



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

54th
Annual Report
2003-04



FIFTY-FOURTH REPORT

UNION PUBLIC SERVICE COMMISSION

APRIL 01, 2003 to MARCH 31, 2004



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

**This Report covers the period from
April 01, 2003 (*Chaitra 11, 1925 Saka*) to
March 31, 2004 (*Chaitra 11, 1926 Saka*)**

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List of Abbreviations

AE	Assistant Engineer	IPS	Indian Police Service
AIS	All India Services	ISS	Indian Statistical Service
AIS(D&A)	All India Services (Discipline & Appeal)	ITBP	Indo Tibetan Border Police
APR	Applicants to Post Ratio	JE	Junior Engineer
BSF	Boarder Security Force	Lakh	A cardinal number = 100,000 used as a unit for measurement
CAT	Central Administrative Tribunal	MC	Medical Certificate
CCIT	Chief Commissioner of Income Tax	MHA	Ministry of Home Affairs
CCS(CCA)	Central Civil Services (Classification, Control & Appeal)	MOS	Member of Service
CDS	Combined Defence Services	NCT Delhi	National Capital Territory of Delhi
CFS	Container Freight Service	NDA & NA	National Defence Academy and Naval Academy
CISF	Central Industrial Security Force	NFS	None found suitable
CMS	Combined Medical Service	NSCS	Non State Civil Service
CO	Charged Officer	OBC	Other Backward Classes
CPWD	Central Public Works Department	PT Boards	Personality Test (Interview) Boards
Crore	A cardinal number = 10,000,000 used as a unit for measurement	Retd.	Retired
CRPF	Central Reserve Police Force	RPR	Recommendation to Post Ratio
CSM	Civil Services (Main)	RTO	Road Transport Office
CSP	Civil Services (Preliminary)	SC	Scheduled Caste
DA	Disciplinary Authority	SCM	Selection Committee Meeting
DCRB	Death cum Retirement Benefit	SCRA	Special Class Railway Apprentices
DOPT	Department of Personnel & Training	SCS	State Civil Service
DOT	Department of Telecommunication	SE	Superintending Engineer
DPC	Departmental Promotion Committee	SOLCE	Section Officers/Stenographers (Grade-B/Grade-I) Limited Departmental Competitive Examination
ESE	Engineering Services Examination	SSB	Special Services Bureau
GEOL	Geologists' Examination	ST	Scheduled Tribe
IAS	Indian Administrative Service	w.e.f.	with effect from
IES	Indian Economic Service		
IFS	Indian Foreign Service/		
	Indian Forest Service		
IO	Inquiry Officer		

Composition of the Commission 1.4.2003 to 31.3.2004

1. Shri P.C. Hota	Chairman	Demitted Office on 08.09.2003 (AN)
2. Shri Mata Prasad	Chairman	Assumed Office w.e.f. 08.09.2003 (AN)
3. Shri Mata Prasad	Member	Upto 08.09.2003 (FN)
4. Shri P. Abraham	Member	Demitted Office on 04.06.2003
5. Shri M.K. Deb Barma	Member	Demitted Office on 05.06.2003
6. Shri T.K. Banerji	Member	Demitted Office on 21.08.2003
7. Ms. Arundhati Ghose	Member	
8. Dr. S.R. Hashim	Member	
9. Dr. (Smt.) Prakashwati Sharma	Member	
10. Shri Gurbachan Jagat	Member	
11. Shri B.N. Navalawala	Member	
12. Shri Subir Dutta	Member	Assumed Office w.e.f. 04.07.2003 (AN)
13. Prof. D.P. Agrawal	Member	Assumed Office on 31.10.2003
14. Air Marshal (Retd.) Satish Govind Inamdar	Member	Assumed Office on 12.12.2003 (AN)

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

Executive Summary

Chapter

1

During the year 2003-2004, the Union Public Service Commission;

