Plan" for the youth of J&K.

He served as Financial Advisor to all the State Universities and the two Agriculture Universities in J&K. He represented the State Government on the Boards of twelve State Public Sector Undertakings during his tenure as Finance Secretary.

Shri Vyas served in the Union Ministry of Finance for around four years. He was one of the key members of the Finance Ministry team which represented the country in the crucial meetings of the World Economic Forum, World Bank, International Monetary Fund, Asian Development Bank and meeting of G-20 during the period 2001 and 2002. He was also a part of the delegation of Finance Ministers of State Governments to Brazil & UK to study tax reforms.

Shri Vyas has served as the Board of Directors of UCO Bank, State Bank of Bikaner &

Jaipur, Agriculture Reforms Corporation and DICGC during the period 1997-98. He subsequently worked as Director on the Board of J&K Bank for over five years.

Shri Vyas also served as Assistant Resident Representative in the United Nations Development Programme (UNDP) - India for a period of two and a half years in the area of "Sustainable livelihoods".

Shri Vyas was given awards for conduct of elections in J&K in 1996/1997. He has been the recipient of the Chief Minister's Gold Medal for honesty, integrity and meritorious service in J&K in the year 2011. He received the Prime Minister's Award for Excellence in Civil Service (team effort) on two occasions for management of post-earthquake (2008) rehabilitation work in Kashmir and for successful conduct of elections to Panchayats in J&K.

Shri Vyas also served as Member on the Shri Mata Vaishno Devi Shrine Board and the Shri Amarnathji Shrine Board. He also served as the Member & Chairman of the Finance Committee and the Governing Body of the Multi Speciality Hospital set up by the Shrine Board at Katra.

Shri Bharat Bhusan Vyas joined as Member, Union Public Service Commission on 13.12.2018.

Dr. TCA ANANT

Dr. TCA Anant joined the UPSC as Member on Jan 14, 2019, prior to which he was Professor and Head, Department of Economics, Delhi School of Economics (DSE), University of Delhi. He has earlier served as the Chief Statistician of India (CSI) and Secretary, Ministry of Statistics and

Program Implementation from 2010 to 2018, and as Member Secretary, Indian Council for Social Science Research (ICSSR) from 2006 to 2009.

During his tenure as CSI, the Central Statistics Office (CSO) revised the Indian System of National Accounts to base year 2011-12 along with the series of Index of Industrial Production (IIP) and Consumer Price Index (CPI); the National Sample Survey Organisation (NSSO) introduced a new regular survey on Employment; and the Cadre structures of both Subordinate Statistical Service and the Indian Statistical Service underwent a long overdue review. As Chief Statistician, Prof. Anant chaired the 19th International Conference of Labor Statisticians; co-chaired the *Friends of the Chair* Group on "Broader Measures of Progress" and the "Evaluation of the 2011 Round of the International Comparison Program" under the United Nations Statistical Commission (UNSC); and was a member of the International Expert Advisory Group on the Data Revolution set up by the UN Secretary General.

As Member Secretary, ICSSR, Prof. Anant was instrumental in getting undertaken the fourth review of ICSSR. He also steered the research efforts of ICSSR in doing the first baseline survey of Minority Concentration Districts.

Prof. Anant received his PhD in Economics from Cornell University and his MA in Economics from DSE. He was Assistant Professor in Economics at Michigan State University, USA, and Reader and then Professor in DSE, where he started the course on Law and Economics in the MA program. His research has covered a wide

range of areas, including Labor Economics, Industrial Economics, Law and Economics and Econometrics.

He has provided valuable inputs through the Central Empowered Committee (CEC) set up by the Hon'ble Supreme Court in developing a practical model for calculating the value of the Net Present Value (NPV) of forest land. He has served as a resource person at the National Judicial Academy, Bhopal, including for the First Retreat of Supreme Court Judges organized there. As a Consultant to the X and XI Finance Commissions, he helped develop the Infrastructure Index which was used by the Commissions in their recommendations.

Prof Anant has served on Expert Committees of various Ministries and Agencies of the Government of India, the Reserve Bank of India, the Competition Commission of India, Councils and Boards of several Universities as well as international organizations, including the International Labor Organization (ILO) and the Asian Development Bank (ADB).

Shri RAJIV NAYAN CHOUBEY

Mr. Rajiv Nayan Choubey was born on 28th January, 1959 in Patna, India. He is a post graduate in Physics from the prestigious St. Stephens College, New Delhi. He also has a Masters Degree in Social Policy & Planning from London School of Economics, United Kingdom.

He started his professional career by joining the Indian Administrative Service in 1981 and was allotted to the Tamil Nadu Cadre. He served in Tamil Nadu from 1981 to 1998 in various capacities, prominent among

them being Collector of Kanyakumari and Maduari, Executive Director of Industrial Development Corporation of Tamil Nadu and as Secretary, Finance Department.

He joined Government of India in 1998 as Director and was later promoted as Joint Secretary in the Ministry of Finance where he worked for seven years. He also served as the Principal Advisor in the Telecom Regulatory Authority of India, as Development Commissioner (Handlooms) and as Director General of Hydrocarbons under the Ministry of Petroleum. He was appointed as Additional Secretary in the Ministry of Power and was later promoted as Special Secretary, Power.

Mr. Choubey was appointed as Secretary, Ministry of Civil Aviation on 5th June, 2015 and steered the Ministry till his retirement on 31.01.2019. During his tenure in the Ministry of Civil Aviation he was instrumental in drafting the New Civil Aviation Policy and also brought in reforms in the aviation sector which led to enormous growth of the sector.

Immediately after his superannuation, he was appointed as full-time Member of the Union Public Service Commission, India with effect from 1st February, 2019.

He is married to Smita and has two sons.

Appendix-2

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

Sl. No.	Particulars	Number of Posts Finalized During		Percent Variation
		2018-19	2017-18	
1.	Direct Recruitment by Selection	582	1615	-63.96 %
(a)	Engineering Posts	146	199	-26.63 %
(b)	Medical Posts	159	729	-78.19 %
(c)	Scientific & Technical Posts	85	178	-52.25 %
(d)	Non-Technical Posts	192	509	-62.28 %
2.	Recruitment by Examination	3889*	4829*	-19.47 %
(a)	Civil Posts/Services	2643*	3323*	-20.46 %
(b)	Defence Services	1246	1506	-17.26 %

*Including candidates recommended through Reserve List

Appendix-3

(Vide Chapter-12)

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

Sl. No.	Particulars	No. of cases		
		2018-19	2017-18	Percent variation
1.	Exemption Cases	6	8	.25%
2.	Service matters	1	3	-66.66%
3.	Determination of seniority (No. of cases)	5	2	+150%

Appendix-4 (Vide Chapter-3)

Examinations conducted by Union Public Service Commission in the year 2018-19

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, 2018	-	1065552	261298	89441	276531	500484	111193	38822	143167	-	-	-	-	-	-	-	-	-
2.	Civil Services (Main) Examination, 2018	-	10419	1685	792	2721	10246	1652	771	2678	1992	139	632	-	-	0	0	0	0
3.	Indian Forest Service (Main) Examination, 2018	90	1060	145	80	271	710	96	47	198	222	28	85	89	13	7	33	0.99	0.99
4.	Engineering Services(Preliminary) Examination, 2019	-	288294	56076	19187	85297	148499	22927	8506	48596	-	-	-	-	-	-	-	-	-
5.	Engineering Services (Main) Examination, 2018	583	4206	453	222	1314	3889	408	210	1222	1476	131	62	511	61	28	122	0.88	0.88
6.	Indian Economic Service/Indian Statistical Service Examination, 2018	47	19591	5727	1526	4047	3714	634	202	948	119	13	4	46	5	2	16	0.98	0.98
7.	Combined Geo-Scientist and Geologists Examination, 2018	70	18244	2953	1009	5104	4872	645	254	1485	132	18	8	68	8	3	22	0.97	0.97
8.	National Defence Academy and Naval Academy Examination, (I), 2018	415	450641	57922	16577	164217	294688	31294	9116	108058	4900	115	10	379	6	1	48	0.91	0.91
9.	National Defence Academy and Naval Academy Examination, (II), 2018	-	348785	41782	8916	89013	240576	23510	5249	62309	-	-	-	-	-	-	-	-	-
10.	Combined Defence Services Examination, (II), 2018	-	236248	30987	10011	64203	120579	10759	3899	33233	-	-	-	-	-	-	-	-	-
11.	Combined Defence Services Examination, (I), 2019	-	244164	36335	10773	71062	115658	11261	3877	34154	-	-	-	-	-	-	-	-	-
12.	Central Armed Police Forces (Assistant Commandants) Examination, 2018	-	307296	79756	28849	85664	108677	18942	8395	35122	-	-	-	-	-	-	-	-	-
13.	Central Industrial Security Force (Assistant Commandant) (Executive) Limited Departmental Competitive Examination 2019	-	727	95	88	#	512	63	63	#	-	-	-	-	-	-	-	-	-
14.	Combined Medical Services Examination, 2018	504	40556	7343	2367	10841	19873	3140	1040	5702	1447	45	24	440	10	5	207	0.87	0.87
TOTAL			1709	3035783	582557	189838	860285	1572977	236524	80451	476872	10288	649	262	3093	1533	448	448	0.9

Examination process not over yet, as such information not available.

No reservation for OBCs as this is a Departmental Exam.

Appendix-5 (Vide Chapter-3)

Examinations conducted by Union Public Service Commission in the year 2017-18 but completed/ finalised in the year 2018-19

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				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.	Total	S.C.	S.T.	O.B.C.	
1.	Civil Services (Main) Examination, 2017	1058	13300	2099	923	3499	13060	2044	888	3446	2564	397	176	815	1056	165	74	275	0.99
2.	National Defence Academy and Naval Academy Examination, (II), 2017	390	344202	41232	9751	120775	232120	22519	5606	82389	4924	156	32	1064	447	11	8	58	1.15
3.	Combined Defence Services Examination, (II), 2017	414	266102	40103	12281	69645	127326	12044	4183	34481	5498	156	48	1001	244	5	2	21	0.59
4.	Combined Defence Services Examination, (I), 2018	414	261309	44123	12015	74116	126830	13701	4276	37631	5230	177	39	1159	176	5	1	30	0.43
5.	Central Armed Police Forces (Assistant Commandants) Examination, 2017	190	282260	74159	26652	77352	102707	18646	8103	32391	468	65	30	186	190	26	12	51	1
6.	Central Industrial Security Force (Assistant Commandant) (Executive) Limited Departmental Competitive Examination, 2018	29	1483	253	115	--	1185	200	91	--	91	16	7	--	29	4	3	--	1
TOTAL		2495	1168656	201969	61737	345387	603228	69154	23147	190338	18775	967	332	4225	2142	216	100	435	0.86

Appendix-6

Number of candidates recommended during the year 2018-19 through reserve list in respect of examinations in which reserve list rule is applicable.

Sl. No	Name of examination	No. of candidates recommended through Reserve List					Remarks
		SC	ST	OBC	General	Total	
1.	CS E-2017	01	01	16	48	66	Reserve list released on 30.08.2018
2.	ESE-2017	02	--	14	32	48	Reserve list released on 04.05.2018
3.	CAPF(ACS) Exam- 2017	01	--	13	06	20	Reserve list released on 11.01.2019
4.	CMS-2017	09	--	53	18	80	Reserve list released on 21.08.2018
	TOTAL	13	01	96	104	214	

Appendix-7

(Vide Chapter-3)

Services covered by the Examinations held during 2018-19

- | | | |
|-------|--|---|
| 1. | Civil Services Examination, 2018 | Group 'A'. |
| | For recruitment to services and posts: | |
| i) | Indian Administrative Service. | xvii) Indian Information Service (Junior Grade), Group 'A'. |
| ii) | Indian Foreign Service. | xviii) Indian Trade Service, Group 'A'. |
| iii) | Indian Police Service. | xix) Indian Corporate Law Service, Group 'A'. |
| iv) | Indian P & T Accounts & Finance Service, Group 'A'. | xx) Armed Forces Headquarters Civil Service, Group 'B' (Section Officer's Grade). |
| v) | Indian Audit and Accounts Service, Group 'A'. | xxi) Delhi, Andaman & Nicobar Islands, Lakshadweep, Daman & Diu and Dadra & Nagar Haveli Civil Service, Group 'B'. |
| vi) | Indian Revenue Service (Customs and Central Excise), Group 'A'. | xxii) Delhi, Andaman & Nicobar Islands Lakshadweep, Daman & Diu and Dadra & Nagar Haveli Police Service, Group 'B'. |
| vii) | Indian Defence Accounts Service, Group 'A'. | xxiii) Pondicherry Civil Service, Group 'B'. |
| viii) | Indian Revenue Service (I.T.), Group 'A'. | xxiv) Pondicherry Police Service, Group 'B'. |
| 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, | |
- 2. Engineering Services Examination, 2019**
- 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 Service (Civil Engineering Posts). |
| iii) | Central Engineering Service. |
| iv) | Indian Ordnance Factories Service |

- AWM/JTS (Civil Engineering Posts).
- v) Central Engineering Service (Roads) Group 'A' (Civil Engineering Posts).
 - vi) Survey of India Group 'A' Service.
 - vii) Assistant Executive Engineer (Civil) in Border Road Engineering Service.
 - viii) Indian Defence Service of Engineers.
 - ix) Assistant Executive Engineer (QS & C) in MES Surveyor Cadre.

Category II - Mechanical Engineering

Group 'A' Services / Posts:

- i) Indian Railway Service of Mechanical Engineers.
- ii) Indian Railway Stores Service (Mechanical Engineering Posts).
- iii) Central Electrical & Mechanical Engineering Service (Mechanical Engineering Posts).
- iv) Indian Ordnance Factories Service. AWM/ JTS (Mechanical Engineering Posts).
- v) Defence Aeronautical Quality Assurance Service/SSO-II(Mechanical).
- vi) Assistant Executive Engineer in GSI Engineering Service Gr 'A'.
- vii) Indian Defence Service of Engineers.
- viii) Indian Naval Armament Service (Mechanical Engineering Posts).
- ix) Assistant Naval Store Officer Grade-I (Mech. Engg. Posts) in Indian Navy.
- x) Assistant Executive Engineer (Mechanical) in Border Roads Engineering Service.

Category III - Electrical Engineering

Group A Services/ Posts:

- i) Indian Railway Service of Electrical

Engineers.

- ii) Indian Railway Stores Service (Electrical Engineering Posts).
- iii) Central Electrical & Mechanical Engineering Service (Electrical Engineering Posts).
- iv) Indian Defence Service of Engineers.
- v) Indian Naval Armament Service (Electrical Engineering Posts).
- vi) Asstt. Naval Store Officer Grade-I (Electrical Engg. Posts) in Indian Navy.

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) Indian Telecommunication Service Group 'A'.
- vi) Indian Naval Armament Service (Electronics and Telecommunication Engineering Posts).
- vii) Asstt. Naval Store Officer Grade-I (Electronics and Telecom Engg. Posts) in Indian Navy.
- viii) Junior Telecom Officer Gr. 'B'.

3. Indian Forest Service (Main) Examination, 2018

Indian Forest Service.

4 National Defence Academy and

Naval Academy Examination (I) & (II), 2018

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), 2018 and Combined Defence Services Examinations (I), 2019

For admission to:

- i) Indian Military Academy.
- ii) Indian Naval Academy.
- iii) Air Force Academy.
- iv) Officers' Training Academy, SSC (Men) Course (NT).
- v) Officers Training Academy, SSC Women (Non- Technical) Course.

6. Combined Medical Services Examination, 2018

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.

7. Central Armed Police Forces (Assistant Commandants) Examination, 2018

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) Indo-Tibetan Border Police (ITBP).
- v) Sashastra Seema Bal (SSB).

8. Indian Economic Service/ Indian Statistical Service Examination, 2018

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, 2018

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, 2019

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, 2017 and 2018

Medium of → Examination	Year	COMPUSSORY 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	Mathili	English
Indian Language	2017	30	82	180	8323	440	-	412	1255	123	291	5	1	-	700	953	50	-	-	4	3	-	-	1	-	12853
	2018	23	59	175	6575	298	-	329	971	101	190	1	1	-	487	795	40	-	-	4	1	1	-	-	-	10051
Essay	2017	-	3	92	1066	8	-	7	85	1	5	-	-	-	28	16	1	-	-	-	-	-	-	-	11740	13052
	2018	1	1	89	889	12	-	8	75	-	4	-	-	-	22	15	3	-	-	-	-	-	-	-	9122	10241
General Studies-I	2017	-	3	91	1065	8	-	7	87	1	5	-	-	-	28	16	1	-	-	-	-	-	-	-	11719	13031
	2018	1	1	89	888	12	-	8	75	-	4	-	-	-	22	15	3	-	-	-	-	-	-	-	9109	10227
General Studies-II	2017	-	3	91	1065	8	-	7	87	1	5	-	-	-	28	16	1	-	-	-	-	-	-	-	11707	13019
	2018	1	1	89	888	12	-	8	75	-	4	-	-	-	22	15	3	-	-	-	-	-	-	-	9097	10215
General Studies-III	2017	-	3	91	1068	7	-	7	85	1	5	-	-	-	28	16	1	-	-	-	-	-	-	-	11691	13003
	2018	1	1	88	886	12	-	8	73	-	4	-	-	-	22	14	3	-	-	-	-	-	-	-	9088	10200
General Studies-IV	2017	-	3	91	1061	8	-	7	86	1	5	-	-	-	28	16	1	-	-	-	-	-	-	-	11692	12999
	2018	1	1	88	887	12	-	8	72	-	4	-	-	-	22	14	3	-	-	-	-	-	-	-	9082	10194
		OPTIONAL SUBJECTS																								
Agriculture-I	2017	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	87	88
	2018	-	-	1	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	99	102
Agriculture-II	2017	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	87	88
	2018	-	-	1	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	99	102
AH & VS-I	2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	23
	2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	15

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	
AH & VS-II		2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	23	
		2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	15
Anthropology-I		2017	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	869	873
		2018	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	784	788
Anthropology-II		2017	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	865	869
		2018	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	780	784
Botany-I		2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	44	44
		2018	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	21
Botany-II		2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	44	44
		2018	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	21
Chemistry-I		2017	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	122	124
		2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	113	113
Chemistry-II		2017	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	122	124
		2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	113	113
Civil Engg.-I		2017	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	122	123
		2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	113	113
Civil Engg.-II		2017	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	122	123
		2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	113	113
Comm & Acc-I		2017	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	219	223
		2018	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	182	183
Comm & Acc-II		2017	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	218	222
		2018	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	182	183
Economics-I		2017	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	222	226
		2018	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	198	200

Medium of → Examination	Year	Subjects ↓																			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
Economics-II	2017	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	222	225
	2018	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	198	200
Elect. Engg-I	2017	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	189	191
	2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	159	159
Elect. Engg-II	2017	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	189	191
	2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	159	159
Geography-I	2017	-	1	2	186	1	-	-	12	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	2447	2651
	2018	-	-	1	194	-	-	7	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1768	1971
Geography-II	2017	-	1	2	186	1	-	-	12	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	2441	2645
	2018	-	-	1	194	-	-	7	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1766	1969
Geology-I	2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	36	36
	2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	39	39
Geology-II	2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	36	36
	2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	39	39
History-I	2017	-	1	7	264	-	-	-	30	-	1	-	-	5	1	-	-	-	-	-	-	-	-	-	756	1065
	2018	-	-	6	219	-	-	-	21	-	1	-	-	1	1	-	-	-	-	-	-	-	-	-	589	838
History-II	2017	-	1	7	264	-	-	-	30	-	1	-	-	5	1	-	-	-	-	-	-	-	-	-	756	1065
	2018	-	-	6	217	-	-	-	21	-	1	-	-	1	1	-	-	-	-	-	-	-	-	-	588	835
Law-I	2017	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	300	304
	2018	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	199	200
Law-II	2017	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	299	303
	2018	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	199	200
Management-I	2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	84	84
	2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	59	59

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	
Management-II		2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	84	84	
		2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	59	59
Mathematics-I		2017	-	-	-	8	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	422	432
		2018	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	334	337
Mathematics-II		2017	-	-	-	8	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	420	430
		2018	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	334	337
Mech. Engg.-I		2017	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	168	169
		2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	148	148
Mech. Engg.-II		2017	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	168	169
		2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	148	148
Medical Sc-I		2017	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	309	312
		2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	216	216
Medical Sc-II		2017	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	308	311
		2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	216	216
Philosophy-I		2017	-	-	7	155	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	579	743
		2018	-	-	4	83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	373	460
Philosophy-II		2017	-	-	7	154	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	576	739
		2018	-	-	4	83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	373	460
Physics-I		2017	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	133	134
		2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	115	115
Physics-II		2017	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	133	134
		2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	115	115
Pol. Sc.-I		2017	-	-	1	48	-	-	-	24	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-	-	1161	1237
		2018	-	-	5	58	-	-	-	-	25	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1214	1304

Medium of Examination	Year	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	Maitthili	English	
Pol. Sc.-II	2017	-	-	1	48	-	-	-	23	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	1161	1236
	2018	-	-	5	58	-	-	25	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	1214	1304
Psychology-I	2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	192	192
	2018	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	127	128
Psychology-II	2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	192	192
	2018	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	127	128
Public Admn.-I	2017	-	1	2	56	-	-	-	2	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	1090	1153
	2018	-	-	-	31	-	-	-	1	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	686	720
Public Admn.-II	2017	-	1	2	56	-	-	-	2	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	1088	1151
	2018	-	-	-	31	-	-	-	1	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	684	718
Sociology-I	2017	-	-	-	40	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1358	1405
	2018	-	-	-	39	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1013	1058
Sociology-II	2017	-	-	-	40	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1357	1404
	2018	-	-	-	39	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1010	1055
Statistics-I	2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3
	2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2
Statistics-II	2017	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3
	2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2
Zoology-I	2017	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	53	55
	2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	43	43
Zoology-II	2017	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	53	55
	2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	43	43

Appendix-9

Civil Services (Main) Examination, 2017: 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 9,47,728 candidates who had applied for the Civil Services (Preliminary) Examination, 2017, only 4,56,625 candidates appeared in this examination held on June 18th, 2017. On the basis of results of Civil Services (Preliminary) examination, 13,366 (2.9%) 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, 2017

Community	Number of Candidates								
	Applied			Appeared			Qualified		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Scheduled Castes	176741	59599	236340	78551	25973	104524	1842	270	2112
Scheduled Tribes	62316	21870	84186	28099	9526	37625	840	92	932
Other Backward Classes	170492	69935	240427	94052	31763	125815	3197	322	3519
General	248078	138697	386775	130028	58633	188661	5820	983	6803
Total	657627	290101	947728	330730	125895	456625	11699	1667	13366

1.1 It may be seen from **Table-1** that out of 9,47,728 candidates who had applied for the Civil Services (Preliminary) Examination, 2017, only 4,56,625 or 48.2 percent candidates appeared for this examination. In other words, 51.8 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 (55.8 %) and w.r.t. Other Backward Classes category candidates were minimum (47.7%).