- Conducted 14 examinations, 10 for recruitment to Civil Services/Posts and 4 for Defence Services; under Recruitment through Examination method, a total of 11,56,233 applications were received and processed; 4085 Candidates interviewed for Civil Services/Posts based on the results of 8 examinations (including assessing the service records in respect of Section Officers/ Stenographers Examination, 2002) and recommended 4010 candidates for appointment for various posts, 1622 for Civil Services/Posts (Appendix-IV) and 2388 for Defence Services (Appendix-V for which the interviews were conducted by the Services Selection Boards of the Ministry of Defence).
(Chapter 3)
- Was entrusted by the Government to conduct the Central Police Forces (Assistant Commandants) Examination w.e.f. the year 2003. Selections to the post of Assistant Commandants in BSF, CRPF, CISF, ITBP and SSB are to be made through this Examination.
(Chapter 3)
- Received 369 requisitions for Direct Recruitment by Interview from various Ministries/Departments involving 1,735 posts. As many as 42,325 applications were received and the Commission interviewed 2,018 candidates. Taking into consideration the carried over posts and applications of the previous year(s), direct recruitment by interview was finalised in respect of 139 cases involving 58,696 applications and culminating in recommendation of 355 candidates against 419 posts, thus registering a Recommendation to Post Ratio of 0.85. For 64 direct recruitment posts, none was found suitable out of the candidates who applied. Most of such posts required specialised medical or engineering qualifications.
(Chapter 4)
- Considered the service records of 26,255 officers and recommended (a) 4,565 officials for promotion in Central Services (b) 222 officials for appointment for transfer on deputation.
(Chapter 6)
- Considered 1,271 Officers belonging to State Services and recommended 462 of them for induction into the All India Services.
(Chapter 6)
- Recommended 4 Physically Challenged Persons to fill 57.1% of the posts reserved for them through Direct Recruitment by Interview.
(Chapter 7)
- Recommended 735 SC, ST and OBC candidates to fill 94 % of the posts reserved for them in Recruitment by Examination. In addition to this figure 61 SC, ST and OBC candidates were recommended against Unreserved/General category posts. Recommended 122 SC, ST & OBC candidates to fill 78.2% of the posts reserved for them through Direct Recruitment by Interview. This figure does not include 6 SC & 20 OBC candidates recommended against unreserved posts.
(Chapter 7)
- Tendered advice in 511 disciplinary cases. During the period under report, time of disposal of the cases was brought down to 4.32 months against the normal time of disposal of 6 months per case.
(Chapter 8)
- In 639 cases, where candidates were recommended for Recruitment by Examination, it was noticed that there was delay of over one year or more in issuing offers of appointment by the concerned Ministries/Departments. In respect of 174 cases, offers of appointment to candidates recommended by the Union Public Service Commission through Direct Recruitment by Interview were delayed by the Ministries/Departments for more than one year.
(Chapter 9)

- Did not impose penalty in the year 2003-2004 in any case pertaining to Direct Recruitment by Interview. Imposed penalties on 11 candidates who were found to have resorted to malpractices/violation of examination rules in various examinations.

(Chapter 11)

- Delegations from Trinidad and Tobago and Nepal visited the Commission during the year and held discussions on various issues. Hon'ble Chairmen and Members from 12 State Public Service Commissions visited the Commission on various occasions and held discussions on a number of issues of mutual interest.

(Chapter 11)

Brief History and Workload over the years

Chapter

2

2.1 The Royal Commission on the Superior Civil Services in India under the Chairmanship of Lord Lee which submitted its Report in 1924, recommended the setting up of the Public Service Commission. This led to the establishment of the first Public Service Commission on October 1, 1926 under the Chairmanship of Sir Ross Barker. The limited advisory function accorded to the Public Service Commission and the continued stress on this aspect by the leaders of our freedom movement resulted in the setting up of a Federal Public Service Commission under the Government of India Act, 1935. The Federal Public Service Commission became the Union Public Service Commission after Independence and it was given a Constitutional Status with the promulgation of Constitution of India on January 26, 1950. A list of former Chairmen and Members since 1926 is given at Appendix XLII.

2.2 The functions of the Commission prescribed in Article 320 of the Constitution, inter alia, are:

- (a) Recruitment for all civil services and civil posts by
 - (i) written examination with or without a viva voce examination or interview to supplement them;
 - (ii) interview;
 - (iii) promotion

(b) advising Government on disciplinary matters relating to government servants holding civil posts.

2.3 A comparison of the present workload of the Commission, with that in 1950-51 and the intervening period shows a steep rise.

- In case of recruitment by examination / interview the ratio of the number of applications to the number of posts can be taken as an index of workload. These ratios have gone up 24 times in 2003-04 compared to the corresponding values in 1950-51. (Table 1 and Graph 1)
- The number of disciplinary cases handled by the Commission has gone up 14 times (Table 2 and Graph 2)
- The number of Recruitment Rules cases processed by the Commission has gone up to 1,140 from the corresponding figure of 299 in 1960-61 (Table 3 and Graph 3)
- The number of records processed for departmental promotion (including meetings for the All India Services) has increased from 7,254 in 1960-61 to 27,526 in 2003-04. (Table 4 and Graph 4).

Table 1: Recruitment by Examination/Interview

YEAR	No. of Applications Received			Candidates called for Interview			No. of Candidates Recommended			
	Exam.	Rectt.	Total	Exam.	Rectt.	Total	Exam	Rectt.	N.F.S.	Total
1950-51*	24,680	18,047	42,727	3,383	6,484	9,867	2,780	883	120	3,783
1960-61	34,349	36,833	71,182	4,862	9,078	13,940	3,298	1,727	249	5,274
1970-71	81,539	65,197	1,46,736	3,473	13,706	17,179	4,187	2,059	190	6,436
1980-81	2,43,374	58,748	3,02,122	9,256	14,090	23,346	4,093	2,591	361	7,045
1990-91	6,15,850	72,079	6,87,929	13,838	16,788	30,626	4,625	2,341	655	7,621
2000-01	7,62,501	48,019	8,10,520	3,351	8,045	11,396	4,177	1,050	179	5,406
2001-02	7,46,953	1,80,971	9,27,924	2,962	4,170	7,132	4,084	571	89	4,744
2002-03	9,21,160	46,698	9,67,858	2,610	4,336	6,946	3,528	843	163	4,534
2003-04	11,56,233	42,325	11,98,558	4,085	2,018	6,103	4,010	355	64	4,429

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

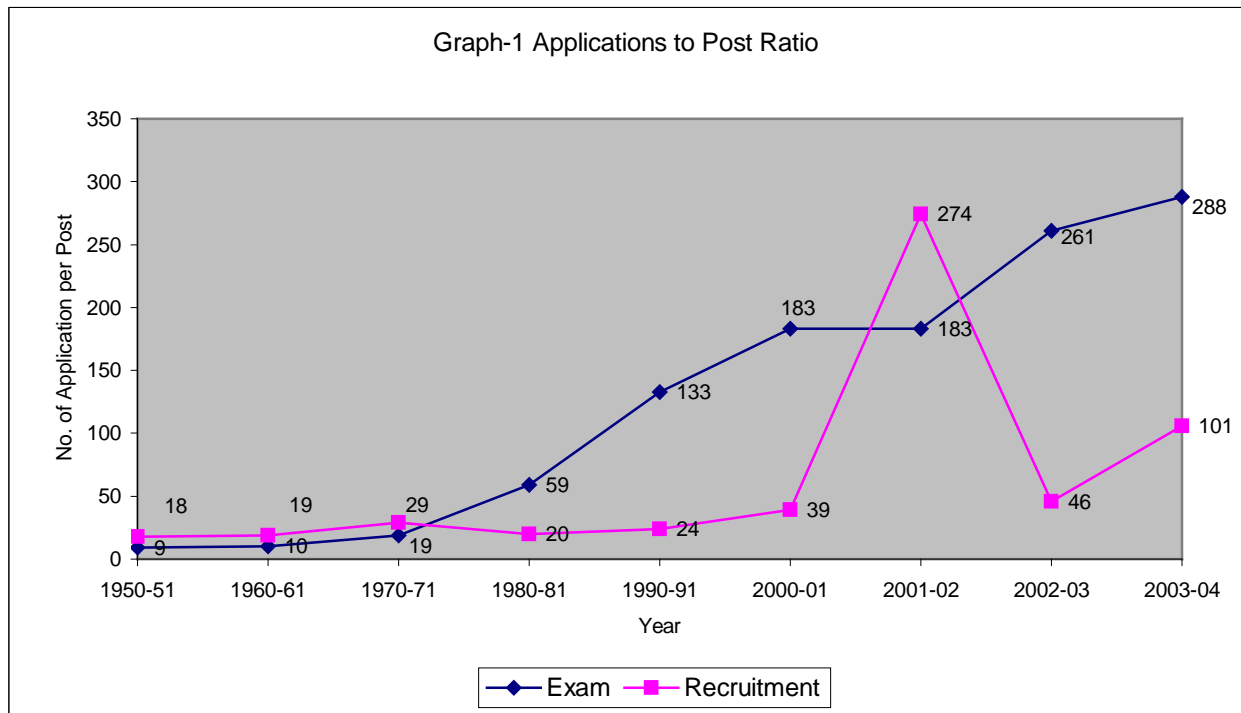
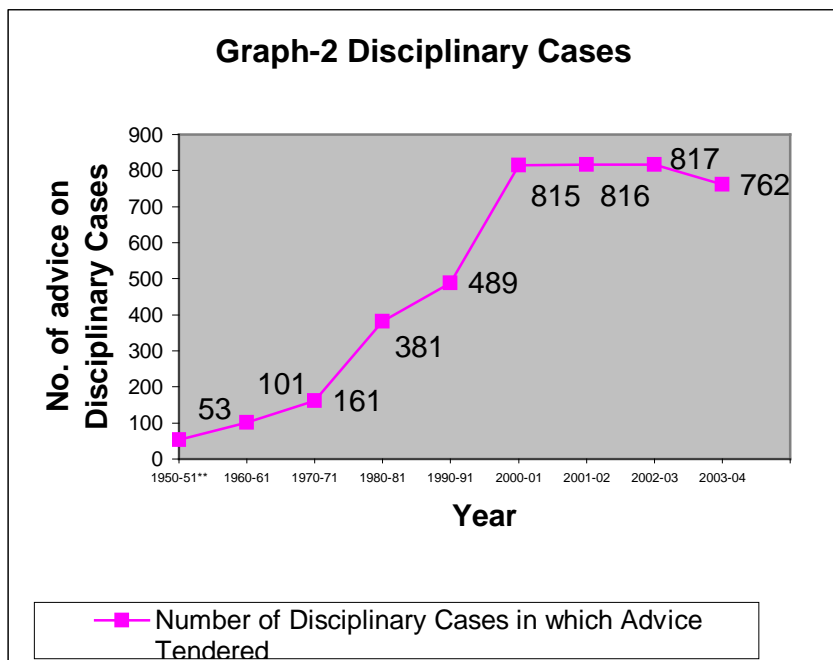