2. Out of 13,366 candidates, 13,060 (97.7%) had appeared in the written part of Civil Services (Main) Examination, 2017 held in October-November, 2017. Based on the results of

the written part of the Main Examination, only 2,568 (19.7%) candidates had qualified for the Interview and 2,564 candidates had appeared in the interview and thereafter, a total of 1056 candidates have been recommended by the Commission for appointment to the civil services against 1058 vacancies. Community and gender-wise number of candidates appeared, interviewed and recommended in the Civil Services (Main) Examination, 2017 are given in **Table 2**.

Table-2: Number of Candidates Appeared, Interviewed and Recommended - Civil Services (Main) Examination, 2017

Community	Appeared			Interviewed			Recommended		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Scheduled Castes	1780	264	2044	326	71	397	121	45	166
Scheduled Tribes	798	90	888	153	23	176	62	13	75
Other Backward Classes	3130	316	3446	701	114	815	242	49	291
General	5711	971	6682	917	259	1176	377	147	524
Total	11419	1641	13060	2097	467	2564	802	254	1056

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 2008 to 2017 is given in **Table 3**.

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

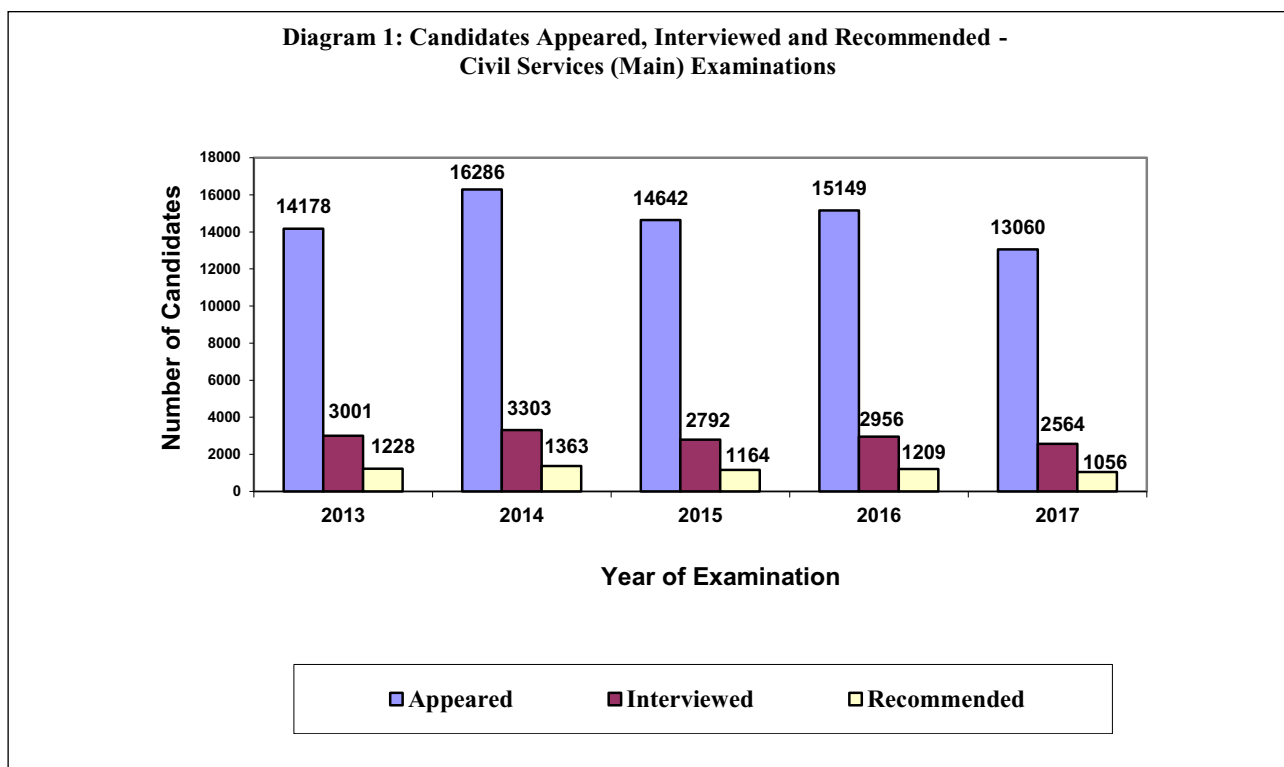
Year	Number of Vacancies	Year	Number of Vacancies
2008	881	2013	1228
2009	989	2014	1364 [@]
2010	1043 ^{\$}	2015	1164
2011	1001	2016	1209
2012	1091	2017	1058 [#]

^{\$} Result declared – 1042 posts (candidature of one candidate whose result was withheld has been cancelled)

[@] Result declared – 1363 posts.

[#] Result declared – 1056 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, 2017

Educational Qualification	Number of Candidates		Success Rate (Percent)
	Interviewed	Recommended	
I Bachelor Degrees	1996	821	41.0%
(i) Humanities	241	106	44.0%
(ii) Science	74	31	41.9%
(iii) Medical Science	145	47	32.4%
(iv) Engineering	1536	637	41.3%
II Higher Degrees	568	235	41.5%
(i) Humanities	308	124	40.3%
(ii) Science	86	37	43.0%
(iii) Medical Science	19	12	63.2%
(iv) Engineering	155	62	40.0%
Total	2564	1056	41.2%

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 1056 or 41.2 percent of the candidates interviewed, were recommended for appointment to various civil services. Of them, 821 (77.7%) were graduates and 235 (22.3%) possessed post-graduate or higher qualifications.

6. The Optional Subject-wise distribution of candidates, who appeared in the Civil Services (Main) Examination, 2017 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, 2017

Sl. No.	Optional Subject	Number of Candidates		Success Rate (Percent)
		Appeared	Recommended	
(1)	(2)	(3)	(4)	(5)
1.	Agriculture	89	11	12.4%
2.	Animal Husbandry and Veterinary Science	23	2	8.7%
3.	Anthropology	880	85	9.7%
4.	Botany	44	5	11.4%
5.	Chemistry	126	11	8.7%
6.	Civil Engineering	124	11	8.9%
7.	Commerce and Accountancy	224	28	12.5%
8.	Economics	233	16	6.9%
9.	Electrical Engineering	193	19	9.8%
10.	Geography	2669	147	5.5%
11.	Geology	37	2	5.4%
12.	History	1074	59	5.5%
13.	Law	304	43	14.1%
14.	Literature of Assamese Language	3	0	0.0%
15.	Literature of Bengali Language	3	0	0.0%
16.	Literature of Bodo Language	1	1	100.0%
17.	Literature of English Language	21	2	9.5%
18.	Literature of Gujarati Language	101	8	7.9%
19.	Literature of Hindi Language	267	19	7.1%
20.	Literature of Kannada Language	115	4	3.5%
21.	Literature of Maithili Language	78	5	6.4%

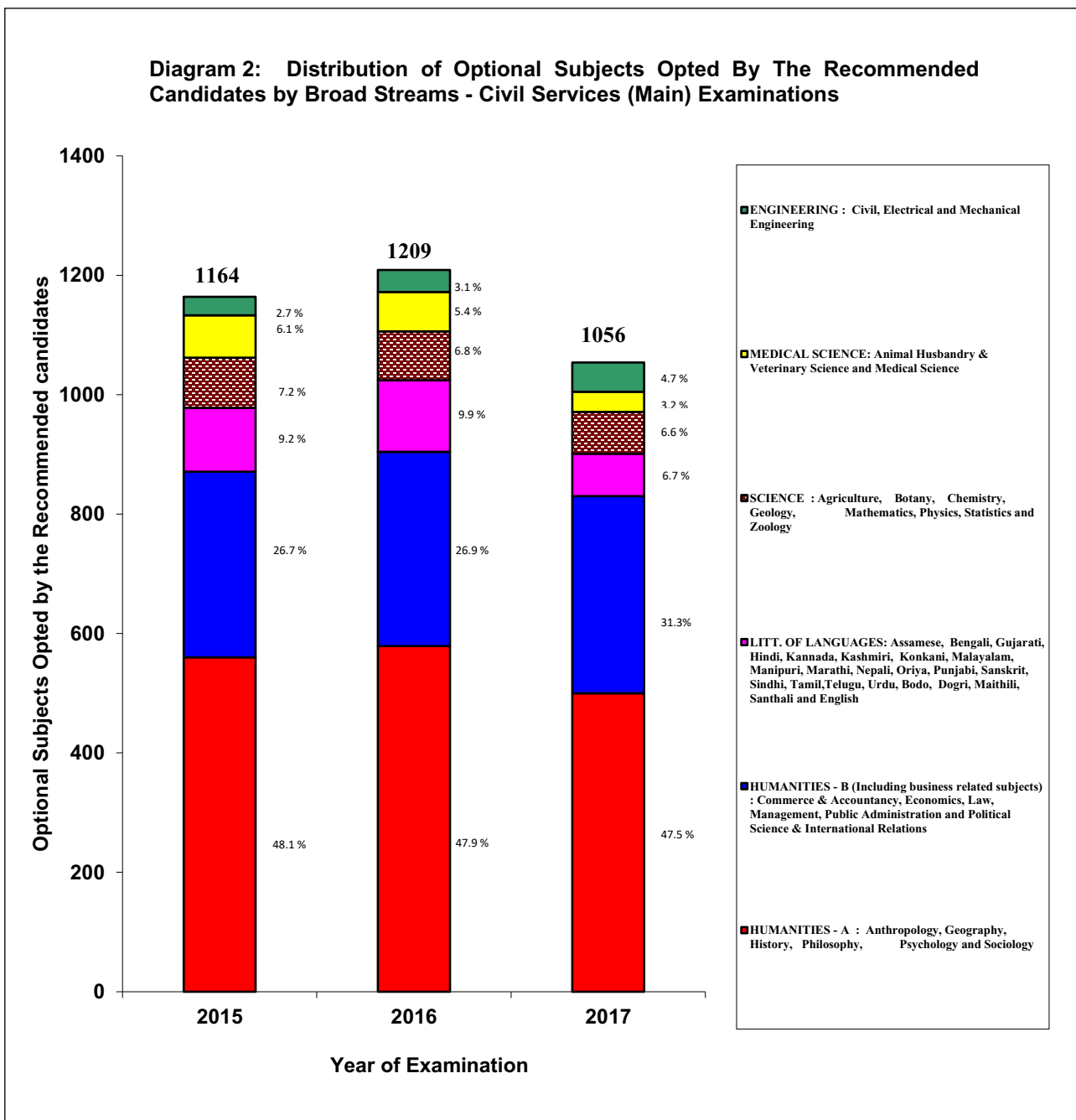
22.	Literature of Malayalam Language	111	8	7.2%
23.	Literature of Manipuri Language	13	1	7.7%
24.	Literature of Marathi Language	17	0	0.0%
25.	Literature of Nepali Language	1	0	0.0%
26.	Literature of Oriya Language	5	0	0.0%
27.	Literature of Punjabi Language	39	6	15.4%
28.	Literature of Sanskrit Language	70	5	7.1%
29.	Literature of Sindhi (Devanagari Script) Language	2	1	50.0%
30.	Literature of Tamil Language	107	5	4.7%
31.	Literature of Telugu Language	72	1	1.4%
32.	Literature of Urdu Language	26	5	19.2%
33.	Management	86	7	8.1%
34.	Mathematics	441	26	5.9%
35.	Mechanical Engineering	170	19	11.2%
36.	Medical Science	313	32	10.2%
37.	Philosophy	755	53	7.0%
38.	Physics	140	14	10.0%
39.	Political Science and International Relations	1246	117	9.4%
40.	Psychology	193	21	10.9%
41.	Public Administration	1165	119	10.2%
42.	Sociology	1421	137	9.6%
43.	Statistics	3	0	0.0%
44.	Zoology	55	1	1.8%

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 Political Science and International Relations.
- (ii) Amongst the subjects opted by 100 or more candidates, the highest percentage of successful candidates had opted for Law (14.1 percent) followed by Commerce and Accountancy (12.5 percent) and Mechanical Engineering (11.2 percent).
- (iii) As far as academic backgrounds of the recommended candidates are concerned, 66.2% were from Engineering, followed by 21.8%, 6.4% and 5.6% from Humanities, Science and Medical Science respectively. However, 85.5% of optional subjects opted by the recommended candidates were related to Humanities (including literature of languages), followed by 6.6%, 4.7% and 3.2% related to Science, Engineering and

Medical Science 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.

6.1 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 166 candidates or 15.7 percent belonged to the Scheduled Castes community, 75 candidates or 7.1 percent to the Scheduled Tribes, 291 candidates or 27.6 percent to the Other Backward Classes and 524 candidates or 49.6 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, 2017
[Age reckoned as on 01-08-2017]

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	78551	25973	104524	19077	8103	16058	6224	14038	4500	10469	2878	18909	4268
	75.2%	24.8%	100%	24.3%	31.2%	20.4%	24.0%	17.9%	17.3%	13.3%	11.1%	24.1%	16.4%
ST	28099	9526	37625	6915	2950	6329	2448	5378	1747	3664	1110	5813	1271
	74.7%	25.3%	100%	24.6%	31.0%	22.5%	25.7%	19.1%	18.3%	13.1%	11.7%	20.7%	13.3%
OBC	94052	31763	125815	24472	11665	20179	7526	16928	4960	12530	3089	19943	4523
	74.8%	25.2%	100%	26.0%	36.7%	21.5%	23.7%	18.0%	15.6%	13.3%	9.7%	21.2%	14.3%
General	130028	58633	188661	33348	20141	30333	14920	27231	10899	21309	7248	17807	5425
	68.9%	31.1%	100%	25.7%	34.4%	23.3%	25.4%	20.9%	18.6%	16.4%	12.4%	13.7%	9.2%
Total	330730	125895	456625	83812	42859	72899	31118	63575	22106	47972	14325	62472	15487
	72.4%	27.6%	100%	25.4%	34.0%	22.0%	24.7%	19.2%	17.6%	14.5%	11.4%	18.9%	12.3%

M → Male ; F → Female; T → Total

Table 6-B: Community, Age and Gender-wise Distribution of Candidates Appeared Civil Services (Main) Examination, 2017
[Age reckoned as on 01-08-2017]

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	1780	264	2044	153	33	393	77	402	77	341	36	491	41
	87.1%	12.9%	100.00%	8.6%	12.5%	22.1%	29.2%	22.6%	29.2%	19.1%	13.6%	27.6%	15.5%
ST	798	90	888	101	9	155	24	203	25	133	21	206	11
	89.9%	10.1%	100.00%	12.7%	10.0%	19.4%	26.7%	25.4%	27.8%	16.7%	23.3%	25.8%	12.2%
OBC	3130	316	3446	365	50	799	102	775	86	556	39	635	39
	90.8%	9.2%	100.00%	11.7%	15.8%	25.5%	32.3%	24.7%	27.2%	17.8%	12.3%	20.3%	12.4%
General	5711	971	6682	731	157	1575	320	1588	281	1098	130	719	83
	85.5%	14.5%	100.00%	12.8%	16.2%	27.6%	33.0%	27.8%	28.9%	19.2%	13.4%	12.6%	8.5%
Total	11419	1641	13060	1350	249	2922	523	2968	469	2128	226	2051	174
	87.4%	12.6%	100.00%	11.8%	15.2%	25.6%	31.8%	26.0%	28.6%	18.6%	13.8%	18.0%	10.6%

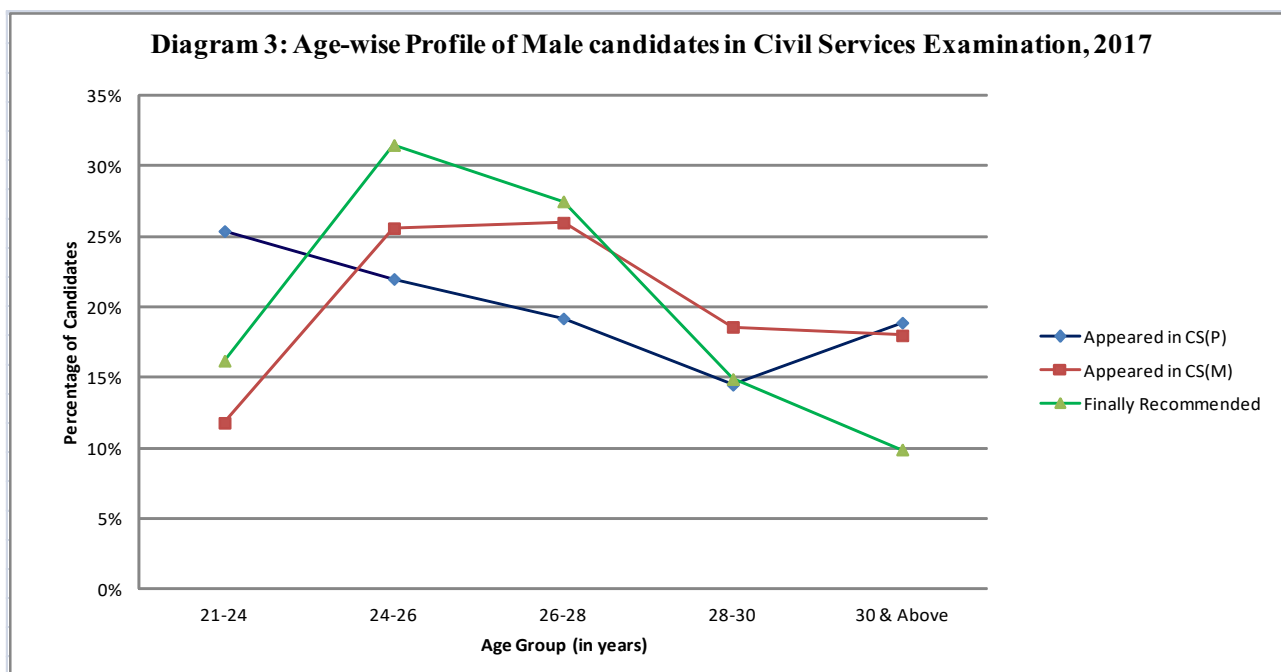
M → Male ; F → Female; T → Total

Table 6-C: Community, Age and Gender-wise Distribution of Candidates Recommended - Civil Services (Main) Examination, 2017
 [Age reckoned as on 01-08-2017]

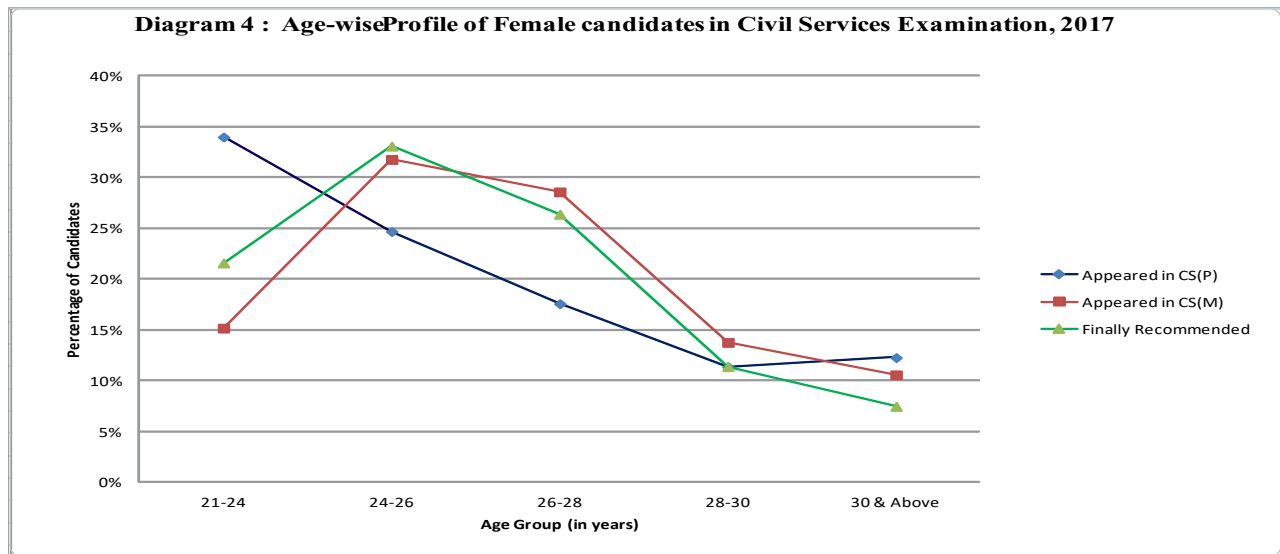
Community	Recommended Candidates			Age - Group									
				21-24 years		24-26 years		26-28 years		28-30 years		30 years & above	
	M	F	T	M	F	M	F	M	F	M	F	M	F
SC	121	45	166	16	7	33	15	29	16	23	6	20	1
	72.9%	27.1%	100%	13.2%	15.6%	27.3%	33.3%	24.0%	35.6%	19.0%	13.3%	16.5%	2.2%
ST	62	13	75	14	3	9	2	24	6	7	0	8	2
	82.7%	17.3%	100%	22.6%	23.1%	14.5%	15.4%	38.7%	46.1%	11.3%	0.0%	12.9%	15.4%
OBC	242	49	291	37	6	78	20	68	10	34	7	25	6
	83.2%	16.8%	100%	15.3%	12.3%	32.2%	40.8%	28.1%	20.4%	14.1%	14.3%	10.3%	12.2%
General	377	147	524	63	39	134	47	99	35	55	16	26	10
	71.9%	28.1%	100%	16.7%	26.5%	35.5%	32.0%	26.3%	23.8%	14.6%	10.9%	6.9%	6.8%
Total	802	254	1056	130	55	254	84	220	67	119	29	79	19
	75.9%	24.1%	100%	16.2%	21.6%	31.7%	33.1%	27.4%	26.4%	14.8%	11.4%	9.9%	7.5%

M → Male ; F → Female; T → Total

8. **Diagram-3** shows the trend of **male candidates** who appeared in Civil Services Examination 2017. It may be seen that highest percentage (25.4%) amongst the appeared male candidates in Civil Services (Preliminary) Examination 2017 were from the age group of 21-24 years. But, in Civil Services (Main) Examination 2017, maximum 26.0% male candidates appeared from the age group of 26-28 years. However, among the recommended candidates, the highest percentage (31.7%) of males recommended, were from the age group of 24-26 years.



9. **Diagram-4** shows the trend of **female candidates** who appeared in Civil Services Examination 2017. It may be seen that highest percentage (34.0%) amongst the appeared female candidates in Civil Services (Preliminary) Examination 2017, were from the age group of 21-24 years. But in Civil Services (Main) Examination 2017, maximum 31.8% of the female candidates appeared from the age group of 24-26 years and at recommendation stage, the highest percentage (33.1%) 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 (32.0 percent), followed by 26 - 28 years (27.2 percent), 21-24 years (17.5 percent), 28-30 years (14.0 percent) and 30 years & above (9.3 percent).