Table 2: Disciplinary Cases

Year	Number of Disciplinary Cases in which Advice Tendered
1950-51*	53
1960-61	101
1970-71	161
1980-81	381
1990-91	489
2000-01	815
2001-02	816
2002-03	817
2003-04	762



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

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

Table 3: Recruitment Rules Cases

Year	Number of Recruitment Rules Cases Processed
1950-51	--
1960-61	299
1970-71	907
1980-81	1,359
1990-91	1,659
2000-01	1,233
2001-02	1,200
2002-03	1,280
2003-04	1,140

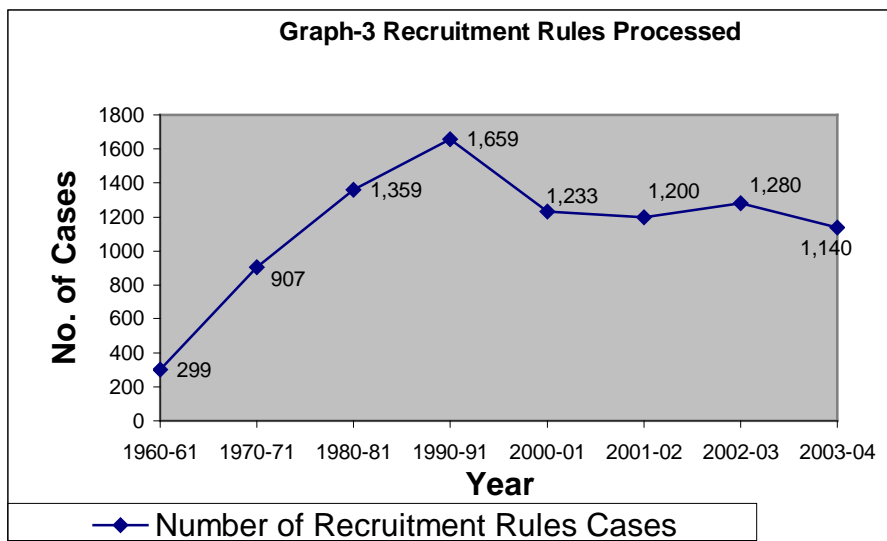
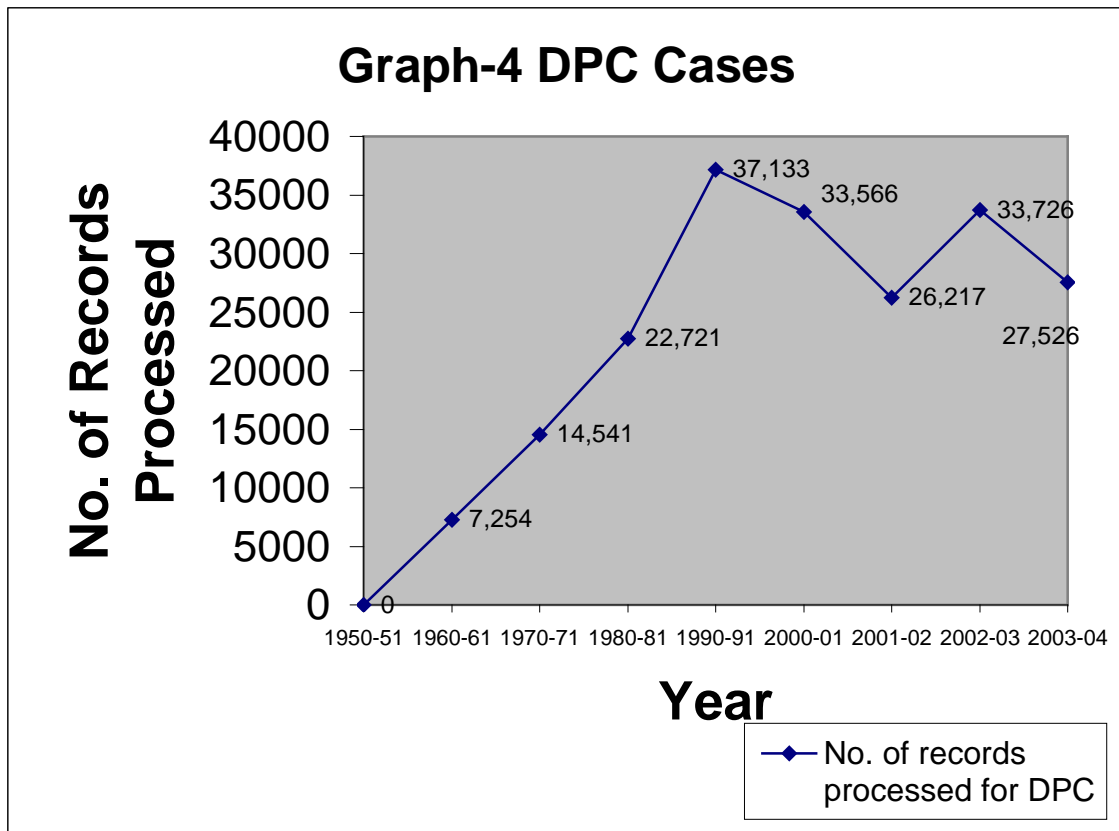


Table-4 Promotion/ Deputation/ Absorption cases

YEAR	Number of Promotion/ Deputation/ Absorption cases in which Recommendations made	
	Cases excluding those of All-India Services	Officers records Disposed of for induction into All-India Services
1950-51	-	-
1960-61	5,200 Officers' records	2,054
1970-71	12,924 Officers' records	1,617
1980-81	20,711 Officers' records	2,010 (499 Officers inducted)
1990-91	35,645 Officers' records	1,488 (543 Officers inducted)
2000-01	32,726 Officers' records	840 (268 Officers inducted)
2001-02	25,766 Officers' records	451 (151 Officers inducted)
2002-03	33,046 Officers' records	680 (228 Officers inducted)
2003-04	26,255 Officers' records	1271 (462 Officers inducted)



Recruitment by Examinations

Chapter

3

3.1 UPSC conducted **14** examinations – **10** for recruitment to Civil Services/Posts and **4** for Defence Services as detailed below during **2003-2004**.

For Civil Services/ Posts

- Civil Services (Preliminary) Examination, 2003 (CSP).
- Civil Services (Main) Examination, 2003 (CSM).
- Indian Forest Service Examination, 2003 (IFS).
- Engineering Services Examination, 2003 (ESE).
- Indian Economic Service/ Indian Statistical Service Examination, 2003 (IES/ISS).
- Geologists' Examination, 2003 (GEOL).
- Special Class Railway Apprentices' Examination, 2003 (SCRA).
- Section Officers'/Stenographers' (Grade B/Grade I) Limited Departmental Competitive Examination, 2003 (SOLCE).
- Central Police Forces Examination, 2003 (CPF).
- Combined Medical Services Examination, 2004 (CMS).

For Defence Services

- Two examinations for National Defence Academy and Naval Academy (NDA &NA)-National Defence Academy and Naval Academy Examination (I), 2003 and National Defence Academy and Naval Academy Examination (II), 2003.
- Two examinations for Combined Defence Services (CDS) – Combined Defence Services Examination (II), 2003 and Combined Defence Services Examination (I), 2004.

Number of Applications

3.2 During the year 2003-2004, the Commission received 11,56,233 applications compared to 9,21,160 during the previous year. The table below shows the number of applicants in various examinations during the last three years. The increase in the total applications is mainly because of the fact that 14 examinations were conducted during the year 2003-2004 as against 13 examinations held in the previous year.

Central Police Force Examination was conducted for the first time by the Commission. The number of applicants increased substantially in all the Defence Services Examinations.

Examinations	2001-2002	2002-2003	2003-2004
Civil			
1. CS(P)	256673	301585	316496
2. CS(M)	5442	3430	5898
3. IFS	31679	36887	32866
4. ESE	53291	97378	100947
5. ISS/IES	*	5251 1694*	5440
6. SOLCE	1379	1932	1885
7. CMS	--	31820 #29556	##29752
8. SCRA	54422	--	88736
9. GE	3202	3201	2996
10. CPF	--	--	118512
Total Civil	406088	512734	703528
Defence			
1. NDA (I)	118936	144564	153833
2. NDA(II)	105916	122810	140462
3. CDS(II)	49159	62564	64816
4. CDS (I)	\$66854	\$ 78488	\$93594
Total Defence	340865	408426	452705
Grand Total	746953	921160	1156233

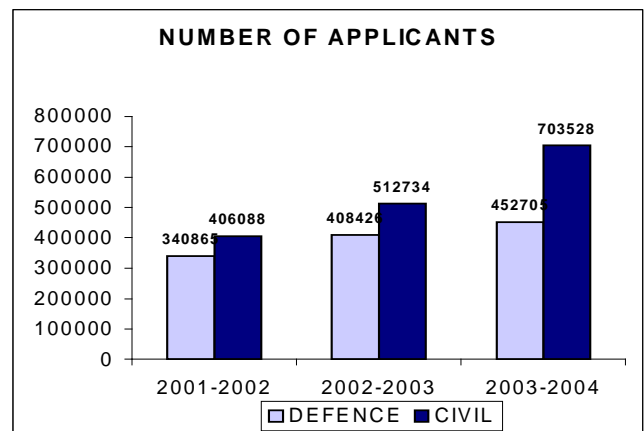
* Information pertains to Indian Statistical Service, 2001 which became available in 2002 – 03 only.

Information pertains to Combined Medical Services Examination, 2003 which was also held during the year 2002-03.

Combined Medical Services Examination, 2004 was held during the year 2003-04.

\$ Combined Defence Services Examination(I), 2002 was held during the year 2001-02. Combined Defence Services Examination(I), 2003 was held during the year 2002-03. Combined Defence Services Examination(I), 2004 was held during the year 2003-04.

-- Examination not held.