10. Out of 1,641 female candidates who appeared in the Civil Services (Main) Examination, 2017, total 254 were recommended for appointment, registering a success rate at 15.5 percent. As against this, 802 out of 11,419 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, 2017

Community	Appeared Candidates			Recommended Candidates			Success Rate (Percent)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
SC	1780	264	2044	121	45	166	6.8%	17.0%	8.1%
ST	798	90	888	62	13	75	7.8%	14.4%	8.4%
OBC	3130	316	3446	242	49	291	7.7%	15.5%	8.4%
General	5711	971	6682	377	147	524	6.6%	15.1%	7.8%
Total	11419	1641	13060	802	254	1056	7.0%	15.5%	8.1%

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 14,108 persons with disabilities who applied for the Civil Services (Preliminary) Examination, 2017, total 6,477 candidates appeared in Civil Services (Preliminary) Examination and 293 qualified. But only 266 candidates with disabilities appeared in Civil Services (Main) Examination and 29 such candidates were recommended for appointment. Of them, three candidates belonged to SC, five candidates belonged to Other Backward Classes and 21 to General community. This includes six female candidates recommended for appointment. Further, four such candidates qualified the examination in their first attempt. Furthermore, among these 29 candidates with disabilities, four candidates belong to the age group of 21-24 years.

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 appeared in Civil Services (Preliminary) Examination, Civil Services (Main) Examination 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, 2017

Community	Gender	Number of Attempts Made by the Appeared Candidates								Total
		1	2	3	4	5	6	7	8 & above	
SC	Male	37696	15825	9364	5998	3506	2146	1458	2558	78551
		47.99%	20.15%	11.92%	7.63%	4.46%	2.73%	1.86%	3.26%	100%
	Female	15391	4937	2504	1423	712	395	279	332	25973
		59.26%	19.01%	9.64%	5.48%	2.74%	1.52%	1.07%	1.28%	100%
ST	Male	13327	5684	3481	2109	1266	816	547	869	28099
		47.43%	20.23%	12.39%	7.51%	4.50%	2.90%	1.95%	3.09%	100%
	Female	5485	1921	969	529	273	148	91	110	9526
		57.58%	20.17%	10.17%	5.55%	2.87%	1.55%	0.96%	1.15%	100%
OBC	Male	44576	18976	11528	7645	4651	2908	2014	1754	94052
		47.39%	20.18%	12.26%	8.13%	4.95%	3.09%	2.14%	1.86%	100%
	Female	19172	6038	3049	1707	859	467	268	203	31763
		60.36%	19.01%	9.60%	5.37%	2.71%	1.47%	0.84%	0.64%	100%
General	Male	68230	27907	16004	9845	5284	2653	53	52	130028
		52.48%	21.46%	12.31%	7.57%	4.06%	2.04%	0.04%	0.04%	100%
	Female	36491	11626	5567	3019	1393	524	7	6	58633
		62.24%	19.83%	9.49%	5.15%	2.38%	0.89%	0.01%	0.01%	100%

Community	Gender	Number of Attempts Made by the Appeared Candidates								Total
		1	2	3	4	5	6	7	8 & above	
Total	Male	163829	68392	40377	25597	14707	8523	4072	5233	330730
		49.53%	20.68%	12.21%	7.74%	4.45%	2.58%	1.23%	1.58%	100%
	Female	76539	24522	12089	6678	3237	1534	645	651	125895
		60.80%	19.48%	9.60%	5.30%	2.57%	1.22%	0.51%	0.52%	100%
	Total	240368	92914	52466	32275	17944	10057	4717	5884	456625
		52.64%	20.35%	11.49%	7.07%	3.93%	2.20%	1.03%	1.29%	100%

Note 1: Only six chances are allowed for General Category candidates. However additional three chances are allowed for PWD candidates.

Table 8-B: Number of Attempts made by the Appeared Candidates: Community and Gender-wise - Civil Services (Main) Examination, 2017

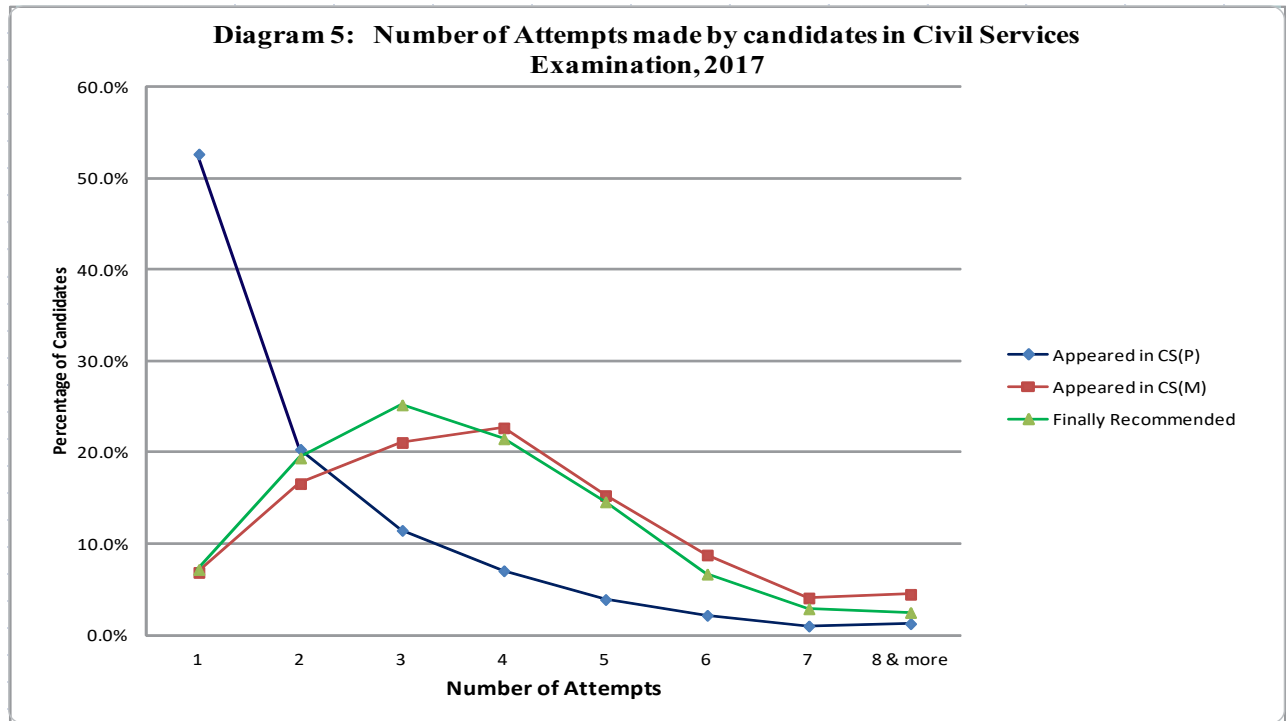
Community	Gender	Number of Attempts Made by the Appeared Candidates								Total
		1	2	3	4	5	6	7	8 & above	
SC	Male	74	201	283	316	287	207	168	244	1780
		4.2%	11.3%	15.9%	17.8%	16.1%	11.6%	9.4%	13.7%	100%
	Female	11	33	59	55	36	27	18	25	264
		4.2%	12.5%	22.4%	20.8%	13.6%	10.2%	6.8%	9.5%	100%
ST	Male	38	75	133	143	122	77	79	131	798
		4.8%	9.4%	16.7%	17.9%	15.3%	9.6%	9.9%	16.4%	100%
	Female	4	12	18	12	16	14	10	4	90
		4.4%	13.3%	20.0%	13.3%	17.9%	15.6%	11.1%	4.4%	100%
OBC	Male	184	451	598	714	501	295	228	159	3130
		5.9%	14.4%	19.1%	22.8%	16.0%	9.4%	7.3%	5.1%	100%
	Female	20	53	71	72	50	28	18	4	316
		6.3%	16.8%	22.5%	22.8%	15.8%	8.8%	5.7%	1.3%	100%
General	Male	488	1130	1349	1421	851	444	14	14	5711
		8.6%	19.8%	23.6%	24.9%	14.9%	7.8%	0.2%	0.2%	100%
	Female	76	219	251	226	142	56	0	1	971
		7.8%	22.6%	25.8%	23.3%	14.6%	5.8%	0.0%	0.1%	100%
Total	Male	784	1857	2363	2594	1761	1023	489	548	11419
		6.9%	16.3%	20.7%	22.7%	15.4%	8.9%	4.3%	4.8%	100%
	Female	111	317	399	365	244	125	46	34	1641
		6.8%	19.3%	24.3%	22.2%	14.9%	7.6%	2.8%	2.1%	100%
	Total	895	2174	2762	2959	2005	1148	535	582	13060
		6.9%	16.6%	21.1%	22.7%	15.3%	8.8%	4.1%	4.5%	100%

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

Table 8-C: Number of Attempts made by the Recommended Candidates: Community and Gender-wise - Civil Services (Main) Examination, 2017

Community	Gender	Number of Attempts Made by the Recommended Candidates								Total
		1	2	3	4	5	6	7	8 & above	
SC	Male	6	14	28	23	18	12	8	12	121
		5.0%	11.6%	23.1%	19.0%	14.9%	9.9%	6.6%	9.9%	100%
	Female	3	7	10	13	1	8	3	0	45
		6.7%	15.5%	22.2%	28.9%	2.2%	17.8%	6.7%	0.0%	100%
ST	Male	3	11	15	10	9	4	4	6	62
		4.8%	17.7%	24.2%	16.1%	14.5%	6.5%	6.5%	9.7%	100%
	Female	0	2	5	1	2	2	1	0	13
		0.0%	15.4%	38.4%	7.7%	15.4%	15.4%	7.7%	0.0%	100%
OBC	Male	16	38	55	53	48	13	12	7	242
		6.6%	15.7%	22.7%	21.9%	19.8%	5.4%	5.0%	2.9%	100%
	Female	4	9	10	14	7	4	1	0	49
		8.1%	18.4%	20.4%	28.6%	14.3%	8.2%	2.0%	0.0%	100%
General	Male	30	83	94	96	50	22	2	0	377
		8.0%	22.0%	24.9%	25.5%	13.3%	5.8%	0.5%	0.0%	100%
	Female	14	40	50	17	19	6	0	1	147
		9.5%	27.2%	34.0%	11.6%	12.9%	4.1%	0.0%	0.7%	100%
Total	Male	55	146	192	182	125	51	26	25	802
		6.9%	18.2%	23.9%	22.7%	15.6%	6.4%	3.2%	3.1%	100%
	Female	21	58	75	45	29	20	5	1	254
		8.3%	22.8%	29.5%	17.7%	11.4%	7.9%	2.0%	0.4%	100%
	Total	76	204	267	227	154	71	31	26	1056
7.2%		19.3%	25.3%	21.5%	14.6%	6.7%	2.9%	2.5%	100%	

Note 1: Only six chances are allowed for General Category candidates. However additional three chances are allowed for PWD candidates.



13.1 It follows from Table 8-A and 8-C that while 52.6 percent of candidates appeared in Civil Services (Preliminary) Examination 2017 in their first attempt, only 7.2 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 19.3 percent, 25.3 percent and 21.5 percent respectively.

Appendix-10

Engineering Services Examination, 2018: Profile of Candidates

Engineering Services Examination is conducted in three stages. The 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 (Main/ Stage-II) Examination.
- (ii) **Stage-II:** Engineering Services (Main/ 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 Main/ 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 Main/ Stage-II Examination are counted for determining their final order of merit.

2.1 The Engineering Services (Main/ 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 (Main/ 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, 2018 are as follows:

<u>Discipline</u>	<u>Number of Vacancies</u>
(i) Civil Engineering	- 187
(ii) Mechanical Engineering	- 155
(iii) Electrical Engineering	- 122
(iv) Electronics and Telecommunication Engineering	- 119
Total	- <u>583</u>

4. Out of 3,46,773 candidates who had applied for the Engineering Services (Preliminary) Examination 2018, only 1,73,094 (49.9%) candidates appeared in the Preliminary Examination held on January 7, 2018. On the basis of result of the Preliminary Examination, 4,206 (2.4%) candidates qualified for Engineering Services (Main) Examination 2018 and 3,889 candidates appeared in Engineering Services (Main) Examination 2018 held on July 1, 2018. Further, on the basis of result of Main Examination, 1,491 candidates qualified for Personality Test. Of those, only 1,476 candidates attended the Personality Test and 511 candidates were recommended for appointment to the various engineering services/ posts initially. The result of the remaining 72 vacancies have not been declared till the end of the year 2018-19. 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, 2018

Community	Number of Candidates						
	Applied			Appeared			Drop-out Rate (%)
	Male	Female	Total	Male	Female	Total	
Scheduled Castes	56,464	11,704	68,168	22,915	4,462	27,377	59.8%
Scheduled Tribes	18,657	3,897	22,554	8,720	1,835	10,555	53.2%
Other Backward Classes	77,108	22,537	99,645	46,588	8,960	55,548	44.3%
General	1,15,462	40,944	1,56,406	64,548	15,066	79,614	49.1%
Total	2,67,691	79,082	3,46,773	1,42,771	30,323	1,73,094	50.1%

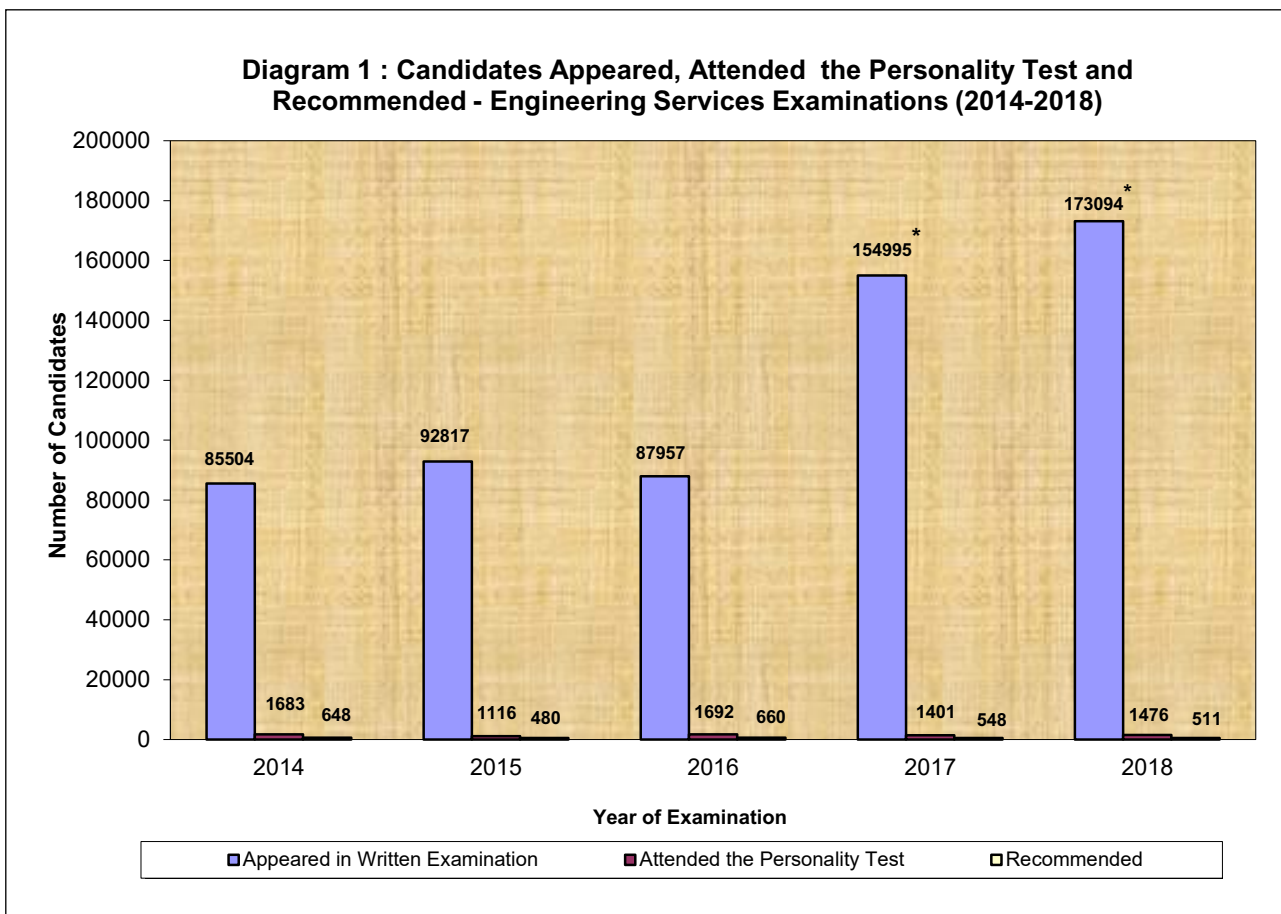
4.1 It is seen from Table 1 that out of 3,46,773 candidates who applied for the Engineering Services (Preliminary) Examination, 2018, only 1,73,094 or 49.9% of the candidates appeared for the Preliminary Examination. In other words, 50.1% of the candidates did not turn up for the examination. Further, 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 Main Examination), attended the personality test and recommended in the Engineering Services Examination 2018 are given in **Table-2**.

Table-2: Community-wise Number of Candidates -Engineering Services Examination, 2018

Community	Number of Candidates						
	Preliminary Examination			Main Examination		Attended the Personality Test	Recommended
	Applied	Appeared	Qualified	Appeared	Qualified		
Scheduled Castes	68,168	27,377	453	408	133	131	61
Scheduled Tribes	22,554	10,555	222	210	63	62	28
Other Backward Classes	99,645	55,548	1,315	1,222	504	500	129
General	1,56,406	79,614	2,216	2,049	791	783	293
Total	3,46,773	1,73,094	4,206	3,889	1,491	1,476	511

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**.



* Number of candidates appeared in Preliminary Examination

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, 2018

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	1,213	71	1,284	433	25	458
Higher Degrees	186	6	192	53	0	53
Total	1,399	77	1,476	486	25	511

5.1 It follows from Table-3 that while 89.6 percent of the candidates recommended for appointment were graduates, remaining 10.4 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 87.0 percent and 13.0 percent respectively.

5.2 It is seen from Table-3 that out of 511 candidates recommended for appointment, 486 candidates or 95.1 percent were having first division and 25 candidates or 4.9 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 94.8 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, 2018

Academic Qualifications	Number of Candidates	
	Attended the Personality Test	Recommended
I Regular Degrees		
(a) First Division	1,213	433
(i) B.E./ B. Tech./B.Sc. (Engineering)	186	53
(ii) M.E./M.Tech./M.Sc. (Engineering)		
(b) Other Divisions		
(i) B.E./ B. Tech./B.Sc. (Engineering)	71	25
(ii) M.E./M.Tech./M.Sc. (Engineering)	6	0
Sub-Total	1,476	511
II Equivalent Qualifications		
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.	0	0
Total	1,476	511

6.1 It is seen from Table-4 that all 511 candidates recommended for appointment possess regular degrees from the Universities and none of the candidate possesses 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.

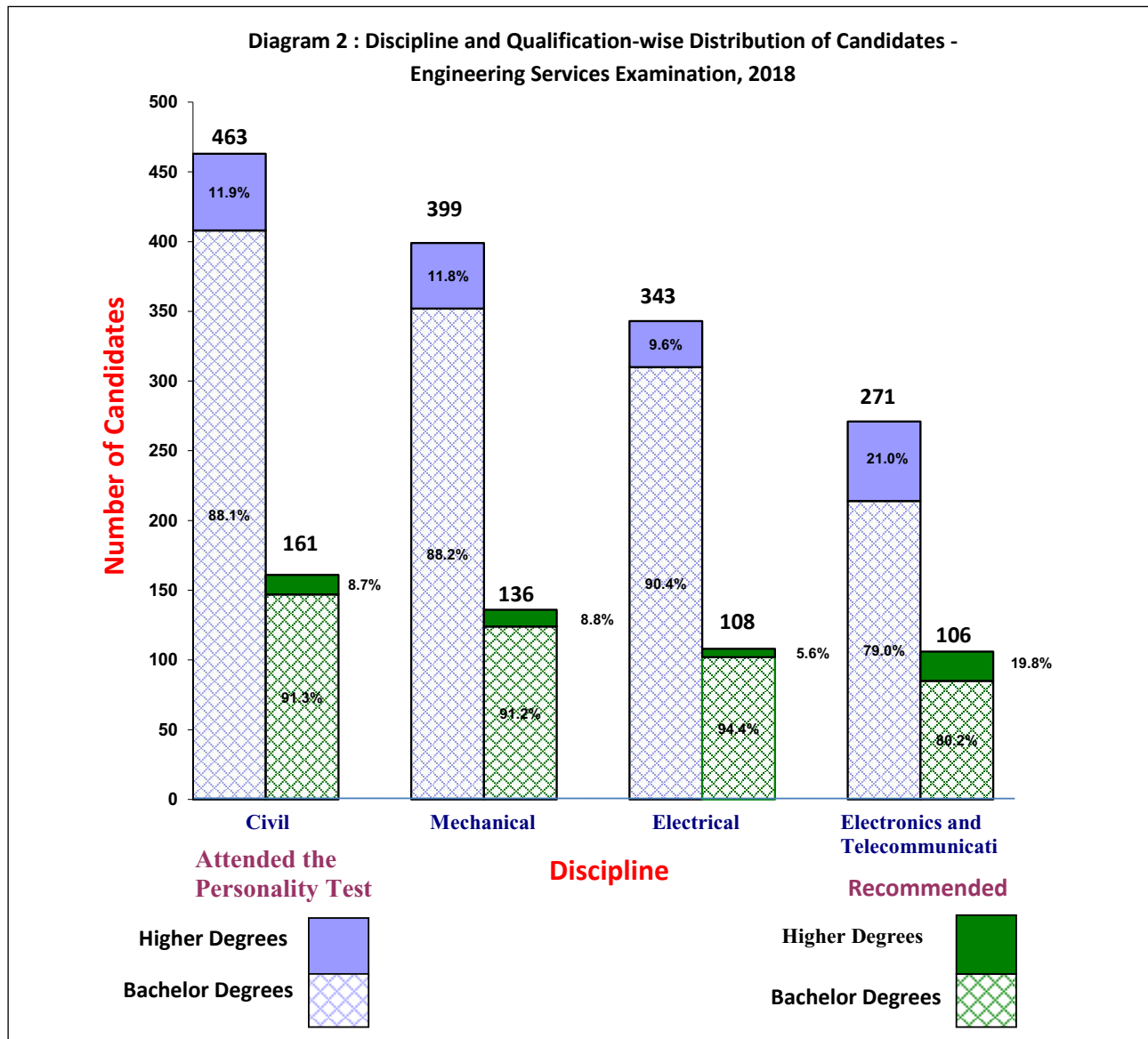
Table-5: Discipline-wise and Qualifications-wise Number of Candidates - Engineering Services Examination, 2018

Discipline	Candidates who Attended the Personality Test			Candidates Recommended		
	Bachelor Degrees	Higher Degrees	Total	Bachelor Degrees	Higher Degrees	Total
Civil	408	55	463	147	14	161
Mechanical	352	47	399	124	12	136
Electrical	310	33	343	102	6	108
Electronics and Telecommunication	214	57	271	85	21	106
Total	1,284	192	1,476	458	53	511

7.1 It follows from Table-5 that out of 511 candidates recommended for appointment, 161 candidates or 31.5 percent were recommended for Civil engineering posts, 136 candidates or 26.6 percent for Mechanical engineering posts, 108 candidates or 21.1 percent for Electrical engineering posts and 106 candidates or 20.8 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 8.7 percent, 8.8 percent, 5.6 percent and 19.8 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, 2018

Community	Candidates Attended the Personality Test			Candidates Recommended		
	Male	Female	Total	Male	Female	Total
Scheduled Castes	116	15	131	56	5	61
Scheduled Tribes	55	7	62	25	3	28
Other Backward Classes	463	37	500	119	10	129
General	723	60	783	275	18	293
Total	1,357	119	1,476	475	36	511

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, 2018

[Age reckoned as on 01-08-2018]

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	56	5	61	26	2	24	2	5	1	0	0	1	0
Scheduled Tribes	25	3	28	13	2	10	0	2	1	0	0	0	0
Other Backward Classes	119	10	129	46	4	43	3	24	3	5	0	1	0
General	275	18	293	118	7	109	7	37	4	11	0	0	0
Total	475	36	511	203	15	186	12	68	9	16	0	2	0

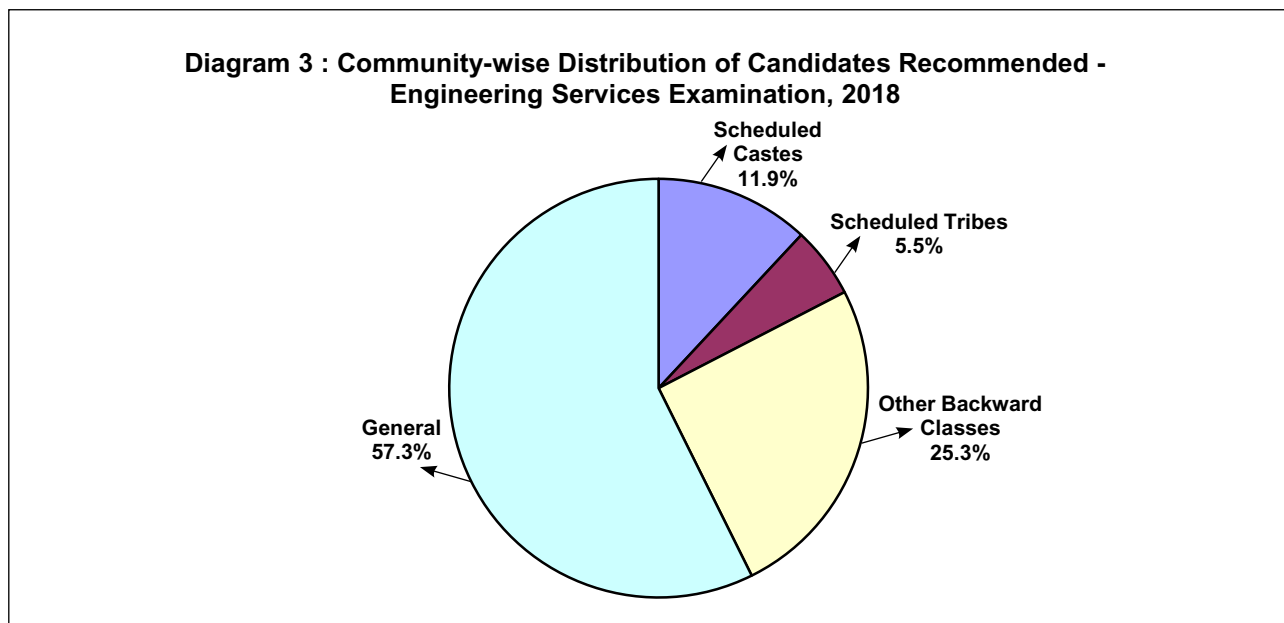
M: Male;

F: Female;

T : Total

9.1 It is seen from Table-7 that 61 candidates or 11.9 percent belonged to the Scheduled Castes, 28 candidates or 5.5 percent to the Scheduled Tribes, 129 candidates or 25.3 percent to the Other Backward Classes and 293 candidates or 57.3 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, 2018

[Age reckoned as on 01-08-2018]

Community	Average Age of Candidates Recommended (in years)		
	Male	Female	Total
Scheduled Castes	24.3	25.1	24.3
Scheduled Tribes	23.8	24.1	23.8
Other Backward Classes	24.9	24.7	24.8
General	24.5	24.5	24.5
Total	24.5	24.6	24.5

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

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

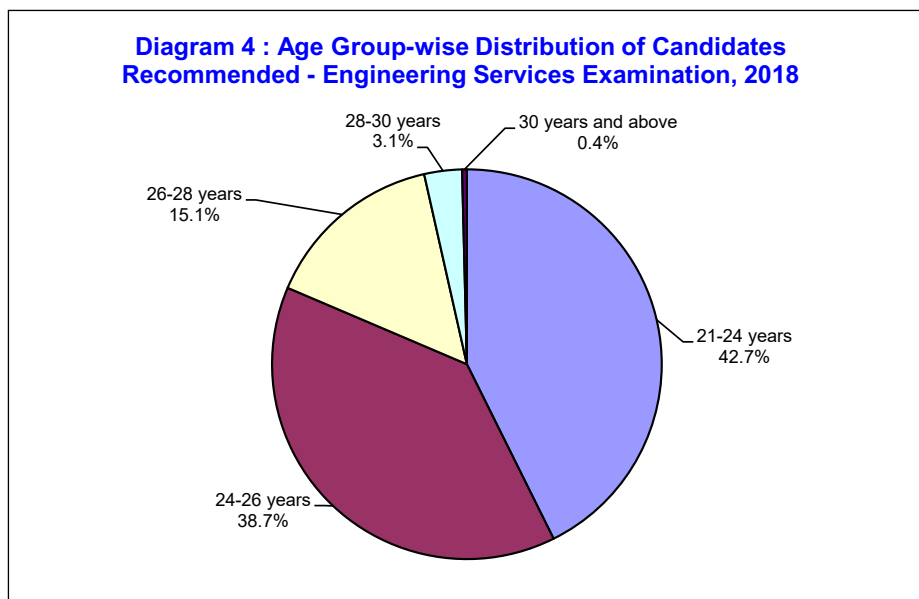
Table-9: Discipline and Age Group-wise Distribution of Candidates Recommended - Engineering Services Examination, 2018

[Age reckoned as on 01-08-2018]

Discipline	Candidates Recommended	Age group				
		21-24 years	24-26 years	26-28 years	28-30 Years	30 years and above
Civil	161	82	60	16	2	1
Mechanical	136	62	52	19	3	0
Electrical	108	47	45	16	0	0
Electronics and Telecommunication	106	27	41	26	11	1
Total	511	218	198	77	16	2

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 (42.7 percent), followed by age groups of 24 - 26 years (38.7 percent), 26 - 28 years (15.1 percent), 28 - 30 years (3.1 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, 2018. Out of these 20 vacancies, six vacancies (*five for PH1 category and one for PH3 category*) were

reserved in Civil Engineering discipline; **five** vacancies (*four for PH1 category and one for PH3 category*) were reserved in Mechanical Engineering discipline; **four** vacancies (*two each for PH1 category and PH3 category*) were reserved in Electrical Engineering discipline; **five** vacancies (*only for PH1 category*) were reserved in Electronics and Telecommunication Engineering discipline. [**PH1: Orthopedically differently abled, PH3: Hearing Impaired**].

12.1 Of the 2,988 candidates with disabilities, who applied for Engineering Services (Preliminary) Examination 2018, 1,329 candidates appeared in the Preliminary Examination and 147 candidates qualified the Preliminary Examination. Out of 147 qualified candidates, 123 candidates appeared in Engineering Services (Main) Examination 2018 and 53 candidates qualified the Main Examination. Out of them, 49 attended the Personality Test and a total of 18 candidates with disabilities (*six in Civil Engineering, five in Mechanical Engineering, two in Electrical Engineering and five in Electronics and Telecommunication Engineering discipline*) were recommended for appointment. Of these 18 recommended candidates **16** belonged to PH1 category and remaining two belonged to PH3 category.

12.2 Out of these 18 recommended candidates three belonged to the Scheduled Caste, eight belonged to the Other Backward Classes and seven belonged to the General category. Further, out of these 18 candidates, five candidates belonged to the age-group of 21 - 24 years, six to the age-group of 24 - 26 years, five to the age group of 26 - 28 years and two to the age group of 30 years and above.

Appendix-11

Indian Forest Service Examination, 2018: Profile of Candidates

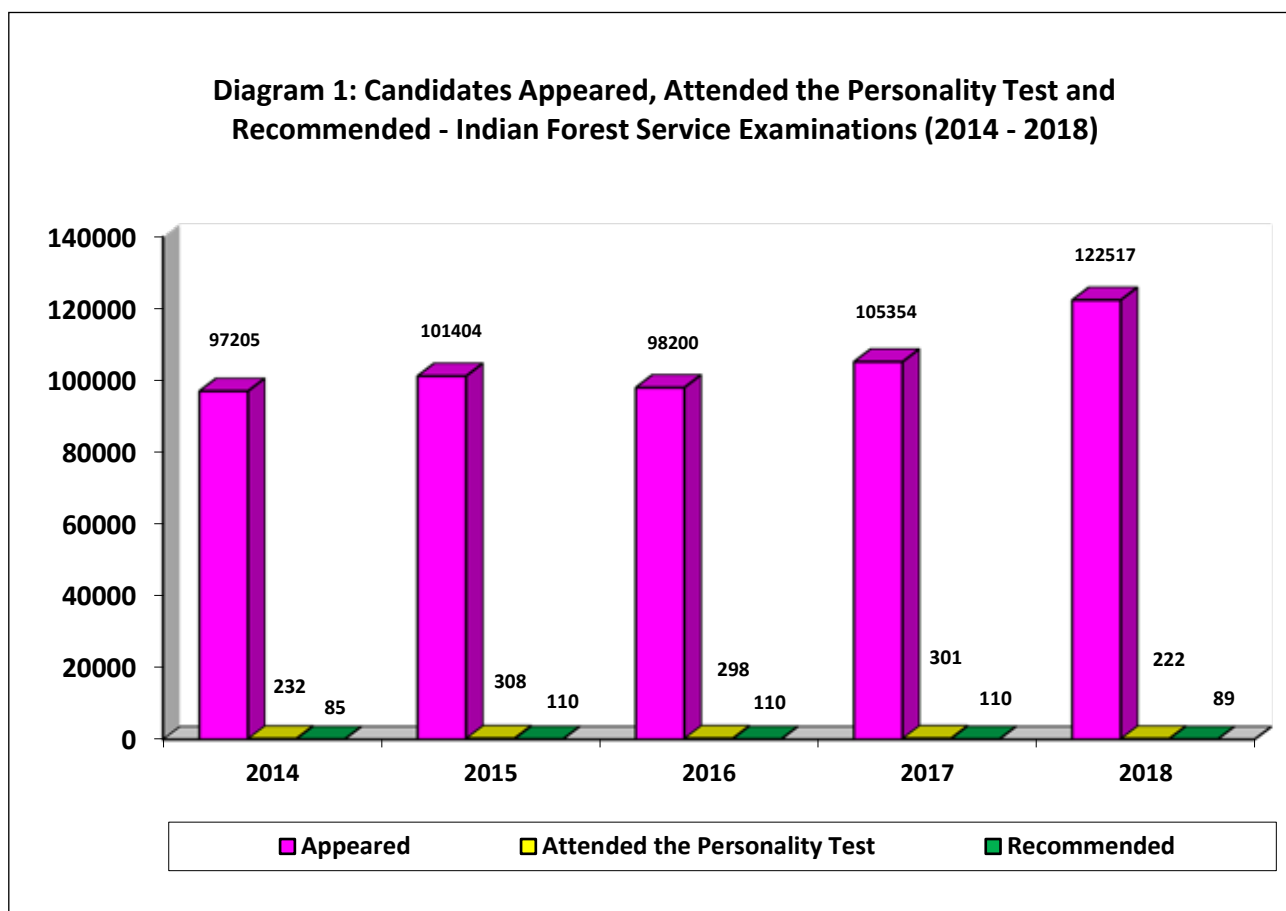
Every year Union Public Service Commission conducts Indian Forest Service Examination. The Indian Forest Service Examination is conducted in two successive stages viz. The Civil Services (Preliminary) Examination (Objective type) for screening and selection of candidates for Indian Forest Service (Main) 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 2,72,163 candidates who had applied for the Indian Forest Service through Civil Services (Preliminary) Examination, 2018, only 1,22,517 (45.0%) candidates appeared in the Preliminary Examination held on 3rd June 2018. On the basis of the result of the Preliminary Examination, 1,178 candidates qualified for Indian Forest Service (Main) Examination. Out of them only 1,060 candidates applied for Indian Forest Service (Main) Examination, 2018. However, 710 candidates appeared in the Indian Forest Service (Main) Examination 2018 held from 2nd December, 2018 to 10th December, 2018. Further, on the basis of result of Main Examination, 223 candidates qualified for Personality Test. But 222 candidates attended the Personality Test. Subsequently, 89 candidates were finally recommended by the Commission for appointment to the Indian Forest Service. One vacancy has not been filled due to non-availability of suitable PwBD (Person with Benchmark Disability) candidate under Locomotor Disability category. 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 (2014 - 2018)

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	
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
2018	90	2,72,163	1,22,517	1,178	1,060	710	223	222	89

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**.

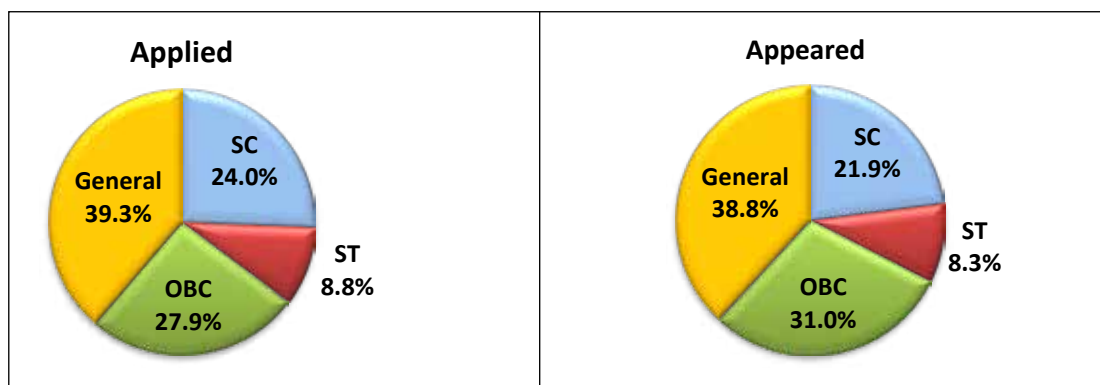


3. Community and gender-wise number of candidates applied and appeared for the Indian Forest Service (Preliminary) Examination 2018 is given in **Table-2** and Community wise percentage of candidates applied and appeared in the Indian Forest Service (Preliminary) Examination, 2018 are shown in **Diagram-2**.

Table-2: Community and Gender-wise percentage candidates Applied and Appeared in Indian Forest Service (Preliminary) Examination, 2018

Community	Applied				Appeared			
	Male	Female	Total	Percentage of Total	Male	Female	Total	Percentage of Total
SC	50,560	14,675	65,235	24.0%	20,730	6,035	26,765	21.9%
ST	18,072	5,952	24,024	8.8%	7,744	2,432	10,176	8.3%
OBC	54,756	21,062	75,818	27.9%	29,213	8,799	38,012	31.0%
General	72,600	34,486	1,07,086	39.3%	34,994	12,570	47,564	38.8%
Total	1,95,988	76,175	2,72,163	100.0%	92,681	29,836	1,22,517	100.0%

Diagram-2: Community wise Percentage of candidates Applied and Appeared -Indian Forest Service (Preliminary) Examination, 2018



It may be seen from Table-2 that out of 2,72,163 candidates who applied for the Indian Forest Service (Preliminary) Examination 2018, only 1,22,517 (45.0%) of the candidates appeared for the written examination. In other words, 55.0% 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 (59.0%). Out of the 1,22,517 candidates, who appeared in the Indian Forest Service Examination 2018, total 29,836 (24.4%) candidates were female. Similarly, of the total 89 candidates recommended in the Indian Forest Service Examination, 2018, Nine (10.1%) 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, 2018 are given in **Table-3**.

**Table-3: Community-wise Number of Candidates -
Indian Forest Service Examination, 2018**

Community	Number of Candidates							
	Preliminary Examination			Main Examination				Recom- mended
	Applied	Appeared	Quali- fied	Applied	Ap- peared	Qualified	Attended the Personality Test	
SC	65,235	26,765	160	145	96	28	28	13
ST	24,024	10,176	89	80	47	15	15	7
OBC	75,818	38,012	305	271	198	85	84	33
General	1,07,086	47,564	624	564	369	95	95	36
Total	2,72,163	1,22,517	1,178	1,060	710	223	222	89

5. Based on the information furnished by the candidates in the detailed application forms of Indian Forest Service Examination, 2018, 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, 2018

Academic Qualification		Number of Candidates	
		Attended the Personality Test	Recommended
I. Bachelor Degrees		180	72
(i)	Bachelor degree in Agriculture or Forestry	9	5
(ii)	Bachelor degree in Veterinary Science and Animal Husbandry / MBBS	1	-
(iii)	Bachelor degree in Physics, Chemistry, Botany, Zoology, Mathematics, Statistics or Geology	4	2
(iv)	Bachelor degree in Engineering	166	65
II. Higher Degrees		42	17
(i)	Master degree in Agriculture or Forestry	2	1
(ii)	Master degree in Veterinary Science and Animal Husbandry	1	-
(iii)	Master degree in Engineering	20	7
(iv)	Master degree in other subjects	18	9
(v)	Ph. D.	1	-
Total		222	89

5.1 As seen from Table-4 above, 80.9 percent of the candidates recommended were graduates and 19.1 percent possessed post-graduate or higher qualifications.

5.2 It may be seen from Table-4, that 80.9% of the candidates recommended in the Indian Forest Service Examination, 2018 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.	Agriculture	29	10	34.5%
2.	Agricultural Engineering	34	13	38.2%
3.	Animal Husbandry and Veterinary Science	3	-	-
4.	Botany	18	10	55.6%
5.	Chemical Engineering	3	2	66.7%
6.	Chemistry	22	8	36.4%
7.	Civil Engineering	12	3	25.0%
8.	Forestry	189	79	41.8%
9.	Geology	92	36	39.1%
10.	Mathematics	20	7	35.0%
11.	Mechanical Engineering	10	6	60.0%
12.	Physics	6	3	50.0%
13.	Zoology	6	1	16.7%

* 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 Agricultural Engineering, 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, 80.9% of the candidates were having Engineering background. However, only 13.5 % 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, 2018

(Age reckoned as on August 1, 2018)

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	28	25	3	2	-	7	1	6	1	8	1	2	-
ST	15	14	1	1	-	4	1	2	-	5	-	2	-
OBC	84	77	7	7	1	27	3	20	2	14	-	9	1
General	95	81	14	9	1	22	4	26	7	13	1	11	1
Total	222	197	25	19	2	60	9	54	10	40	2	24	2

T : Total; M : Male ; F : Female

7.1 It may be seen from the above Table-6 that, of the 222 candidates who attended the Personality Test, 28 (12.6%) candidates belonged to Scheduled Castes, 15 (6.8%) belonged to Scheduled Tribes, 84 (37.8%) belonged to Other Backward Classes and 95 (42.8%) 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, 2018

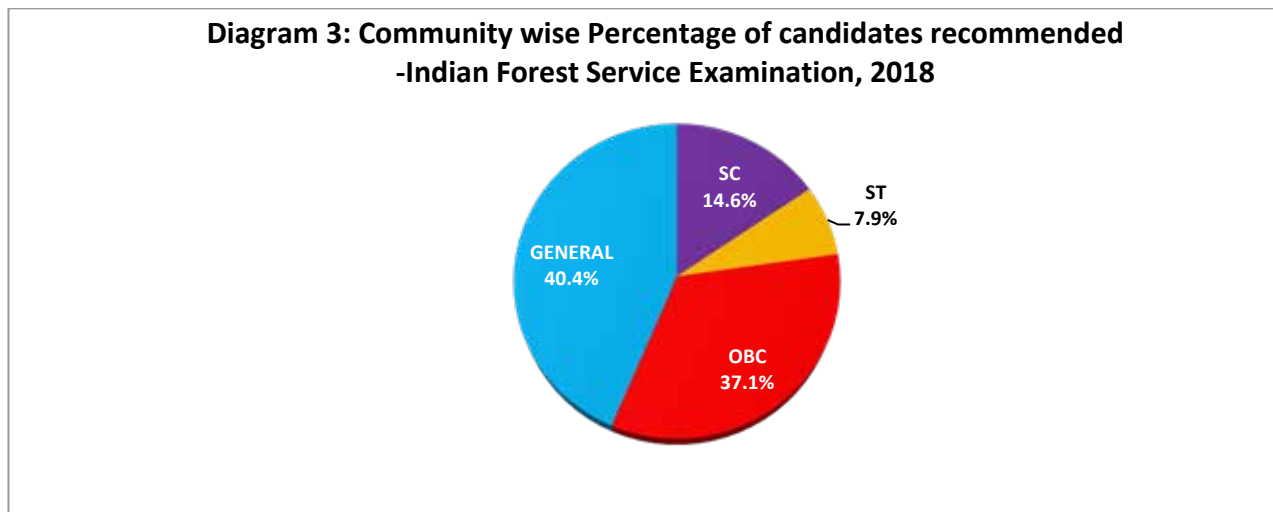
(Age reckoned as on August 1, 2018)

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	13	13	-	2	-	4	-	4	-	3	-	-	-
ST	7	7	-	1	-	-	-	1	-	4	-	1	-
OBC	33	29	4	3	1	12	3	7	-	4	-	3	-
General	36	31	5	4	-	13	1	6	4	2	-	6	-
Total	89	80	9	10	1	29	4	18	4	13	-	10	-

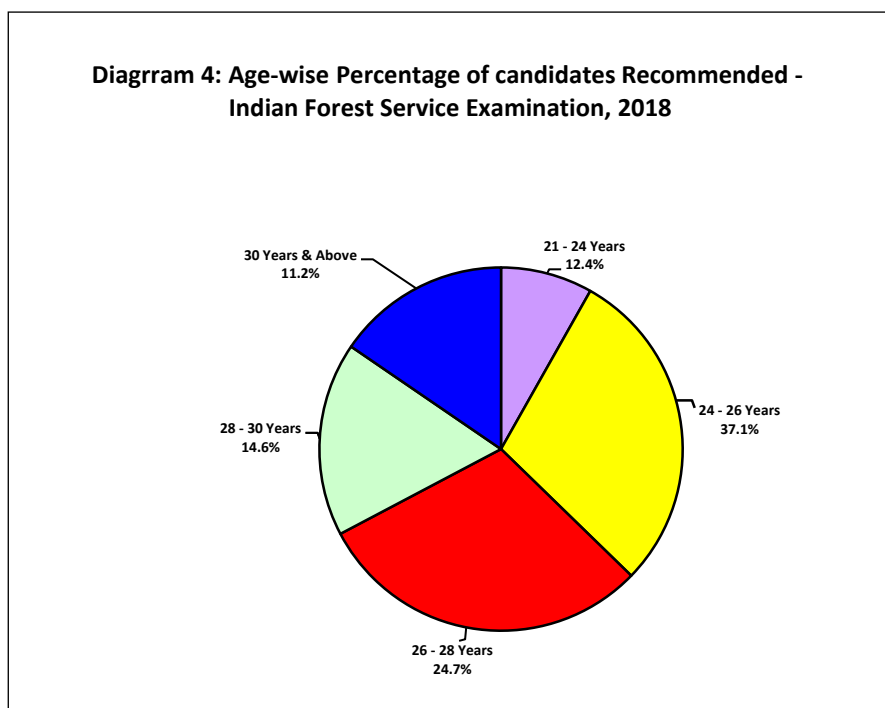
T : Total; M : Male ; F : Female

a. The following information emerges from Table-7:

- (i) Of the 89 recommended candidates, 13 (14.6%) belonged to Scheduled Castes, Seven (7.9%) to Scheduled Tribes, 33 (37.1%) to Other Backward Classes and 36 (40.4%) to General community. Community-wise percentage of candidates recommended in Indian Forest Service Examination, 2018 is also depicted in **Diagram-3**.