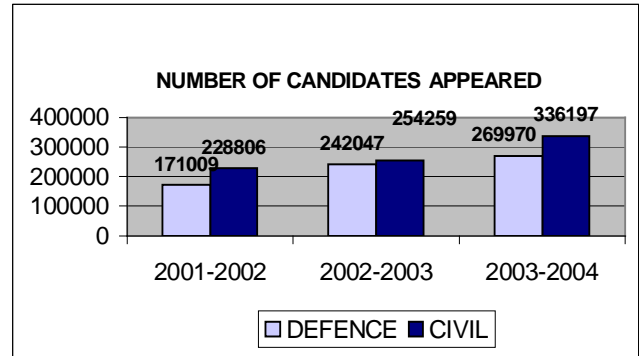


Number of Candidates Appeared

3.3 Approximately 48% of the applicants actually appeared at the examinations for Civil Services/Posts during 2003-2004 as against 50% during 2002-2003. In respect of Defence Services, 60% of the applicants appeared at the examinations during 2003-2004 as against 59% during 2002-2003. The overall percentage of candidates who actually appeared in the examination for Civil and Defence Services/Posts is 52%, as against 54% during 2002-03. The following table shows examination-wise number of appeared candidates.

Examination	2001-2002	2002-2003	2003-2004
Civil			
1. CS(P)	138240	157486	160784
2. CS(M)	5244	@ 3301	5751
3. IFS	7488	8335	8749
4. ESE	21577	37815	39897
5. IES/ISS	\$	1625 \$ 715	1755
6. SOLCE	718	1157	1112
7. CMS	#21745	22845 ## 19418	###
8. SCRA	32242	--	47391
9. GEOL	1552	1562	1257
10. CPF	--	--	69501
Total Civil	228806	254259	336197
Defence			
1. NDA (I)	74670	85647	95457
2. NDA (II)	64479	72237	80814
3. CDS (II)	31860	39413	41256
4. CDS(I)	@ @	@ @ 44750	@ @52443
Total Defence	171009	242047	269970
Grand Total	399815	496306	606167

- @ The no. of candidates appeared in Civil Services (Main) Examination 2002 are 3301 and not 3302, as reported in last report.
- \$ Information pertains to Indian Statistical Service Examination, 2001 which became available in 2002 - 03 only.
- # Information pertains to Combined Medical Services Examination, 2001, held in 2000-01.
- ## Combined Medical Services Examination, 2003 was also held during the year 2002-03.
- ### Combined Medical Services Examination, 2004 was held during the year 2003-04 for which the information is not available at present.
- @ @ Combined Defence Services (I) 2002 Examination was held in 2001-02 but the information became available in 2002-03. Combined Defence Services (I) 2003 Examination was held in 2002-03 but the information became available in 2003-04. Combined Defence Services (I) Examination 2004 was held in 2003-04 for which information is not available at present.
- Examination not held.



Candidates Interviewed

3.4 The Commission conduct interviews only for Civil Services/Posts. In respect of Defence Services, the examination results are passed on to the Ministry of Defence for interviews, physical fitness test, etc. During the year 2003-2004, the Commission conducted interviews in respect of Civil Services/posts based on the results of the following examinations held during the year 2002-03 and 2003-2004:-

- Civil Services (Main) Examination, 2002.
- Engineering Services Examination, 2002.
- Engineering Services Examination, 2003.
- Indian Economic Service Examination, 2002.
- Geologists' Examination, 2002.
- Special Class Railway Apprentices' Examination, 2003.
- Combined Medical Services Examination, 2002.
- Combined Medical Services Examination, 2003.

3.4.1 In addition, evaluation of service records was also carried out in respect of successful candidates of the Section Officers'/ Stenographers' (Grade B/Grade I) Limited Departmental Competitive Examination, 2002 during the year 2003-04.

3.4.2 For conduct of interviews, the services of a number of Advisers were also utilised. Eminent persons from diverse fields are selected as Advisers.

3.4.3 In all, UPSC interviewed 4,085 candidates for various Civil Services/Posts during 2003-2004. The Examination-wise number of candidates interviewed by the Commission for various Civil Services/Posts are given below: -

S.No.	Examination	No. of candidates interviewed during 2003-04
For Civil Services/Posts		
1.	CS(M), 2002	748
2.	ESE, 2002	747
3.	ESE, 2003 *	* -
4.	IES, 2002	26
5.	SOLCE, 2002 **	** 329
6.	SCRA, 2003	35
7.	GEOL., 2002	104
8.	CMS, 2002	1,153
9.	CMS, 2003	943
Total		4,085

*- Information is not available at present.

** Service records of 329 officials were assessed as part of the Section Officers/Stenographers' (Grade "B"/Grade I) Limited Departmental Competitive Examination, 2002.