- (ii) Female candidates constituted 10.1 percent of the total candidates recommended.
- (iii) Highest percentage of the candidates recommended belonged to the age group of 24-26 years (37.1%) followed by 26-28 years (24.7%), 28-30 years (14.6%), 21-24 years (12.4%) and 30 years and above (11.2%). Age-wise percentage of candidates recommended in the Indian Forest Service Examination, 2018, 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 the Recommended Candidates: Community and Gender-wise - Indian Forest Service Examination, 2018

Community	Gender	Number of Attempts Made by the Recommended Candidates						
		1 st	2 nd	3 rd	4 th	5 th	6 th	Total
SC	Male	-	4	4	2	2	1	13
	Female	-	-	-	-	-	-	-
ST	Male	1	2	2	-	-	2	7
	Female	-	-	-	-	-	-	-
OBC	Male	-	5	12	5	4	3	29
	Female	1	2	-	1	-	-	4
General	Male	7	7	8	2	6	1	31
	Female	3	1	-	1	-	-	5
Total	Male	8	18	26	9	12	7	80
	Female	4	3	-	2	-	-	9
	Total	12	21	26	11	12	7	89

9.1 It follows from Table-8 that 13.5 percent of the candidates qualified the examination in the first attempt, 23.6 percent in the second attempt, 29.2 percent in the third attempt, 12.3 percent in fourth attempt, 13.5 percent in the fifth attempt, 7.9 percent in the sixth attempt. No recommended candidates (whether SC, ST, OBC or PwBD, who are eligible for more than six attempts) has availed more than six attempts.

10. A total number of four vacancies were reported by the Government for Person with Benchmark Disabilities (PwBD) to be filled up on the basis of Indian Forest Service Examination, 2018. Out of these four vacancies two were reserved for Blind or Low Vision category and one each for Deaf or Hard Hearing category and Locomotor Disability category including Leprosy cured & Acid attack victims. Of the 1,420 PwBD candidates who applied for the Indian Forest Service (Preliminary) Examination, 2018, 580 candidates appeared in Preliminary Examination. 52 PwBD candidates qualified the Preliminary Examination, but only 20 candidates appeared in Indian Forest Service (Main) Examination, 2018 and nine candidates qualified the Main Examination. All nine qualified candidates attended the Personality Test and only three PwBD candidates were recommended for appointment. One vacancy remained unfilled due to non availability of suitable candidate under Locomotor Disability category.

Appendix-12

Number of Engineering, Medical, Scientific & Technical and Non-Technical posts, Ministry-wise which were advertised during the year 2018-19

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	2	6	34	2	44
2.	Andaman and Nicobar Administration	1	-	1	1	3
3.	AYUSH	-	-	-	1	1
4.	Chandigarh Administration	1	12	-	-	13
5.	Civil Aviation	94	-	-	-	94
6.	Commerce and Industry	-	-	-	4	4
7.	Consumer Affairs, Food and Public Distribution	3	-	-	-	3
8.	Corporate Affairs	-	-	-	3	3
9.	Culture	1	-	-	-	1
10.	Daman and Diu Administration	9	-	-	1	10
11.	Defence	13	2	-	11	26
12.	Finance	-	-	-	10	10
13.	Government of National Capital Territory of Delhi	83	348	11	31	473
14.	Government of Puducherry	-	-	-	1	1
15.	Health and Family Welfare	24	65	-	2	91
16.	Home Affairs	1	-	8	1	10
17.	Information and Broadcasting	-	-	-	5	5
18.	Labour and Employment	70	-	9	-	79
19.	Law and Justice	-	-	-	8	8
20.	Mines	-	-	75	16	91
21.	Railways	7	-	-	-	7
22.	Shipping	12	-	1	-	13
23.	Textiles	4	-	-	-	4
24.	Water Resources, River Development and Ganga Rejuvenation	-	-	9	-	9
	Total	325	433	148	97	1003

Appendix-13

Engineering Posts, Discipline-wise, for which the Recruitment were finalized during the year 2018-19

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)	(22)	(23)
1	AUTOMOBILE	-	-	-	-	-	1	-	-	2	4	-	-	-	1	-	-	-	-	1	-	-	-	1	100.00
2	CHEMICAL	6	-	-	3	3	101	18	535	566	-	-	19	14	-	-	15	11	-	-	-	4	1	83.33	
3	CIVIL	4	-	-	1	3	61	14	139	259	2	1	6	13	2	1	5	12	-	-	-	2	2	100.00	
4	COMPUTER ENGINEERING/SCIENCE	2	-	-	-	2	35	11	139	254	1	1	6	7	1	-	5	4	-	-	-	1	1	100.00	
5	ELECTRICAL	6	-	-	1	3	89	94	377	403	3	2	32	19	1	2	24	15	-	-	1	4	1	100.00	
6	MECHANICAL	73	9	5	19	40	1366	331	3379	3539	38	17	134	86	24	11	101	59	7	5	26	22	22	82.19	
7	MINING	35	4	3	8	20	2065	563	4007	5751	36	13	85	127	29	11	68	97	4	3	8	19	19	97.14	
8	ELECTRONICS	2	-	-	-	2	32	6	80	216	1	-	8	10	-	-	5	6	-	-	-	-	2	100.00	
9	ELECTRICAL/ELECTRONICS	1	-	-	1	-	-	-	172	-	-	-	12	-	-	-	9	-	-	-	1	-	-	100.00	
10	ELECTRONICS & TELECOMMUNICATIONS	14	4	2	1	7	1870	505	3548	6717	15	16	9	33	10	11	8	28	4	2	1	6	6	92.86	
11	TEXTILE TECHNOLOGY	1	1	-	-	-	63	-	-	-	-	7	-	-	7	-	-	-	-	1	-	-	-	100.00	
12	MISCELLANEOUS	1	-	-	1	-	-	-	143	-	-	-	11	-	-	-	7	-	-	-	-	1	-	100.00	
TOTAL		146	18	11	37	80	5682	1542	12521	17709	103	50	322	310	74	36	247	233	16	11	48	55	89.04		

SC : SCHEDULED CASTES, ST : SCHEDULED TRIBES, OBC : OTHER BACKWARD CLASSES, UR : UNRESERVED
 TOTAL POSTS RESERVED : 66 CANDIDATES APPLIED : 37454 CANDIDATES CALLED FOR INTERVIEW : 785 CANDIDATES INTERVIEWED : 590 CANDIDATES RECOMMENDED : 130

Appendix-14

Scientific & Technical Posts, Discipline-wise, for which the Recruitment were finalized during the year 2018-19

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	SC	ST	OBC	SC	ST	OBC	SC	ST	OBC	SC	ST	OBC	SC	ST	OBC				
(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	AGRICULTURE/AGRONOMY/ENTOMOLOGY	4	-	-	-	4	68	28	176	348	4	-	16	15	4	-	15	13	-	-	-	3	75.00
2	CHEMISTRY	36	4	3	5	24	1910	285	3619	6061	42	23	77	81	28	11	63	69	5	2	10	16	91.67
3	GEOGRAPHY	5	3	-	1	1	264	15	214	220	13	-	7	4	12	-	7	4	3	-	1	1	100.00
4	HOME SCIENCE	1	1	-	-	-	29	-	-	-	7	-	-	-	7	-	-	-	1	-	-	-	100.00
5	MATHEMATICS	5	2	1	-	2	33	9	22	38	3	-	1	3	2	-	1	3	1	-	1	-	40.00
6	MICROBIOLOGY/BACTERIOLOGY/PATHOLOGY	3	-	-	1	2	119	22	375	654	-	-	12	22	-	-	9	17	-	-	2	1	100.00
7	PHYSICS	4	1	-	2	1	31	10	41	19	-	-	4	1	-	-	4	1	-	-	1	1	50.00
8	PSYCHOLOGY	2	1	-	-	1	38	-	19	127	2	-	2	6	2	-	2	4	1	-	-	1	100.00
9	TEXTILE TECHNOLOGY	1	-	-	-	1	18	1	37	67	3	-	5	7	3	-	4	4	-	-	1	-	100.00
10	ANTHROPOLOGY	3	-	-	2	1	9	10	54	39	1	3	18	7	1	3	15	6	-	-	2	1	100.00
11	TOXICOLOGY	1	-	-	-	1	25	2	87	205	-	-	1	7	-	-	1	5	-	-	-	1	100.00
12	MISCELLANEOUS	20	3	1	6	10	11	2	21	9	6	-	10	9	6	-	10	9	3	-	10	6	95.00
TOTAL		85	15	5	17	48	2555	384	4665	7787	81	26	153	162	65	14	131	135	14	2	28	31	88.24

SC : SCHEDULED CASTES, ST : SCHEDULED TRIBES, OBC : OTHER BACKWARD CLASSES, UR : UNRESERVED

TOTAL POSTS RESERVED : 37 CANDIDATES APPLIED : 15391 CANDIDATES CALLED FOR INTERVIEW : 422 CANDIDATES INTERVIEWED : 345 CANDIDATES RECOMMENDED : 75

Appendix-15 Non-Technical Posts, Discipline-wise, for which the Recruitment were finalized during the year 2018-19

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 (%)					
			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	ADMINISTRATION/PUBLIC ADMINISTRATION	2	-	-	-	2	41	20	76	186	1	1	3	6	1	-	1	5	-	-	-	2	100.00
2	COMMERCE	33	7	1	8	17	1479	387	1944	2729	37	5	57	43	28	4	48	39	8	1	11	13	100.00
3	ECONOMICS	2	-	1	-	1	6	114	26	59	-	8	4	3	-	5	3	2	-	1	-	-	100.00
4	EDUCATION/TEACHING	1	1	-	-	-	86	-	-	-	8	-	-	-	-	-	-	-	-	1	-	-	100.00
5	HISTORY	1	-	-	-	1	31	5	34	77	-	1	2	7	-	1	2	5	-	-	-	-	-
6	LANGUAGE-FOREIGN	12	4	-	1	7	277	80	243	390	6	12	4	25	6	10	4	14	3	1	1	4	75.00
7	LANGUAGE-INDIAN	2	-	-	1	1	13	8	109	210	-	-	2	7	-	-	2	5	-	-	-	1	100.00
8	LAW	71	10	4	17	40	2293	265	3858	7773	47	13	105	138	44	10	94	128	10	4	23	34	100.00
9	LINGUISTICS	1	1	-	-	-	39	-	-	-	9	-	-	-	-	8	-	-	1	-	-	-	100.00
10	MARKETING	1	-	-	-	1	36	4	64	220	-	-	1	3	-	-	1	3	-	-	-	-	100.00
11	POLITICAL SCIENCE	4	2	-	-	2	205	13	51	120	8	-	3	6	7	-	1	6	1	-	-	-	50.00
12	SOCIAL SCIENCES/SOCIAL WORK	43	7	3	13	20	1708	602	2733	3954	32	12	89	52	27	11	78	45	7	3	18	15	100.00
13	SPORTS	8	1	1	2	4	229	76	319	343	15	10	24	28	14	7	18	22	1	1	4	2	100.00
14	STORES	8	1	1	2	4	457	139	820	910	5	4	16	23	5	4	12	19	1	1	2	4	100.00
15	PHILOSOPHY	2	1	-	-	1	45	5	21	64	6	-	1	2	5	-	1	1	1	1	-	-	100.00
16	MISCELLANEOUS	1	1	-	-	-	36	-	-	-	6	-	-	-	6	-	-	-	-	1	-	-	100.00
TOTAL		192	36	11	44	101	6981	1718	10298	17035	180	66	311	343	156	52	265	294	35	12	60	79	96.88

SC : SCHEDULED CASTES, ST : SCHEDULED TRIBES, OBC : OTHER BACKWARD CLASSES, UR : UNRESERVED
 TOTAL POSTS RESERVED : 91 CANDIDATES APPLIED : 36032 CANDIDATES CALLED FOR INTERVIEW : 900 CANDIDATES INTERVIEWED : 767 CANDIDATES RECOMMENDED : 186

Appendix-16

Medical Posts, Discipline-wise, for which the Recruitment were finalized during the year 2018-19

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	UR	SC	ST	UR	SC	ST	UR	SC	ST	UR	SC	ST	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	ANAESTHESIOLOGY	1	-	-	-	1	2	-	-	6	2	-	-	5	1	-	-	1	1	-	-	-	100.00
2	EAR, NOSE AND THROAT	3	-	-	1	2	1	2	10	39	1	-	5	32	1	-	4	17	-	-	2	1	100.00
3	GASTROENTEROLOGY	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	MEDICAL - GENERAL	19	3	-	7	9	112	16	221	277	29	1	77	89	8	-	23	30	2	-	8	7	89.47
5	HOMOPATHY	12	2	1	-	9	970	230	1395	3018	7	4	4	27	7	4	4	25	2	1	2	7	100.00
6	MEDICINE	33	5	2	10	16	31	13	33	60	18	10	17	35	11	3	8	18	5	2	8	11	78.79
7	NEPHROLOGY	13	3	1	3	6	1	-	-	4	-	-	-	3	-	-	-	2	-	-	-	2	15.38
8	NEUROLOGY/NEURO-SURGERY	1	-	-	-	1	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-
9	PAEDIATRICS	17	1	1	7	8	15	8	28	76	9	5	22	59	8	4	15	38	1	1	5	8	88.24
10	PHYSIOLOGY	6	1	1	1	3	10	6	12	38	8	5	7	24	6	4	5	17	1	1	1	3	100.00
11	PLASTIC SURGERY	7	1	-	4	2	4	-	1	14	3	-	1	12	3	-	-	8	1	-	-	2	42.86
12	PREVENTIVE AND SOCIAL MEDICINE	10	-	-	5	5	5	1	21	77	2	-	16	36	2	-	10	23	-	-	5	5	100.00
13	PSYCHIATRY	7	-	-	5	2	3	1	15	40	-	1	12	36	-	-	6	13	-	-	5	2	100.00
14	RADIOLOGY	11	2	1	6	2	8	-	4	4	7	-	2	3	3	-	2	-	2	-	1	-	27.27
15	TUBERCULOSIS	2	-	-	1	1	4	-	5	11	2	-	3	9	1	-	2	5	1	-	1	-	100.00
16	UNANI	11	2	1	1	7	3	-	83	229	1	-	16	58	-	-	12	45	-	-	1	7	72.73
17	VETERINARY SCIENCE/ANIMAL HUSBANDRY	5	-	-	2	3	14	6	101	138	2	-	9	16	1	-	6	12	-	-	1	3	80.00
TOTAL		159	20	8	53	78	1183	283	1929	4032	91	26	191	445	52	15	97	254	16	5	40	58	74.84

SC : SCHEDULED CASTES, ST : SCHEDULED TRIBES, OBC : OTHER BACKWARD CLASSES, UR : UNRESERVED

TOTAL POSTS RESERVED : 81 CANDIDATES APPLIED : 7427 CANDIDATES CALLED FOR INTERVIEW : 753 CANDIDATES INTERVIEWED : 418 CANDIDATES RECOMMENDED : 119

Appendix-17

Computer Based Recruitment Tests (CBRT) and Recruitment Tests (RT) held during the year 2018-19

Sl. No.	Name of Post	Number of Posts	Scale of Pay (₹)	Candidates Applied	Candidates Appeared in the Test
1.	Skipper, Directorate of Logistics, Customs and Central Excise, Department of Revenue, Ministry of Finance (Non-CBRT)	20	9300-34800+4600	43	25
2.	Deputy Controller of Explosives in Petroleum and Explosives Safety Organisation, Department of Industrial Policy and Promotion, Ministry of Commerce and Industry	17	15600-39100+5400	1571	794
3-5.	Assistant Chemist, Geological Survey of India, Ministry of Mines and Scientific Officer (Chemical), National Test House, Department of Consumer Affairs, Ministry of Consumer Affairs, Food and Public Distribution and Foreman (Chemical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence	11 9 4	9300-34800+4800 9300-34800+4800 9300-34800+4600	6859 2990 916	2432 1160 303
6.	Stores Officer, Geological Survey of India, Ministry of Mines	4	9300-34800+4600	5401	1569
7.	Administrative Officer, Geological Survey of India, Ministry of Mines	16	9300-34800+4600	2244	1037
8.	Assistant Geologist, Geological Survey of India, Ministry of Mines	75	9300-34800+4800	5179	2985

Sl. No.	Name of Post	Number of Posts	Scale of Pay (₹)	Candidates Applied	Candidates Appeared in the Test
9-10.	Vice Principal/ Assistant Inspector of Training/ Industrial Liaison Officer-Cum- Officer-in Charge/ Training Officer, Department of Training and Technical Education, Government of National Capital Territory of Delhi	6	15600-39100+5400	3130	1307
	and Drugs Inspector (Medical Devices), Central Drugs Standard Control Organisation, Ministry of Health and Family Welfare	23	9300-34800+4800	5156	1721
11.	Lecturer (Computer Engineering), Department of Training and Technical Education, Government of National Capital Territory of Delhi	12	15600-39100+5400	4275	1663
12.	Lecturer (Electronics and Communication Engineering), Department of Training and Technical Education, Government of National Capital Territory of Delhi	24	15600-39100+5400	9321	3587
13.	Lecturer (Electrical Engineering), Department of Training and Technical Education, Government of National Capital Territory of Delhi	5	15600-39100+5400	2393	870
14-15.	Lecturer (Civil Engineering and Construction Technology), Department of Training and Technical Education, Government of National Capital Territory of Delhi	13	15600-39100+5400	7818	2630
	and Lecturer (Civil Engineering), Government Polytechnic, Technical Education Department, Daman and Diu Administration	1	15600-39100+5400	1674	528
16-17	Lecturer (Chemical Engineering), Department of Training and Technical Education, Government of National Capital Territory of Delhi	5	15600-39100+5400	1287	502
	and Lecturer in Chemical Engineering, Government Polytechnic, Technical Education Department, Daman and Diu Administration	2	15600-39100+5400	754	332

Appendix-18

Bulk Recruitment Cases finalised during the year 2018-19

Sl. No.	Name of Post/Ministry and Pay-Scale	Number of Post	Applications Received	Candidates Recommended
(1)	(2)	(3)	(4)	(5)
1.	Deputy Central Intelligence Officer (Technical), Intelligence Bureau, Ministry of Home Affairs (₹ 15600-39100+5400)	6	10404	6
2.	Assistant Engineer Grade-I, Geological Survey of India, Ministry of Mines (₹ 9300-34800+4800)	10	9277	9
3.	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 (₹ 15600-39100+5400)	35	8702	35
4.	Assistant Public Prosecutor, Central Bureau of Investigation, Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions (₹ 9300-34800+4600)	15	8100	15
5.	Assistant Chemist, Geological Survey of India, Ministry of Mines (₹ 9300-34800+4800)	11	6859	11
6.	Labour Enforcement Officer (Central), Office of the Chief Labour Commissioner (Central), Ministry of Labour and Employment (₹ 9300-34800+4600)	33	6539	33
7.	Medical Officer (Homoeopathy), Directorate of ISM and Homoeopathy, Department of Health and Family Welfare, Government of National Capital Territory of Delhi (₹ 15600-39100+5400)	12	5613	12
8.	Scientific Officer (Chemical), National Test House, Department of Consumer Affairs, Ministry of Consumer Affairs, Food and Public Distribution (₹ 9300-34800+4800)	9	2990	7
9.	Assistant Legal Adviser, Enforcement Directorate, Department of Revenue, Ministry of Finance (₹ 15600-39100+6600)	4	2704	4

Sl. No.	Name of Post/Ministry and Pay-Scale	Number of Post	Applications Received	Candidates Recommended
(1)	(2)	(3)	(4)	(5)
10.	Public Prosecutor, Central Bureau of Investigation, Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions (₹ 15600-39100+5400)	47	2567	47
11.	Senior Scientific Assistant (Mechanical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	27	2265	25
12.	Assistant Professor (Technical) (Electronics and Communication Engineering), Ambedkar Institute of Advanced Communication Technologies and Research, Directorate of Training and Technical Education, Government of National Capital Territory of Delhi (₹ 15600-39100+6000)	7	2219	7
13.	Stores Officer in Defence Research and Development Organisation, Department of Defence Research and Development, Ministry of Defence (₹ 9300-34800+4600)	6	1908	6
14.	Assistant Engineer, Central Ground Water Board, Ministry of Water Resources, River Development and Ganga Rejuvenation (₹ 9300-34800+4800)	3	1260	3
15.	Assistant Executive Engineer, Central Ground Water Board, Ministry of Water Resources, River Development and Ganga Rejuvenation (₹ 15600-39100+5400)	6	1065	6
16.	Assistant Professor in Mechanical Engineering, National Fire Service College, Ministry of Home Affairs (₹ 15600-39100+6000)	1	1049	1
17.	Youth Officer, National Service Scheme, Department of Youth Affairs, Ministry of Youth Affairs and Sports (₹ 9300-34800+4600)	8	967	8
18.	Foreman (Chemical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	4	916	4
19.	Foreman (Mechanical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	8	865	7

Sl. No.	Name of Post/Ministry and Pay-Scale	Number of Post	Applications Received	Candidates Recommended
(1)	(2)	(3)	(4)	(5)
20.	Deputy Director (Staff Training/Productivity), Directorate General Factory Advice Service and Labour Institutes, Ministry of Labour and Employment (₹ 15600-39100+6600)	1	771	1
21.	Assistant Professor (Geography), Government Arts and Science Colleges, Education Department, Chandigarh Administration (₹ 15600-39100+6000)	5	713	5
22.	Junior Scientific Officer, National Centre of Organic Farming, Department of Agriculture, Cooperation and Farmers Welfare, Ministry of Agriculture and Farmers Welfare (₹ 9300-34800+4600)	2	701	2
23.	Assistant Director (Corporate Law), Serious Fraud Investigation Office, Ministry of Corporate Affairs (₹ 9300-34800+4800)	4	649	4
24.	Assistant Executive Engineer (Mechanical), Directorate General of Lighthouses and Lightships, Ministry of Shipping (₹ 15600-39100+5400)	1	627	1
25.	Junior Technical Officer, Integrated Headquarters, Directorate of Civilian Personnel (Navy), Ministry of Defence (₹ 15600-39100+5400)	3	612	3
26.	Assistant Professor (Chemistry), Government College of Daman, Department of Education, Daman and Diu Administration (₹ 15600-39100+6000)	4	567	3
27.	Assistant Engineer (NQA) (Mechanical Engineering), Directorate of Quality Assurance (Naval), Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	2	564	2
28.	Additional Assistant Director (Safety) (Mechanical), Directorate General Factory Advice Service and Labour Institutes, Ministry of Labour and Employment (₹ 9300-34800+4600)	5	559	5
Total		279	82032	272

Appendix-19

(Vide Chapter-7)

Statement showing Cadres where no Select List of 2017 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.	Himachal Pradesh	IAS (Non-SCS)
3.	Kerala	IAS (Non-SCS)
4.	Madhya Pradesh	IAS (Non-SCS)
5.	Manipur	IAS (Non-SCS)
6.	Manipur	IFoS*
7.	Punjab	IAS (Non-SCS)
8.	Sikkim	IAS (Non-SCS)
9.	Sikkim	IFoS
10.	Tamil Nadu	IFoS
11.	Tripura	IAS (Non-SCS)
12.	Uttar Pradesh	IAS (Non-SCS)
13.	Mizoram	IAS (Non-SCS)
14.	Goa	IAS
15.	Goa	IAS (Non-SCS)
16.	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 2018-19

1. Meetings held:-

During the year 2018-19, the Commission convened 55 Selection Committee Meetings involving 984 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 21 proposals for preparation of the Select Lists for the existing vacancies of 2017. The Selection Committee Meetings for induction of State Civil Service Officers into the IAS were convened for 19 Cadres. Two proposals were deficient and the requisite documents/clarifications were not received from the State Governments concerned.
- (ii) **IAS (Non-SCS):-** During the year, the Commission received 10 proposals for consideration of the cases of Non-SCS Officers for appointment by selection to the IAS and Meetings in respect of 09 Cadres were held. In one cadre SCM was postponed on State Government request.
- (iii) **IPS:-** The Commission received 17 proposals for preparation of the Select Lists for the existing vacancies of 2017 and Selection Committee Meetings for induction into IPS from State Police Service for 16 Cadres were held. One proposal was deficient and the requisite document/clarification was not received from the State Government concerned.
- (iv) **IFoS:-** The Commission received 12 proposals for preparation of Select Lists for the existing vacancies of 2017. Selection Committee Meetings for induction into IFoS from State Forest Service in respect of 11 Cadre/Sub-Cadres were held. In one cadre SCM could not be held in view of CAT order.

1. **Preparation of year-wise Select Lists:-** During the year 2018-19, the Select Lists of previous years were prepared in respect of the following Cadres/Sub-Cadres:-

Cadre	Service	Select Lists prepared
Jharkhand	IAS	2014, 2015 & 2016
Arunachal Pradesh	IFS	2015
Andhra Pradesh	IFS	2010, 2011 & 2012
Andhra Pradesh	IPS	2015
Kerala	IPS	2016
Jharkhand	IPS	2016

West Bengal	IPS	2016
Haryana	IFoS	2008, 2009, 2010, 2011, 2012, 2013, 2014 & 2015

3. **Review Selection Committee Meetings:-** In pursuance of CAT/High Court/Supreme Court directions, 18 meetings of Review Selection Committee involving 69 Officers were held during the year 2018-19 (**Appendix-21**).

Appendix -21

(Vide Chapter-7)

RSCM held in 2018-19

No.	State	Name of Court	OA/WP/CP No.	In the matter of Shy/Smt	Date of Judgement	Date of meeting	No of officers considered	No of officers Recommended	Service concerned	Select List
1.	Uttar Pradesh	CAT, Lucknow	OA No 332/000451/14	Shri Raj Kumar Srivastava	01.11.17	04.05.2018	1	0	IAS	2012
2.	Assam	HC, Guwahati	WP No 3021/15	Smt Violet Baruah	13.02.17	17.05.2018	1	0	IPS	2009-A & 2010
3.	Himachal Pradesh	CAT, Chandigarh	OA No 1031/HP/11	Arvind Kumar Sharda	09.08.12	18.05.2018	1	1	IPS	2004
4.	Punjab	CAT, Chandigarh	OA No 060/23/2018	Smt Madhvi Kataria	02.04.18	25.05.2018	1	1	IAS	2015 & 2016
5.	Gujarat	HC, Gujarat	LPA No. 185/17 in SCA No 14975/05	N M Chavda	01.05.18	06.07.2018	1	1	IAS	2003
6.	Maharashtra	CAT, Bombay	OA No 211/007517	A B Dhulaj	11.04.18	27.07.2018	1	1	IAS	2015/2016
7.	Himachal Pradesh	HC, Shimla	CWP No. 1352/06 and 09 others	Rajinder Singh & others	16.11.07	06.08.2018	49	31	IAS	2006-2011
8.	Tamil Nadu	HC, Madras	WP No 10863/14	A Pandian	08.01.16	17.08.2018	1	0	IAS	2000
9.	Tamil Nadu	HC, Madras	WP No 17447/2017 & WP No 16433/17	K Madalaimuthu	07.11.17	17.08.2018	1	0	IAS	2007
10.	UT	CAT, Delhi	OA No 2193/2014	To review the Select List of 2008 of IPS (UT)	03.02.16	24.08.2018	6	6	IPS	2008
11.	UT (Andaman & Nicobar)	CAT, Kolkata Bench	OA No 93/AN/2012	Yeshu Ratnam	22.12.14	24.08.2018	1	1	IFS	2010

No.	State	Name of Court	OA/WP/CP No.	In the matter of Shy/Smt	Date of Judgement	Date of meeting	No of officers considered	No of officers Recommended	Service concerned	Select List
12.	UP	HC, Nainital	WP No 504/2016	R S Nayal	03.04.18	04.10.2018	1	1	IPS	1991-92
13.	Maharashtra	CAT, Bombay	OA No 482/2013	HM Bajjal (SLs of 2010, 2011 & 2012)	02.05.18	22.11.2018	1	1	IPS	2010-2012
14.	Tamil Nadu	HC, Madras	WP No 10863/14	A. Pandian	08.01.16	28.11.2018	1	0	IAS	2003
15.	Rajasthan	HC, Jaipur	DBCMA No 104/16 in DBCWP No 7472/13	To review the Select List of 2001-2006	23.09.16	04.01.2019	66	22	IAS	2001-2006
16.	Bihar	Supreme Court	SLP No 29755/2017	Prantosh Kumar Das	19.11.18	14.01.2019	1	1	IPS	2010
17.	Maharashtra	CAT, Nagpur	OA No 2014/2016	D K Zalke	10.08.17	01.02.2019	1	1	IPS	2010 - 2013
18.	Madhya Pradesh	CAT Jabalpur	OA No 789/14	Ashish Saxena	06.09.18	27.03.19	1	1	IAS	2011

Appendix-22

(Vide Chapter-7)

All India Services-Selection Committee Meetings not held during 2018-19 in respect of Select Lists of 2017.

S. No.	Cadre	Service	Reasons
1.	Andhra Pradesh	IPS	Proposal not received.
2.	Andhra Pradesh	IFS	Vacancy not determined.
3.	Assam	IAS (Non-SCS)	Proposal not received.
4.	Assam	IFoS	Vacancy not determined.
5.	Bihar	IAS	Proposal not received.
6.	Bihar	IFS	Vacancy not determined.
7.	Haryana	IAS	Vacancy not determined.
8.	Haryana	IAS (Non-SCS)	Vacancy not determined.
9.	Haryana	IPS	Vacancy not determined.
10.	Haryana	IFoS	Vacancy not determined.
11.	Himachal Pradesh	IFoS	Incomplete proposal.
12.	Jammu & Kashmir	IAS	Vacancy not determined.
13.	Jammu & Kashmir	IAS (Non-SCS)	Vacancy not determined.
14.	Jammu & Kashmir	IPS	Vacancy not determined.
15.	Jammu & Kashmir	IFoS	Proposal not received.
16.	Jharkhand	IAS	Proposal not received.
17.	Jharkhand	IPS	Proposal not received.
18.	Jharkhand	IFS	Proposal not received.
19.	Karnataka	IAS	Vacancy not determined.
20.	Karnataka	IAS (Non-SCS)	Vacancy not determined.
21.	Karnataka	IPS	Proposal not received.
22.	Karnataka	IFoS	Proposal not received.
23.	Kerala	IPS	Proposal not received.
24.	Kerala	IFoS	Proposal not received.
25.	Maharashtra	IPS	Vacancy not determined.
26.	Manipur	IPS	Proposal not received.

S. No.	Cadre	Service	Reasons
27.	Meghalaya	IFS	Vacancy not determined.
28.	Odisha	IAS (Non-SCS)	Postponed on request of State Govt.
29.	Odisha	IPS	Vacancy not determined.
30.	Odisha	IFoS	Proposal not received.
31.	Punjab	IPS	Vacancy not determined.
32.	Punjab	IFoS	Proposal not received.
33.	Rajasthan	IAS (Non-SCS)	Proposal not received.
34.	Rajasthan	IPS	Vacancy not determined.
35.	Rajasthan	IFoS	Vacancy not determined.
36.	Telangana	IAS	Proposal not received.
37.	Telangana	IAS (Non-SCS)	Proposal not received.
38.	Telangana	IPS	Vacancy not determined.
39.	Telangana	IFoS	Vacancy not determined.
40.	Tripura	IAS	Proposal not received.
41.	Tripura	IPS	Proposal not received.
42.	Tripura	IFoS	Proposal not received.
43.	Uttarakhand	IAS	Vacancy not determined.
44.	Uttarakhand	IAS (Non-SCS)	Vacancy not determined.
45.	Uttarakhand	IFoS	Vacancy not determined.
46.	West Bengal	IPS	Proposal not received.
47.	Arunachal Pradesh	IAS	Proposal not received.
48.	Arunachal Pradesh	IAS (Non-SCS)	Proposal not received.
49.	Arunachal Pradesh	IPS	Vacancy not determined.
50.	Arunachal Pradesh	IFoS	Proposal not received.
51.	Goa	IFS	Proposal not received.
52.	UT	IPS	Proposal not received.
53.	UT	IFS	Proposal not received.

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 2018-19.

S.No.	Name of Ministries/Departments.
1.	Ministry of Agriculture and Farmers Welfare
	⊕ Department of Agricultural Research and Education (DARE)
	⊕ Department of Animal Husbandry, Dairying and Fisheries
2.	Ministry of AYUSH
3.	Ministry of Chemicals and Fertilizers
	⊕ Department of Chemicals and Petrochemicals
	⊕ Department of Fertilizers
	⊕ Department of Pharmaceuticals
4.	Ministry of Civil Aviation
5.	Ministry of Coal
6.	Ministry of Commerce and Industry
	⊕ Department of Commerce
	⊕ Department of Industrial Policy and Promotion
7.	Ministry of Communications
	⊕ Department of Posts
	⊕ Department of Telecommunications (DOT)
8.	Ministry of Consumer Affairs, Food and Public Distribution
	⊕ Department of Consumer Affairs
	⊕ Department of Food and Public Distribution
9.	Ministry of Corporate Affairs
10.	Ministry of Culture
11.	Ministry of Defence
	⊕ Department of Defence
	⊕ Department of Defence Production
	⊕ Department of Defence Research & Development
	⊕ Department of Ex-Servicemen Welfare
12.	Ministry of Development of North Eastern Region

S.No.	Name of Ministries/Departments.
13.	Ministry of Drinking Water and Sanitation
14.	Ministry of Earth Sciences
	⊕ India Meteorological Department (IMD)
15.	Ministry of Electronics and Information Technology
16.	Ministry of Environment, Forest and Climate Change
17.	Ministry of External Affairs
18.	Ministry of Finance
	⊕ Department of Economic Affairs
	⊕ Department of Expenditure
	⊕ Department of Financial Services
	⊕ Department of Investment and Public Asset Management
	⊕ Department of Revenue
19.	Ministry of Food Processing Industries
20.	Ministry of Health and Family Welfare
	⊕ Department of Health and Family Welfare
	⊕ Department of Health Research
21.	Ministry of Heavy Industries and Public Enterprises
	⊕ Department of Heavy Industry
	⊕ Department of Public Enterprises
22.	Ministry of Home Affairs
	⊕ 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.	Ministry of Housing and Urban Affairs
24.	Ministry of Human Resource Development
	⊕ Department of Higher Education

S.No.	Name of Ministries/Departments.
	⊕ Department of School Education and Literacy
25.	Ministry of Information and Broadcasting
26.	Ministry of Labour and Employment
27.	Ministry of Law and Justice
	⊕ Department of Justice
	⊕ Department of Legal Affairs
	⊕ Legislative Department
28.	Ministry of Micro, Small and Medium Enterprises
29.	Ministry of Mines
30.	Ministry of Minority Affairs
31.	Ministry of New and Renewable Energy
32.	Ministry of Panchayati Raj
33.	Ministry of Parliamentary Affairs
34.	Ministry of Personnel, Public Grievances and Pensions
	⊕ Department of Administrative Reforms and Public Grievances (DARPG)
	⊕ Department of Pension & Pensioner's Welfare
	⊕ Department of Personnel and Training
35.	Ministry of Petroleum and Natural Gas
36.	Ministry of Power
37.	Ministry of Railways
38.	Ministry of Road Transport and Highways
39.	Ministry of Rural Development
	⊕ Department of Land Resources (DLR)
	⊕ Department of Rural Development (DRD)
40.	Ministry of Science and Technology
	⊕ Department of Biotechnology (DBT), Government of India
	⊕ Department of Scientific and Industrial Research (DSIR)
41.	Ministry of Shipping
42.	Ministry of Skill Development and Entrepreneurship
43.	Ministry of Social Justice and Empowerment
	⊕ Department of Empowerment of Persons with Disabilities

S.No.	Name of Ministries/Departments.
	⊕ Department of Social Justice and Empowerment
44.	Ministry of Statistics and Programme Implementation
45.	Ministry of Steel
46.	Ministry of Textiles
47.	Ministry of Tourism
48.	Ministry of Tribal Affairs
49.	Ministry of Women and Child Development
50.	Ministry of Youth Affairs and Sports
	⊕ Department of Sports
	⊕ Department of Youth Affairs
51.	Department of Atomic Energy
52.	Department of Space

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 2018-19 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		
							30.6.2018	31.12.2018	
							Gr.'A'	Gr.'B'	
1.	Ministry of Agriculture and Farmers Welfare	Assistant Commissioner (Corps)	Yes. Notified vide GSR 55 dated 16.02.2017.	50% by promotion failing which by deputation (including short term contract)	Level-11	2015	1	Nil	
	Department of Agriculture, Cooperation & Farmers Welfare								
2.	Ministry of Science & Technology	Staff Officer				2016	2	Nil	
	Department of Science & Technology and its two subordinate offices.								
			After seeking the approval of DOP&T through RRFAMS, the proposal for amending the RRS was referred to UPSC for their consideration. UPSC pointed out some discrepancies in the proposal and same is under examination by DST.		Level-11	2017	1	Nil	
TOTAL							4	0	0

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 2018-19.

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.	Commerce & Industry	8	4	12	1	0	1	6	2	8
2.	CBI, DoP&T	9	0	9	3	4	7	1	1	2
3.	Health & Family Welfare	0	2	2	0	0	0	8	0	8
4.	Consumer Affairs	1	0	1	1	0	1	0	0	0
5.	Food & Public distribution	1	0	1	0	0	0	1	0	1
6.	Micro Small & Medium Enterprises	0	0	0	0	0	0	1	0	1
7.	Home Affairs	94	42	136	56	30	86	42	22	64
8.	Water Resources	0	1	1	0	0	0	0	0	0
9.	DoP&T	21	38	59	21	0	21	1	0	1
10.	House & Urban Affairs	19	12	31	21	1	22	2	0	2
11.	Revenue	56	18	74	50	9	59	54	8	62
12.	Expendture	1	0	1	1	0	1	1	0	1
13.	Economic Affairs	1	0	1	1	0	1	0	0	0
14.	CAG	5	4	9	3	2	5	6	3	9
15.	Election Commissin	7	4	11	0	0	0	0	0	0
16.	NCT of Delhi	7	2	9	2	1	3	1	1	2
17.	Home Affairs (Official Language)	12	7	19	12	7	19	0	4	4
18.	Chandigarh Admn.	1	0	1	1	0	1	1	0	1
19.	ESIC	8	3	11	2	1	3	10	3	13
20.	Defence	59	32	91	19	10	29	30	28	58
21.	Communication	4	2	6	5	0	5	0	0	0
22.	Power	6	2	8	1	1	2	6	2	8
23.	External Affairs	69	43	112	18	6	24	24	11	35

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
24.	Science & Tech.	1	1	2	1	0	1	0	0	0
25.	Commerce	1	1	2	1	1	2	1	2	3
26.	Textiles	0	0	0	0	0	0	3	1	4
27.	Railways	52	26	78	69	23	92	19	0	19
28.	I & B	29	15	44	23	6	29	2	0	2
29.	Mines	0	0	0	0	0	0	1	1	2
30.	Shipping	0	0	0	0	0	0	2	0	2
31.	Agriculture	2	0	2	2	0	2	1	0	1
32.	Culture	8	4	12	1	0	1	1	0	1
	Total	482	263	745	315	102	417	225	89	314

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 2018-19

S. No.	Name of the Examination	SCHEDULED CASTES						SCHEDULED TRIBES						OTHER BACKWARD CLASSES					
		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.	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, 2017	166	2044	166	165	-	01	74	888	75	74	--	01	275	3446	291	275	--	16
2.	Indian Forest Service (Main) Examination, 2018	13	96	13	13	-	-	07	47	07	07	-	-	24	198	33	24	-	09
3.	Engineering Services Examination, 2018	61	408	61	60	-	01	28	210	28	25	-	03	122	1222	122	56	-	66
4.	Indian Economic Service/Indian Statistical Service Examination, 2018	05	634	05	05	-	-	02	202	02	02	-	-	12	948	16	12	-	04
5.	Combined Geo-Scientists and Geologists' Examination, 2018	07	645	08	07	-	01	04	254	03	03	01	-	17	1485	22	17	-	05
6.	Central Armed Police Forces (Assistant Commandants) Examination, 2017	26	18646	27	26	--	01	12	8103	12	12	-	-	51	32391	65	51	--	14
7.	Central Industrial Security Force (Assistant Commandant) (Executive) Limited Departmental Competitive Examination, 2018	04	200	04	04	-	-	01	91	03	02	-	01	-	-	-	-	-	-
8.	Combined Medical Services Examination, 2018	05	3140	10	04	--	06	07	1040	05	04	02	01	207	5702	207	149	--	58
	TOTAL	287	25813	294	284	-	10	136	10835	135	129	03	06	708	45392	756	584	-	172

Appendix - 27

List of posts reserved for Scheduled Castes/Scheduled Tribes/Other Backward Classes for which no such candidate applied during the year 2018-19

Sl. No.	Name of Post and Pay-Scale	Number of posts reserved for			Total
		Scheduled Castes	Scheduled Tribes	Other Backward Classes	
1.	Translator (Dari/Persian) in Signal Intelligence Directorate, Integrated Defence Staff Headquarters, Ministry of Defence (₹ 15600-39100+5400)	1	0	0	1
2.	Assistant Professor (Unani) (Moalajat), A&U Tibbia College and Hospital, Department of Health and Family Welfare, Government of National Capital Territory of Delhi (₹ 15600-39100+5400)	1	0	0	1
3.	Assistant Professor (Nephrology), Bhopal Memorial Hospital and Research Centre, Department of Health Research, Ministry of Health and Family Welfare (₹ 15600-39100+6600)	1	0	0	1
4.	Specialist Grade-III (Radio-Diagnosis), Ministry of Health and Family Welfare (₹ 15600-39100+6600)	0	1	0	1
5.	Assistant Professor (Unani) (Ain, Uzn, Anaf Wa Halaq), A&U Tibbia College and Hospital, Department of Health and Family Welfare, Government of National Capital Territory of Delhi (₹ 15600-39100+5400)	0	1	0	1
6.	Specialist Grade-III Assistant Professor of Nephrology, Ministry of Health and Family Welfare (₹ 15600-39100+6600)	0	1	3	4
7.	Senior Lecturer (General Medicine), Government Medical College and Hospital, Department of Medical Education and Research, Chandigarh Administration (₹ 37400-67000+8600)	0	0	1	1
Total		3	3	4	10

Appendix - 28

Number of Scheduled Caste/Scheduled Tribe/Other Backward Class candidates recommended against unreserved vacancies under Direct Recruitment by Selection during the year 2018-19

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.	Anaesthetist (Family Welfare), Family Welfare Organisation, Directorate General Armed Forces Medical Services, Ministry of Defence (₹ 15600-39100+5400)	1	-	-	1
2.	Assistant Professor (Technical) (Electronics and Communication Engineering), Ambedkar Institute of Advanced Communication Technologies and Research, Directorate of Training and Technical Education, Government of National Capital Territory of Delhi (₹ 15600-39100+6000)	1	-	-	1
3.	Deputy Superintending Archaeological Chemist, Archaeological Survey of India, Ministry of Culture (₹ 15600-39100+5400)	1	-	1	2
4.	Labour Enforcement Officer (Central), Office of the Chief Labour Commissioner (Central), Ministry of Labour and Employment (₹ 9300-34800+4600)	1	-	3	4
5.	Specialist Grade-III (Tuberculosis), Ministry of Health and Family Welfare (₹ 15600-39100+6600)	1	-	-	1
6.	Specialist Grade-III (Radio- Diagnosis), Ministry of Health and Family Welfare (₹ 15600-39100+6600)	1	-	-	1
7.	Deputy Director of Mines Safety (Mechanical), Directorate General of Mines Safety, Ministry of Labour and Employment (₹ 15600-39100+7600)	-	1	1	2
8.	Translator (Tibetan), Signal Intelligence Directorate, Integrated Defence Staff Headquarters, Ministry of Defence (₹ 15600-39100+5400)	-	1	-	1
9.	Assistant Chemist, Geological Survey of India, Ministry of Mines (₹ 9300-34800+4800)	-	-	4	4