Candidates Recommended

3.5 UPSC recommended 4,010 candidates for appointment to Civil as well as Defence services/posts during 2003-04. For Defence services, the recommendations for appointment were based on the written examinations conducted by UPSC and the interviews conducted by Services Selection Board of Ministry of Defence. Examination-wise number of candidates recommended is given below:-

S. No.	Examination	No. of candidates recommended during 2003-04
a) For Civil Services/Posts		
1.	CS(M), 2002	309
2.	ESE, 2002	344
3.	IES, 2002	11
4.	SOLCE, 2002	142
5.	SCRA, 2003	9
6.	GEOL., 2002	49
7.	CMS, 2002	306
8.	CMS, 2003	452
Total		1,622
b) For Defence Services/Posts		
1.	NDA (II), 2002	475
2.	CDS (II), 2002	760
3.	NDA(I), 2003	399
4.	CDS (I), 2003	754
Total		2,388
Grand Total of (a) and (b)		4,010

Applicants to Posts Ratio

3.6 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, 973 candidates applied for every post filled through Civil Services Examination, 2002 which was higher than 616 for the year 2001. In respect of SCRA Examination, 2003, number of candidates applied for every post was 9860, which was the highest APR amongst all Examinations. Details are given in the table on next page.

Recommendation to Post Ratio

3.7 The number of finally recommended candidates divided by the number of posts gives the Recommendation to Post Ratio (RPR). When the RPR value is one, candidates have been selected for all the posts. Where the RPR is less than one, the number of candidates selected falls short of the number of posts. As may be seen from the table on next page, RPR is less than one in respect of Civil Services Examination 2002, and Section Officers/ Stenographers (Grade-B/ Grade-I) Limited Departmental Competitive Examination, 2002. In respect of Civil Services Examination, 2002, RPR is less than one as the candidature of one candidate was cancelled after the final recommendation. The candidate was found educationally ineligible for the examination.

Highlights of Civil Services Examination, 2002 Recommendation

3.8 The final results of the Civil Services (Main) Examination, 2002 were declared in tranches, first on May 1, 2003 and a supplementary result on November 5, 2003. Vide the result declared on May 1, 2003, the Commission recommended 286 candidates, which included 38 SC candidates, (2 Physically challenged candidates), 22 ST candidates, (1 Physically challenged candidate) and 88 OBC candidates. Vide supplementary result declared on November 5, 2003, the Commission recommended 24 candidates (2 OBC and 1 SC candidates). Thus a total of 310 candidates were recommended on the basis of Civil Services (Main) Examination, 2002. However, candidature of one ST candidate was cancelled after recommendation as he was found educationally ineligible for the examination. As such a total of 309 candidates were recommended on the basis of Civil Services (Main) Examination, 2002.

S.No.	Name of the Examinations	Number of Posts	Number of Applicants	Number of Recommended Candidates	APR	RPR
1.	Civil Services Examination, 2002	310	3,01,585	309	973	0.99
2.	Engineering Services Examination, 2002	344	97,378	344	283	1.00
3.	Indian Economic Service Examination, 2002	11	5,251	11	477	1.00
4.	Special Class Railway Apprentices' Examination, 2003	9	88,736	9	9,860	1.00
5.	Geologists' Examination, 2002	49	3,201	49	65	1.00
6.	Section Officers' LDCE, 2002	229	1,932	142	8	0.62
7.	Combined Medical Services Examination, 2002	306	31,820	306	104	1.00
8.	Combined Medical Services Examination, 2003	452	29,556	452	65	1.00
	Total	1,710	5,59,459	1,622	327	0.95

Women Candidates

3.9 The number of women candidates appeared in interview and recommended are as under: -

Year	Appeared	Interviewed	Recommended
2001	455	179	88
2002	228	89	59

Physically Challenged Candidates

3.10 The number of physically challenged candidates recommended for appointment on the basis of Civil Services (Main) Examination, 2002 was three.

Interviews

3.11 For the Civil Services Examination 2002, eight Personality Test Boards were set up. Candidates were allowed to opt either English or any one of the Indian Languages as medium for the interview. 543 candidates opted for English whereas 207 candidates opted for an Indian Language as a medium for interview as per details given below:

Name of the Language	Number of Candidates.
Gujarati	02
Hindi	188
Kannada	01
Marathi	07
Tamil	03
Telugu	06
Total	207

Indian Languages in the Main Examination

3.12 The number of candidates who opted for the literature of an Indian Language as one of the optional subjects for the 2002 Examination was 630. Language-wise break up is given in Appendix XI. In addition, details of the number of candidates who chose an Indian Language as a

medium for answering other optional subjects are given in Appendix XII.

Qualifications of candidates

3.13 Out of the 309 candidates recommended for appointment, there were 129 graduates and 181 postgraduates and higher qualifications. The break-up of the academic qualifications of successful candidates, subjects taken by them and their age wise analysis etc. are given at Appendix- XIII and University wise break up of candidates applied and selected is given at Appendix- XIV.