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)
10.	Assistant Director (Corporate Law), Serious Fraud Investigation Office, Ministry of Corporate Affairs (₹ 9300-34800+4800)	-	-	1	1
11.	Assistant Labour Commissioner (Central)/ Assistant Welfare Commissioner (Central)/ Assistant Labour Welfare Commissioner (Central) and Assistant Director in Junior Time Scale of Central Labour Service, Ministry of Labour and Employment (₹ 15600-39100+5400)	-	-	4	4
12.	Assistant Professor (Electrical Engineering), National Fire Service College, Ministry of Home Affairs (₹ 15600-39100+6000)	-	-	1	1
13.	Assistant Public Prosecutor, Central Bureau of Investigation, Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions (₹ 9300-34800+4600)	-	-	1	1
14.	Civil Hydrographic Officer, Integrated Headquarters, Directorate of Civilian Personnel (Navy), Ministry of Defence (₹ 9300-34800+4600)	-	-	1	1
15.	Foreman (Chemical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	-	-	1	1
16.	Foreman (Mechanical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	-	-	4	4
17.	Master in Computer Science, Rashtriya Indian Military College, Ministry of Defence (₹ 15600-39100+5400)	-	-	1	1
18.	Medical Officer (Homoeopathy), Directorate of ISM and Homoeopathy, Department of Health and Family Welfare, Government of National Capital Territory of Delhi (₹ 15600-39100+5400)	-	-	2	2
19.	Medical Officer, Directorate of Medical and Health Services, Daman and Diu Administration (₹ 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.	Principal, Government Polytechnic, Department of Technical Education, Daman and Diu Administration (₹ 37400-67000+10000)	-	-	1	1
21.	Public Prosecutor, Central Bureau of Investigation, Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions (₹ 15600-39100+5400)	-	-	4	4
22.	Scientific Officer (Microbiology), Homoeopathic Pharmacopoeia Laboratory, Ministry of AYUSH (₹ 15600-39100+5400)	-	-	1	1
23.	Senior Lecturer (Textile Processing), Office of the Development Commissioner for Handlooms, Ministry of Textiles (₹ 15600-39100+5400)	-	-	1	1
24.	Senior Scientific Assistant (Mechanical), Directorate General of Aeronautical Quality Assurance, Department of Defence Production, Ministry of Defence (₹ 9300-34800+4600)	-	-	4	4
25.	Skipper, Directorate of Logistics, Customs and Central Excise, Department of Revenue, Ministry of Finance (₹ 9300-34800+4600)	-	-	4	4
26.	Specialist Grade-III Assistant Professor of E.N.T., Ministry of Health and Family Welfare (₹ 15600-39100+6600)	-	-	1	1
27.	Sub Regional Employment Officer, Directorate General of Employment, Ministry of Labour and Employment (₹ 9300-34800+4600)	-	-	1	1
28.	Youth Officer, National Service Scheme, Department of Youth Affairs, Ministry of Youth Affairs and Sports (₹ 9300-34800+4600)	-	-	2	2
Total		6	2	45	53

Appendix - 29

(Vide Chapter-8)

Disciplinary cases dealt with during the year 2018-19

BROUGHT FORWARD	: 263
RECEIVED DURING THE YEAR	: 595
TOTAL	: 858
TOTAL CASES DISPOSED OFF	: 556
CLOSING BALANCE	: 302

Sl. No.	CASES IN WHICH ADVICE WAS COMMUNICATED													Total Cases Disposed off								
	Group wise Break up				PENALTY ADVISED										Advice reiterated on reconsideration	De-novo proceedings	Miscellaneous Advice	Total No. of Advice Letter Issued	Returned for completion of requirements	Reference did not lie	Withdrawn by the Govt.	
	Group A	Group B	Group C	Total (2 to 4)	Dismissal	Removal	Compulsory Retirement	Reduction in Rank	**Pecuniary Penalties	Withholding of Promotion	Censure	Cut in Pension	Proceeding dropped									Total effective advice
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
01. CONVICTION	15	31	17	63	10	1	0	0	0	0	0	52	0	63	0	0	0	63	0	0	0	64
02. CORRUPTION/MALPRACTICE	3	2	1	6	0	0	0	1	2	0	1	2	0	6	0	0	0	6	0	0	0	6
03. DISHONESTY/EMBEZZLEMENT	23	8	8	39	0	0	1	0	11	0	0	23	4	39	0	0	1	40	0	0	0	40
04. MORAL TURPITUDE	7	1	0	8	0	0	0	0	6	0	0	2	0	8	0	0	0	8	0	0	0	8
05. ABSENCE FROM DUTY WITHOUT LEAVE	27	9	7	43	12	3	2	0	13	0	0	12	1	43	0	0	0	43	0	0	0	43
06. OUTSIDE EMPLOYMENT/BUSINESS	1	2	0	3	0	0	0	0	2	0	0	1	0	3	0	0	0	3	0	0	0	3
07. INSUBORDINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08. DERELICTION OF DUTY/NON OBSERVATION OF RULES	58	51	30	139	1	0	0	1	24	1	15	71	26	139	0	0	1	140	0	0	0	140
09. IRREGULARITIES IN TRANSACTION IN PROPERTY	12	4	0	16	0	0	0	0	5	0	1	6	4	16	0	0	0	16	0	0	0	16
10. MISBEHAVIOUR	4	1	1	6	0	1	0	0	3	0	0	1	1	6	0	0	0	6	0	0	0	6
11. OTHER CHARGES/MISCONDUCT	87	54	27	168	5	1	0	3	39	0	11	81	28	168	0	0	0	168	63	0	0	230
Total	237	163	91	491	28	6	3	5	105	1	28	251	64	491	0	0	2	493	63	0	0	556

**Include the penalties of reduction to a lower stage in the time scale, withholding of privilege pass (in case of Railways), withholding of increments of pay 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 DURING THE YEAR 2018-19

Sl. No.	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 & FARMERS WELFARE	2	0	0	2	0	0	0	0	0	0	2
2.	CABINET SECRETARIAT	1	0	0	1	1	0	0	1	0	0	2
3.	COMMERCE & INDUSTRY	2	0	0	2	0	0	0	0	0	0	2
4.	COMMUNICATIONS	70	3	11	84	24	2	6	32	0	0	116
5.	DEFENCE	11	0	0	11	1	0	0	1	0	1	13
6.	NEW AND RENEWABLE ENERGY	1	0	0	1	0	0	0	0	0	0	1
7.	ENVIRONMENT, FOREST AND CLIMATE CHANGE	1	0	0	1	2	1	0	3	0	1	5
8.	EXTERNAL AFFAIRS	10	1	0	11	1	4	1	6	0	0	17
9.	FINANCE	48	1	10	59	16	2	0	18	0	0	77
10.	CORPORATE AFFAIRS	1	0	0	1	0	0	0	0	0	0	1
11.	HEALTH & FAMILY WELFARE	4	0	0	4	2	0	0	2	0	0	6
12.	HOME AFFAIRS	39	1	9	49	10	6	1	17	0	0	66
13.	HUMAN RESOURCE DEVELOPMENT	2	0	0	2	2	0	0	2	0	0	4
14.	INFORMATION & BROADCASTING	2	0	0	2	1	0	0	1	0	0	3
15.	LABOUR & EMPLOYMENT	3	0	0	3	0	0	0	0	0	0	3
16.	LAW AND JUSTICE	0	0	0	0	1	0	0	1	0	0	1

Sl. No.	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
17.	MICRO, SMALL & MEDIUM ENTERPRISES	0	0	1	1	0	0	0	0	0	0	1
18.	PERSONNEL, PUBLIC GRIEVANCES & PENSIONS	2	0	0	2	5	3	0	8	0	0	10
19.	STATISTICS & PROG. IMPLEMENTATION	0	0	0	0	1	0	0	1	0	0	1
20.	RAILWAYS	43	5	9	57	14	14	3	31	0	0	88
21.	SCIENCE & TECHNOLOGY	0	0	0	0	1	0	0	1	0	0	1
22.	SHIPPING	0	1	0	1	0	0	0	0	0	0	1
23.	SOCIAL JUSTICE & EMPOWERMENT	0	0	0	0	0	0	1	1	0	0	1
24.	HOUSING & URBAN AFFAIRS	18	1	4	23	2	15	6	23	0	0	46
25.	PRIME MINISTER'S OFFICE	2	0	0	2	0	0	0	0	0	0	2
26.	RURAL DEVELOPMENT	0	0	0	0	0	1	0	1	0	0	1
27.	COAL	1	0	0	1	0	0	0	0	0	0	1
28.	ATOMIC ENERGY	2	0	0	2	4	0	0	4	0	0	6
29.	CIVIL AVIATION	1	1	0	2	0	1	0	1	0	0	3
30.	SPACE	0	0	0	0	1	0	0	1	0	0	1
31.	ANDHRA PRADESH	0	0	0	0	0	1	0	1	0	0	1
32.	BIHAR	0	0	0	0	0	2	1	3	0	0	3
33.	HARYANA	0	0	0	0	0	1	0	1	0	0	1
34.	MADHYA PRADESH	1	1	0	2	0	0	0	0	0	0	2
35.	TAMIL NADU	1	0	0	1	0	0	0	0	0	0	1
36.	CHHATTISGARH	2	0	0	2	0	0	0	0	0	0	2
37.	JHARKHAND	0	0	0	0	0	0	1	1	0	0	1
	Total :-	270	15	44	329	89	53	20	162	0	2	493

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, 2019)

Sl. No.	Ministry/Department	> 5 years	4-5 years	3-4 years	2-3 years	1-2 years	0-1 year	Total
1.	Agriculture							
	Agriculture & Cooperation	0	0	0	2	1	0	3
	Animal Husbandry & Dairying	0	0	0	0	0	1	1
2.	Cabinet Secretariat							
	Cabinet Secretariat	0	0	0	0	0	0	0
3.	Chemicals & Fertilizers							
	Chemicals & Petro-Chemicals	0	0	0	0	0	0	0
	Fertilizers	0	0	0	0	0	0	0
4.	Civil Supply & Public Distribution							
	Consumer Affairs	0	0	0	0	0	0	0
5.	Commerce & Industry							
	Commerce	0	0	0	0	0	0	0
	Industry Policies & Promotion	0	0	0	0	0	0	0
6.	Communications							
	Posts	0	0	0	0	0	0	0
	Tele-Communications	0	0	0	0	0	0	0
7.	Defence							
	Defence Production	0	0	0	0	0	0	0
	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	0	21	21
8.	Environment & Forests							
	Environment, Forests & Climate Change	0	0	0	0	0	6	6
9.	External Affairs							
	External Affairs	0	0	0	0	0	0	0

Sl. No.	Ministry/Department	> 5 years	4-5 years	3-4 years	2-3 years	1-2 years	0-1 year	Total
10.	Finance							
	Expenditure	0	0	0	0	1	1	2
	Revenue	0	0	0	0	0	0	0
	Economic Affairs	0	0	0	0	0	1	1
11.	Food Processing Industries							
	Food Processing Industries	0	0	0	0	0	0	0
12.	Health & Family Welfare							
	Health & Family Welfare	0	0	0	1	1	14	16
13.	Home Affairs							
	Official Language	0	0	0	0	0	2	2
	Home	0	0	0	0	11	1	12
	Internal Security	0	0	0	0	0	0	0
	States	0	0	0	0	0	0	0
14.	Human Resource Development							
	Secondary Education & Higher Education	0	0	0	0	0	0	0
	Elementary Education & Literacy	0	0	0	0	0	0	0
15.	Heavy Industry							
	Heavy Industry	0	0	0	0	0	0	0
16.	Information & Broadcasting							
	Information & Broadcasting	0	0	0	0	0	0	0
17.	Labour							
	DGE&T	0	0	0	0	0	0	0
	Mines Safety							
	EPFO	0	0	0	0	0	0	0
	Labour	0	0	0	0	0	8	8
	ESIC	0	0	0	0	1	8	9
18.	Law & Justice							
	Legal Affairs	0	0	0	0	0	0	0
	Legislative Department	0	0	0	0	3	2	5
	Company Affairs	0	0	0	0	0	0	0
19.	Parliamentary Affairs							
	Parliamentary Affairs	0	0	0	0	0	0	0

Sl. No.	Ministry/Department	> 5 years	4-5 years	3-4 years	2-3 years	1-2 years	0-1 year	Total
20.	Personnel, Public Grievances & Pensions							
	Administrative Reforms & Public Grievances	0	0	0	3	0	0	3
	Personnel & Training	0	0	0	0	3	3	6
21.	Petroleum & Natural Gas							
	Petroleum & Natural Gas	0	0	0	0	0	0	0
22.	Planning & Prog. Implmnt.							
	Statistics	0	0	0	0	0	0	0
23.	Railways							
	Railways	0	0	0	0	0	1	1
24.	Science & Technology							
	Science & Technology	0	0	0	0	0	0	0
25.	Steel							
	Steel	0	0	0	0	0	1	1
26.	Corporate Affairs							
	Corporate Affairs	0	0	0	0	0	0	0
27.	Textiles							
	Textiles	0	0	0	3	2	1	6
28.	Tourism & Culture							
	Tourism	0	0	0	0	1	2	3
	Culture	0	0	0	0	1	6	7
29.	Union Public Service Commission							
	Union Public Service Commission	0	0	0	0	5	1	6
30.	Housing and Urban Affairs							
	Urban Development	0	0	0	2	4	2	8
	Urban Employment & Poverty Alleviation	0	0	0	0	0	0	0
31.	Water Resources							
	Water Resources	0	0	0	0	0	0	0
32.	Andaman & Nicobar Administration							
	Andaman & Nicobar Administration	0	0	0	1	0	2	3
33.	Chandigarh Administration							
	Chandigarh Administration	0	0	0	1	9	1	11

Sl. No.	Ministry/Department	> 5 years	4-5 years	3-4 years	2-3 years	1-2 years	0-1 year	Total
34.	Daman, Diu, Dadra & Nagar Haveli							
	Daman, Diu, Dadra & Nagar Haveli	0	0	0	2	0	0	2
35.	Govt. of N.C.T. of Delhi							
	Land & Building	0	0	0	0	0	0	0
	Administration	0	0	0	0	0	3	3
	Education & Languages	0	0	0	0	0	2	2
	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	0	1
	Technical Education	0	0	0	0	6	8	14
	Services	0	0	0	0	0	0	0
36.	Lakshdweep Administration							
	Lakshdweep Administration	0	0	0	0	0	0	0
37.	Govt. of Puducherry					0		
	Govt. of Puducherry	0	0	0	0	0	0	0
38.	M.C.D							
	M.C.D	0	0	0	0	0	4	4
39.	Planning Commission							
	Planning Commission	0	0	0	0	0	0	0
40.	Prime Minister's Secretariat							
	Prime Minister's Secretariat	0	0	0	0	0	0	0
41.	N.D.M.C							
	N.D.M.C	0	0	0	0	0	0	0
42.	Rural Development							
	Rural Areas & Employment	0	0	0	0	0	0	0
	Rural Development	0	0	0	0	0	1	1
	Drinking Water & Supply	0	0	0	0	0	0	0
	Land Resources	0	0	0	0	0	0	0
43.	Consumer Affairs, Food & Public Distribution							
	Consumer Affairs	0	0	0	0	1	13	14
	Food & Public Distribution	0	0	0	0	2	10	12

Sl. No.	Ministry/Department	> 5 years	4-5 years	3-4 years	2-3 years	1-2 years	0-1 year	Total
44.	Micro, Small & Medium Enterprises							
	Small Industries Development Organisation	0	0	0	0	0	0	0
45.	Civil Aviation							
	Civil Aviation	0	0	0	0	0	5	5
46.	Social Justice & Empowerment							
	Social Justice & Empowerment	0	0	0	0	1	0	1
47.	Delhi Jal Board							
	Delhi Jal Board	0	0	0	4	5	0	9
48.	Ministry of Road Transport & Highway							
	Road Transport & Highway	0	0	0	0	0	1	1
49.	Ministry of Statistics & Programme Implementation							
	Statistics & Programme Implementation	0	0	0	0	0	0	0
50.	Ministry of Shipping							
	Shipping	0	0	0	0	1	0	1
51.	Ministry of Mines							
	Mines	0	0	0	0	4	0	4
52.	Ministry of Earth Science							
	Earth Science	0	0	0	0	2	3	5
53.	Ministry of Tribal Affairs							
	Tribal Affairs	0	0	0	0	0	0	0
54.	Development of North Eastern Region							
	Development of North Eastern Region	0	0	0	0	0	0	0
55.	India Meteorological Deptt.							
	India Meteorological Deptt.	0	0	0	0	0	1	1
56.	Ministry of Coal							
	Coal	0	0	0	0	2	0	2
	GRAND TOTAL	0	0	0	26	58	110	194

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)

Sl. 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).	01.09.1958
2.	Posts in the Secretariat and personal staff of the President and the Vice-President.	26.03.1962
3.	Posts in Government Hospitality Organisation under the Ministry of External Affairs.	26.03.1962
4.	Posts of National Research Professor under the Ministry of Education.	25.03.1963
5.	Posts of Consultant and Chief Consultant [#] in the Planning Commission.	25.04.1964
6.	Posts of Private Secretary to the Solicitor General of India and the Additional Solicitor General of India.	14.04.1965
7.	Judicial Commissioners, Additional Judicial Commissioners, District Judges, Session Judges, Additional District Judges and Additional Sessions Judges in Union Territories.	09.03.1966
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.	14.08.1970
9.	Group 'B' Ministerial posts in the Intelligence Bureau other than the posts of Section Officer.	12.02.1973
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.	13.08.1975
12.	Recruitment/ Promotions of scientific and technical personnel in the Defence Research and Development Organisation (DRDO) under the Ministry of Defence.	18.05.1985

Sl. No.	Designation of the posts/ services	Date from which excluded
13.	All Group 'A' and Group 'B' posts in or under the Central Administrative Tribunal.	10.01.1986
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).	06.05.1996
15.	Group 'B' (Non-Gazetted) posts of Assistants and Stenographers Grade 'C' to be filled by direct recruitment through open competitive examination.	07.09.1989
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. **	07.09.1989
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.	18.09.1990
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 22.07.1960 04.08.1988
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.	06.07.1999

Sl. No.	Designation of the posts/ services	Date from which excluded
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.	31.01.2001
22.	Professor of Law, Lal Bahadur Shastri National Academy of Administration, Mussorie.	31.01.2003
23.	All posts under the National Technical Research Organisation	14.07.2005
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.	22.07.2009
26.	All Group 'A' and Group 'B' Posts in the Armed Forces Tribunal (AFT).	21.06.2011
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 7th October, 2009

\$ Substituted vide DoP&T's Notification dated 11th December, 2013.

% Inserted vide DoP&T's Notification dated 15th July, 2015.

Schedule - II

(Posts excluded for the purposes of Article 320 (3) (b) of the Constitution of India)

S. No.	Designation of the posts/services	Date from which excluded
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. @	21.05.1999 & 24.07.2012
3.	Direct Recruitment of all Non-Gazetted posts in the Pay Band-2 of ₹9300-₹34,800 with the Grade Pay of ₹ 4600. *	29.09.2005 & 28.09.2010
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/- . \$	01.06.2006
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). \$ & #	30.07.2008 & 03.02.2010
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 st January, 2014. **	06.01.2010 & 11.09.2013
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. *	28.09.2010
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 st January, 2014. ***	11.09.2013
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' (Gazatted) 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					
	31.3.18	31.3.19	31.3.18	31.3.19	31.3.18	31.3.19	31.3.18	31.3.19	31.3.18	31.3.19
Secretariat Cadres	129	153	196	213	419	396	210	214	954	976
UPSC's Cadres	59	59	60	61	85	85	594	591	798	796
Cadres of other participating Ministries/ Departments	7	7	3	3	14	14	3	3	27	27
Departmental Canteen					2	2	36	36	38	38
Total	195	219	259	277	520	497	843	844	1817	1837

Table-2: Cadres/Posts whose sanctioned strength has changed during 2018-19

Total Sanctioned Strength as on 31-03-2018	Total Sanctioned Strength as on 31-03-2019	Difference
1817	1837	+(20)

Sl. No.	Name of Post	Sanctioned Strength as on 31-3-2018	Sanctioned Strength as on 31-3-2019	Difference
1	PSO/ Sr.PPS	11	12	+1
2	Deputy Secretary	30	36	+6
3	Under Secretary	67	72	+5
4	Principal Private Secretary	5	17	+12
5	Liaison and Protocol Officer	1	0	-1
6	Chief Reception & Protocol Officer	0	1	+1
7	Section Officer	141	158	+17
8	Reception Officer Re-designated as Deputy Chief Reception & Protocol Officer	1	2	+1
9	Personal Assistant(Gr. 'C' of CSSS)	61	38	-23
10	Sr. Machine Operator	1	0	-1
11	Receptionist	1	0	-1

Sl. No.	Name of Post	Sanctioned Strength as on 31-3-2018	Sanctioned Strength as on 31-3-2019	Difference
12	Protocol Assistant	1	0	-1
13	Senior Reception and Protocol Officer	0	3	+3
14	Stenographer (Grade 'D' of CSSS)	18	22	+4
15	Junior Reception Officer Re-designated as Junior Reception and Protocol Officer	2	5	+3
16	Machine Operator	4	1	-3
17	Jr. Machine Operator	1	0	-1
18	Franking Machine Operator	2	0	-2
		Total Difference		+ (20)

Table-3: Group-wise, Cadre-wise and Designation-wise break up of Staff Strength

Sl.No.	Particulars	As on 31.03.2018	As on 31.03.2019
1.	2.	3.	4.
A.	GROUP 'A'	195	219
I.	Secretariat Cadres	129	153
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	36 [*]
8.	Senior PPS	8	9 [#]
9.	Under Secretary	67	72 [*]
10.	Principal Private Secretary	5	17 [#]
II.	UPSC's Cadres	59	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

Sl.No.	Particulars	As on 31.03.2018	As on 31.03.2019
1.	2.	3.	4.
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)	4	4
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) Re-designated as Assistant Director (Confidential) [@]	3	3
31.	Deputy Director (Confidential)	2	2
32.	Sr. EM&MO	1	1
33.	Staff Officer to Chairman	1	1
34.	Liaison and Protocol Officer	1	0 [^]
35.	Chief Reception & Protocol Officer	0	1 [^]
III.	Cadres of other participating Ministries/ Departments	7	7
36.	Director (Official Language)	1	1
37.	Deputy Director (OL)	2	2
38.	Assistant Director (OL)	4	4
B.	GROUP 'B'	777	772
	Group 'B' Gazetted	259	277
I.	Secretariat Cadres	196	213
39.	Section Officer	141	158*
40.	Private Secretary	55	55
II.	UPSC's Cadres	60	61
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 Re-designated as Deputy Chief Reception & Protocol Officer	1	2 [^]

Sl.No.	Particulars	As on 31.03.2018	As on 31.03.2019
1.	2.	3.	4.
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
50.	Staff Officer to Secretary	1	1
51.	Assistant Superintendent (Telephones)	1	1
52.	Junior Accounts Officer	8	8
III	Cadres of other participating Ministries/ Departments	3	3
53.	Pay & Accounts Officer	1	1
54.	Assistant Accounts Officer (P&AO)	2	2
	Group 'B' Non-Gazetted	518	495
	Secretariat Cadres	419	396
55.	Assistant Section Officer	358	358
56.	Personal Assistant(Gr. 'C' of CSSS)	61	38 [#]
	UPSC's Cadres	85	85
57.	Sr. Machine Operator	1	0 [^]
58.	Data Processing Assistant Gr 'A'	21	21
59.	Vigilance Assistant	2	2
60.	Supervisor (Confd.)	4	4
61.	Estate Supervisor	2	2
62.	Receptionist	1	0 [^]
63.	House Keeper	1	1
64.	Technical Assistant (Accounts)	12	12
65.	Motor Transport Supervisor	1	1
66.	Security Assistant	1	1
67.	Protocol Assistant	1	0 [^]
68.	Head Typist (Hindi)	1	1
69.	Data Entry Operator(Grade 'D')	32	32
70.	Library & Information Assistant	1	1
71.	Confidential Assistant	1	1
72.	Staff Car Driver (Special Grade)	1	1
73.	Caretaker	2	2
74.	Senior Reception and Protocol Officer	0	3 [^]
III.	Cadres of other participating Ministries/ Departments	14	14
75.	Senior Translator	5	5
76.	Junior Translator	4	4

Sl.No.	Particulars	As on 31.03.2018	As on 31.03.2019
1.	2.	3.	4.
77.	Senior Accountant	5	5
C.	Group 'C'	807	808
I.	Secretariat Cadres	210	214
78.	Senior Secretariat Assistant	96	96
79.	Stenographer (Grade 'D' of CSSS)	18	22 [#]
80.	Junior Secretariat Assistant	79	79
81.	Staff Car Driver	17	17
II.	UPSC's Cadres	594	591
82.	Senior Typist (Hindi)	2	2
83.	Junior Reception Officer Re-designated as Junior Reception and Protocol Officer	2	5 [^]
84.	Carpenter	1	1
85.	Machine Operator	4	1 [^]
86.	General Duty Clerk	1	1
87.	Despatch Rider	2	2
88.	Jr. Machine Operator	1	0 [^]
89.	Senior Record Keeper	13	13
90.	Cook (Advisers' Suite)	6	6
91.	Bearer (Adviser's Suite)	8	8
92.	Wash Boy (Adviser's suit)	4	4
93.	Assistant Cook (Adviser's suit)	3	3
94.	Library Clerk	2	2
95.	Typist (Hindi)	1	1
96.	Linemen	1	1
97.	Multi-Tasking Staff	537	537
98.	Library Attendant	3	3
99.	Franking Machine Operator	2	0 [^]
100.	Nursing Orderly	1	1
III.	Cadres of other participating Ministries / Departments	3	3
101.	Senior Accountant/ Accountant (P&AO unit)	3	3
D.	Canteen Staff	38	38

Sl.No.	Particulars	As on 31.03.2018	As on 31.03.2019
1.	2.	3.	4.
I.	GROUP 'B'	02	02
102.	General Manager (Canteen)	1	1
103.	Manager-cum-Accountant	1	1
II.	GROUP 'C'	36	36
104.	Halwai	2	2
105.	Asstt. Manager cum Store Keeper	2	2
106.	Canteen Clerk	6	6
107.	Cook	2	2
108.	Assistant Halwai	2	2
109.	Tea/ Coffee Maker	2	2
110.	Bearer	14	14
111.	Wash Boy	4	4
112.	Safai Karamchari	2	2

* Posts created under 3rd Cadre Review of Central Secretariat Service vide DoP&T's Order No.19/01/2018-CS-I-(P) dated 13.09.2018

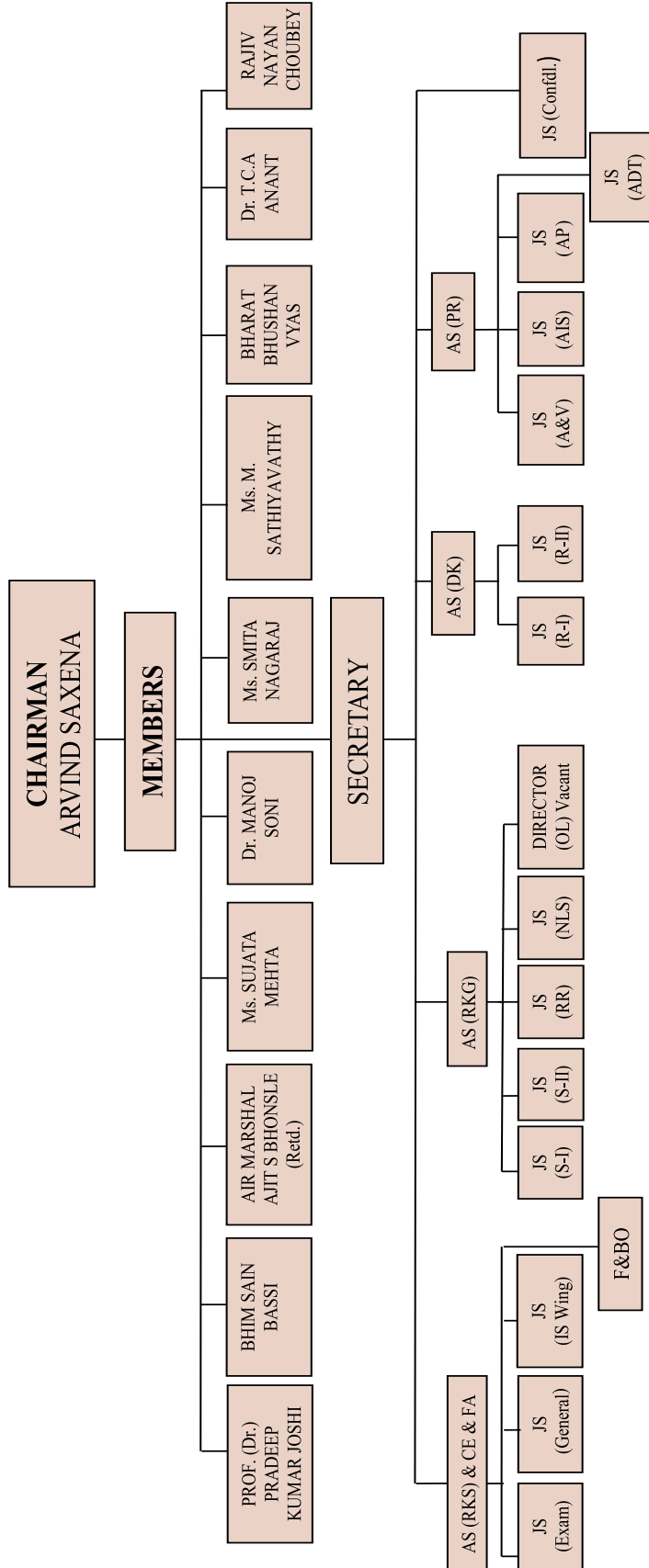
Posts created/ abolished under 3rd Cadre Review of Central Secretariat Stenographers' Service vide DoP&T's Order No.15/01/2014-CS-II-(A) dated 05.10.2018

^ Posts created/ abolished/ re-designated vide Order No.A-11011/03/2017-Admn.I dated 24.07.2018

@ Assistant Director (Confidential Security) re-designated to Assistant Director (Confidential) vide Order No.A-11011/06/2016-Admn.I dated 18.07.2017

Appendix-34 (Vide Chapter-11)

Organization Chart of the Commission (as on March 31, 2019)



ABBREVIATIONS			
AS (RKS) & CE & FA	Additional Secretary (Examination and Controller of Examination, Expert Committee of Examination, General Branch and Information Systems Wing) & Financial Adviser.	AS (DK)	Additional Secretary (Recruitments, Examination Reforms and Departmental Record Room).
AS (RKG)	Additional Secretary (Services-I, Services-II, Recruitment Rules, Library, Nodal Legal Section and Hindi)	AS (PR)	Additional Secretary (Administration & Vigilance, Appointments, All India Services).
Exam	Examination	JS	Joint Secretary
F&BO	Finance & Budget Officer	IS Wing	Information Systems Wing
RR	Recruitment Rules	S-I & S-II	Services-I & Services-II
OL	Official Language	NLS	Nodal Legal Section
A&V	Administration & Vigilance	R-I & R-II	Recruitment -I & Recruitment -II
AP	Appointment by Promotion	AIS	All India Services
CE	Controller of Examination	Confdl.	Confidential
		ADT	Appointment by Deputation

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	182	33	18	14	01	-	-	01	30	03	05	01	-	-
Group B	554	91	51	71	34	03	-	09	78	09	09	06	-	-
Group C (Excluding Safai Karamcharis)	508	147	23	62	04	02	-	01	24	06	02	08	03	-
Group C (Safai Karamcharis)	01	-	01	-	-	-	-	-	-	-	-	-	-	-
Total	1245	271	93	147	39	05	-	11	132	18	16	15	03	-

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				
	Total	VH	HH	OH	Percentage		VH	HH	OH	TOTAL	VH	HH	OH	VH	HH	OH	TOTAL	VH	HH	OH
1	2	3	4	5	6		7	8	9	10	11	12	13	14	15	16	17	18	19	20
Group A	182	1	-	1	1.10%		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Group B	554	2	3	5	1.80%		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Group C	509	2	4	6	2.36%		2	2	3	-	-	-	-	-	-	-	15	1	-	-
Total	1245	5	7	12	1.93%		2	2	3	-	-	-	-	-	-	-	15	1	-	-

Appendix-36

Statement showing the receipts and expenditure of the Union Public Service Commission during the year 2018-19.

A-Receipts

S.No.	Name of the Receipts	(Rupees in lakh)
1.	Other Receipts	76.08
2.	UPSC Examination Fees	2541.69*

B-Expenditure

S.No.	ADMINISTRATIVE EXPENSES	(Rupees in lakh)
1.	SALARIES	11000.07
2.	WAGES	56.99
3.	OVER TIME ALLOWANCE	1.46
4.	MEDICAL TREATMENT	200.00
5.	DOMESTIC TRAVEL EXPENSES	44.99
6.	FOREIGN TRAVEL EXPENSES	30.00
7.	OFFICE EXPENSES	1165.21
8.	PUBLICATION	3.96
9.	OTHER ADMN.EXPENSES	73.47
10.	MINOR WORKS	119.65
11.	PROFESSIONAL SERVICES	612.33
12.	GRANTS-IN-AID(General)	0.84
13.	OTHER CHARGES	1.87
	EXPENDITURE ON EXAM & SELECTIONS	
14.	DOMESTIC TRAVEL EXPENSES	624.00
15.	OTHER CHARGES	13227.49
16.	INFORMATION TECHNOLOGY(OTHER CHARGES)	805.00
	OTHER EXPN. (MINOR HEAD)	
17.	DEPTT. CANTEEN-SALARIES	96.99
	GRAND TOTAL	28064.32

* 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	01.04.1947	13.01.1949
6.	Sh. R.N. Banerjee	14.01.1949	09.05.1955
7.	Sh. N. Govindarajan	10.05.1955	09.12.1955
8.	Sh. V.S.Hejmadi	10.12.1955	09.12.1961
9.	Sh. B.N.Jha	11.12.1961	22.02.1967
10.	Sh. K.R. Damle	18.04.1967	02.03.1971
11.	Sh. R.C.S. Sarkar	11.05.1971	01.02.1973
12.	Dr. A.R.Kidwai	05.02.1973	04.02.1979
13.	Dr.M.L. Shahare	16.02.1979 (AN)	16.02.1985
14.	Sh. H.K.L. Capoor	18.02.1985	05.03.1990
15.	Sh. J.P.Gupta	05.03.1990 (AN)	02.06.1992
16.	Mrs. R.M.Bathew (Kharbuli)	23.09.1992	23.08.1996
17.	Sh. S.J.S. Chhatwal	23.08.1996 (AN)	30.09.1996
18.	Sh. J.M. Qureshi	30.09.1996 (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	01.10.1926	05.04.1930	
2.	Mr. A.H. Ley	01.10.1926	01.10.1931	
3.	Mr. Sayed Raza Ali	01.10.1926	31.11.1931	
4.	Sir T.V. Raghvachari	01.10.1926		
5.	Mr. M. Keane			
6.	Khanbahadur Sir Abdul Qadir	13.07.1929	30.11.1929	
7.	Mr. J.N. Roy	16.09.1929	02.04.1930	
8.	Raibahadur A.N. Chatterjee	06.01.1930	01.10.1930	
9.	Mr. J.R. Chunnigham	20.01.1930	05.04.1930	
10.	Sir J. Charles Weir	16.06.1930	16.12.1935	
11.	Raibahadur B.P. Varma	01.10.1930	01.10.1935	
12.	Sir David Patrie	01.10.1931	08.08.1932	Appointed as Chairman
13.	Dr. L.K. Hyder	02.01.1932	31.12.1936	
14.	Mr. H.S. Crosthwaite	16.02.1935	01.05.1939	
15.	Sir Shafaat Ahmed Khan	18.05.1935	10.09.1935	
16.	Mr. P.L.Dhawan	18.05.1935	20.09.1940	
17.	Mr. D. Raynell	31.08.1936	29.11.1936	
18.	Sir A.F.Rehman	07.01.1937	07.05.1942	
19.	Mr. L.P. Misra	18.07.1938	04.09.1938	
20.	Sir C.C. Chitham	02.12.1938	15.04.1939	
21.	Sir John Rutherford Dain	08.05.1939	16.02.1942	
22.	Mr. K. Sanjiva Row	20.09.1940	01.04.1947	
23.	Mr. W.R.G. Smith	16.02.1942	01.04.1947	
24.	Mr. W.A. Cosgrave	07.04.1944	25.10.1944	
25.	Mr.N.J. Roughton	01.01.1945	20.09.1945	
26.	Mr. S.G. Grubb	01.11.1945 09.12.1946	16.10.1946 & 23.02.1950	
27.	Col. M.A. Rehman	01.01.1946	30.06.1946	
28.	Mr. F.C. Edmonds	12.04.1946	06.06.1946	
29.	Mr. O.E.Windle	01.07.1946	06.08.1946	

S.No	Name	Date when took-over charge	Date on which relinquished charge	Remarks
30.	Maj. Naunihal Singh Mann	31.07.1946	17.11.1946	
31.	Mr. R.P. Patwardhan	05.02.1947	05.08.1947	
32.	Mr. Javad Hussain	14.03.1947	31.03.1952	
33.	Mr. W.R. Puranik	01.04.1947	31.03.1952	
34.	Mr. K. Zachariah	01.07.1947	18.01.1950	
35.	Mr. J.L. Kapur	04.12.1947	31.05.1949	
36.	Mr. Balwant Singh Puri	01.06.1948 17.09.1948	31.07.1948 30.04.1949	
37.	Mr. S.C. Tripathi	05.06.1948	14.02.1950	
38.	Dr. L.D. Joshi	12.06.1948	18.02.1949	
39.	Mr. G.C. Chatterjee	01.08.1949	31.10.1953	
40.	Mr. N. Govindarajan	31.05.1950	09.05.1955	Appointed as Chairman
41.	Mr. C.B. Nagarkar	18.12.1950	18.12.1956	
42.	Mr. N.K. Sidhanta	16.04.1951	31.07.1955	
43.	Mr. A.A.A. Fyzee	02.06.1952	31.05.1957	
44.	Mr. S.V. Kanungo	29.09.1952	29.9.1958 (FN)	
45.	Mr. J.S. Pillai	17.08.1955	16.08.1961 (AN)	
46.	Mr. C.V. Mahajan	02.01.1956	02.01.1960(FN)	
47.	Dr. J.N. Mukherjee	01.09.1956	22.04.1958	
48.	Mr. P.L. Varma	24.11.1956	24.11.1962 (FN)	
49.	Mr. S.H. Zaheer	01.06.1957	31.05.1963 (AN)	
50.	Dr. G.S. Mahajani	01.07.1957	30.06.1963 (AN)	
51.	Dr. A.T. Sen	01.09.1958	31.08.1964 (AN)	
52.	Mr. M.L. Chaturvedi	01.03.1960	06.07.1964 (AN)	
53.	Mr. M.A.V. Naidu	11.03.1960	14.01.1965 (AN)	
54.	Mr. A.V. Ramaswami	14.12.1961	14.07.1964 (AN)	
55.	Mr. Batuk Singh	19.04.1963	20.09.1968 (AN)	
56.	Mr. N.L. Ahmad	01.06.1963	25.04.1967 (AN)	
57.	Smt. B. Khongmen	09.01.1964	08.01.1970 (AN)	
58.	Mr. Desraj Mehta	29.01.1964	20.11.1967 (AN)	
59.	Dr. A. Appadorai	09.12.1964	15.03.1967 (AN)	

S.No	Name	Date when took-over charge	Date on which relinquished charge	Remarks
60.	Mr. M.S. Doriswami	14.09.1965 (AN)	14.11.1967 (AN)	
61.	Mr. R.C.S. Sarkar	31.01.1966	11.05.1971	Appointed as Chairman
62.	Mr. Hari Sharma	22.05.1967 (AN)	22.05.1973	
63.	Dr. A.R. Kidwai	29.09.1967	05.02.1973	Appointed as Chairman
64.	Maj. Gen. P.C. Gupta	03.02.1968	02.02.1974	
65.	Dr. M.L. Shahare	14.02.1968	13.02.1974	Appointed as Chairman
66.	Mr. D.P. Kohli	16.10.1968	08.02.1972	
67.	Prof. H.N. Ramachandra Rao	09.05.1969	08.05.1975	
68.	Mr. R.N. Muttoo	25.06.1971	24.06.1977	
69.	Dr. A.K. Dhan	28.06.1971	05.11.1975	
70.	Mr. R.G. Rajwade	23.08.1973	05.01.1974	
71.	Prof. P.L. Bhatnagar	01.10.1973	18.07.1975	
72.	Mr. Asoka Sen	22.01.1974	21.01.1980	
73.	Air Marshal T.S. Virk	22.04.1974	21.04.1980	
74.	Mr. M. Singaravelu	24.07.1974	16.03.1980	
75.	Dr. Sarup Singh	12.02.1975	14.03.1978	
76.	Mr. N.S. Saksena	04.06.1977	04.06.1983	
77.	Dr. P.C. Vaidya	01.07.1977	22.10.1978	
78.	Prof. S. Sampath	10.08.1977	28.08.1981	
79.	Dr. N.A. Noor Muhammed	30.11.1978	17.10.1981	
80.	Mrs. R.O. Dhan	01.12.1978	30.11.1984	
81.	Prof. Bhubaneshwar Behara	12.12.1978	31.12.1980	
82.	Mr. S.R. Mehta	17.03.1980	16.12.1982	
83.	Mr. J.R. Bansal	17.05.1980	16.05.1986	
84.	Air Vice Marshal A.K.S. Bakshi	27.07.1981	14.11.1986	
85.	Mr. A.M. Abdul Hamid	11.12.1981	25.03.1986	
86.	Dr. K. Venkata Ramiah	24.12.1981	23.12.1987	
87.	Mr. S. Samaddar	24.05.1982	23.05.1988	
88.	Mr. Jagdish Rajan	25.09.1984	25.09.1990	

S.No	Name	Date when took-over charge	Date on which relinquished charge	Remarks
89.	Mr. J.P. Gupta	01.07.1985	05.03.1990(FN)	Appointed as Chairman
90.	Dr. R. Arockiasamy	05.07.1985	04.07.1991	
91.	Mr. Surendra Nath	23.12.1985	07.08.1991(FN)	
92.	Mr. Qazi Mukhtar Ahmad	04.04.1986	14.03.1991	
93.	Mrs. R. M. Bathew(Kharbuli)	08.06.1987	22.09.1992	Appointed as Chairman
94.	Lt. Gen. R.S. Dayal	31.07.1987	13.05.1988	
95.	Vice Admiral G.M. Hiranandani	13.04.1989	12.04.1995	
96.	Mr. A. Padmanabhan	17.04.1989	13.12.1993	
97.	Mr. J. A. Kalyankrishnan	29.12.1989	28.12.1995	
98.	Mr. Harish Chandra	15.01.1990	14.01.1996	
99.	Mrs. Otima Bordia	11.05.1990	10.05.1996	
100.	Mr. S.J.S. Chhatwal	14.01.1991	23.08.1996 (AN)	Appointed as Chairman
101.	Mr. J.M. Qureshi	01.04.1991	30.09.1996 (AN)	Appointed as Chairman
102.	Mr. S.K. Misra	21.08.1991 (AN)	21.08.1997	
103.	Dr. (Ms.) P. Selvie Das	19.09.1991	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	11.06.1997 (AN)	05.09.2001	
113.	Sh. T.K. Banerji	21.08.1997(AN)	21.08.2003	
114.	Sh. Mata Prasad	23.04.1998 (AN)	08.09.2003	Appointed as Chairman

S.No	Name	Date when took-over charge	Date on which relinquished charge	Remarks
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.	Prof. D.P. Agrawal	31.10.2003	16.08.2008	Appointed as Chairman
124.	Air Marshal Satish Govind Inamdar	12.12.2003 (AN)	09.01.2008	
125.	Ms. Parveen Talha	30.09.2004 (AN)	03.10.2009	
126.	Dr. Bhure Lal	14.10.2004 (AN)	08.02.2008	
127.	Ms. Chokila Iyer	01.02.2005 (AN)	28.06.2007	
128.	Shri K. Roy Paul	18.05.2005 (AN)	08.06.2009	
129.	Prof. K.S. Chalam	01.06.2005 (AN)	01.06.2011	
130.	Prof. E. Balagurusamy	20.12.2006 (AN)	02.05.2010	
131.	Smt. Shashi Uban Tripathi	17.05.2007(AN)	05.06.2012	
132.	Prof. Purushottam Agrawal	02.07.2007 (FN)	01.07.2013	
133.	Dr. K.K. Paul	26.07.2007(FN)	05.02.2013	
134.	Lt. Gen (Retd.) Nirbhay Sharma	07.05.2008	10.10.2011	
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.	Smt. Rajni Razdan	19.04.2010(FN)	16.08.2014	Appointed as Chairman
139.	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
140.	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.
141.	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 3.04.2017
142.	Shri Manbir Singh	03.09.2012	12.09.2016	
143.	Shri A.P Singh	13.02.2013 (FN)	09.01.2015	Resigned
144.	Vice Admiral (Retd.) D.K. Dewan	01.07.2013	19.08.2016	

S.No	Name	Date when took-over charge	Date on which relinquished charge	Remarks
145.	Shri Vinay Mittal	08.08.2013	19.06.2018	Appointed to perform the duties of Chairman, UPSC w.e.f. 22.01.2018 to 19.06.2018 under Article 316 (1A) of the Constitution.
146.	Dr. Mrs. P. Kilemsungla	19.08.2013 (FN)	29.02.2016	
147.	Shri Chhatar Singh	02.09.2013 (AN)	22.09.2017	Resigned
148.	Prof. Hem Chandra Gupta	15.05.2014	17.02.2017	
149.	Shri Arvind Saxena	08.05.2015 (AN)	19.06.2018	Appointed to perform the duties of Chairman, UPSC w.e.f. 20.06.2018 under Article 316-(1A) of the Constitution. Appointed as Chairman, UPSC w.e.f. 29.11.2018 under Article 316-(1) of the Constitution



UNION PUBLIC SERVICE COMMISSION
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