Highlights of Engineering Services Examination, 2002

3.14 The Engineering Services Examination, 2002 was held from June 15, 2002. 97,378 candidates applied for the examination. On the basis of result of written examination, 784 candidates qualified for the interview (117 Scheduled Castes, 56 Scheduled Tribes and 250 Other Backward Classes). The interviews were held from March 17, 2003 to April 1, 2003. The final results were declared on April 17, 2003. 344 candidates (including 54 Scheduled Castes, 25 Scheduled Tribes and 127 Other Backward Classes) were declared finally qualified for the Engineering Services Examination, 2002. For interviews, six Personality Test Boards were constituted for different disciplines of Engineering as per details below :-

Branch	Number of Boards
Civil Engineering	03
Mechanical Engineering	01
Electrical Engineering	01
Electronics & Telecommunications	01

Qualifications of candidates

3.15 Qualification wise, age wise, subject wise and University wise analysis of candidates is given at Appendices XV and XVI respectively.

Changes introduced during the year

3.16 UPSC introduced the following major changes during the year in respect of various examinations:

Age relaxation for the residents of the State of Jammu & Kashmir

3.17 As mentioned in the 52nd Report of the Commission, the Govt. of India issued orders in December, 2001 extending provision for a relaxation in upper age limit up to a maximum of 5 years in all Central Civil Services and posts in favour of persons who had ordinarily been domiciled in the State of Jammu & Kashmir during the period from January 1, 1980 to December 31, 1989. The concession was due to expire on December 31, 2003. The Government vide their orders issued in November, 2003 have further extended this concession for two more years i.e. upto December 31, 2005.

Grant of extra time for submission of applications.

3.18 As mentioned in the previous Report of the Commission, the benefit of extra time for submission of applications to the candidates residing in the State of Jammu & Kashmir was extended by the Commission till the end of the year 2003. During the period under report, the Commission decided to further extend the benefit of extra time to residents of Jammu & Kashmir for one more year i.e. upto December 31, 2004.

New Centres for Commission's examinations

3.19 During the period under report, the Commission decided to open two new centres- one at Jodhpur, Rajasthan for Civil Services (Preliminary) Examination and the other at Aligarh, Uttar Pradesh for Civil Services (Preliminary) and Engineering Services Examinations only. Both these centres were decided to be made operational with effect from the Civil Services (Preliminary) Examination, 2004.

Examination not held

3.20 During the period under report, the Commission did not notify Special Class Railway Apprentices' Examination, 2004 following the advice of the cadre controlling Ministry.

Printing of Test Booklets in the Combined Defence Services Examination (I), 2004 and National Defence Academy & Naval Academy Examination (I), 2004 bilingually (Hindi and English).

3.21 In September, 2003 a decision was taken by the Government to print the Test Booklets of Mathematics and Part 'B' of General Ability Test Papers in the National Defence Academy and Naval Academy Examination and that of General Knowledge and Elementary Mathematics Papers in the Combined Defence Services Examination in Hindi as well as English.

3.21.1. The Commission decided to implement the decision of the Government with effect from the Combined Defence Services Examination (I), 2004 held on February 15, 2004 and National Defence Academy and Naval Academy Examination (I), 2004 scheduled to be held on April 4, 2004.

Central Police Forces (Assistant Commandants) Examination, 2003

3.22 The Central Police Forces (Assistant Commandants) Examination, which was entrusted to the Commission by the Government w.e.f. the year 2003, was conducted by the Commission on October 12, 2003. Selections to the post of Assistant Commandants in BSF, CRPF, CISF, ITBP and SSB are to be made through this examination.

Rescheduling of Examinations

3.23 During the period under report, the following two Examinations were rescheduled by the Commission due to administrative reasons:-

- i) Commencement of the Central Police Forces Examination, 2003 was postponed from October 05, 2003 to October 12, 2003.
- ii) Commencement of the Geologists' Examination, 2003 was postponed from November 29, 2003 to December 6, 2003.

Direct Recruitment by Interview

Chapter

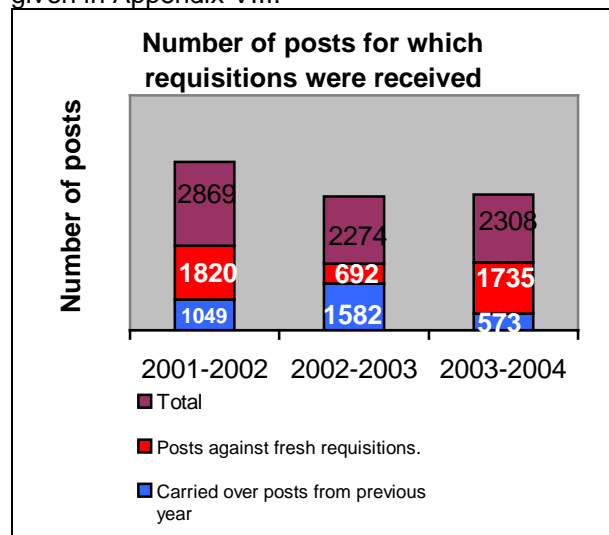
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4.1. Direct Recruitment by Interview is made for filling up vacancies that are not covered through the regular examinations conducted by the Commission. The process of recruitment by interview starts with the receipt of a requisition from a Ministry/Department. Requisitions are also received from statutory organisations, local authorities or public institutions for which recruitment is made by the Commission in terms of Article 321 of the Constitution.

Number of Posts for which Requisitions were received

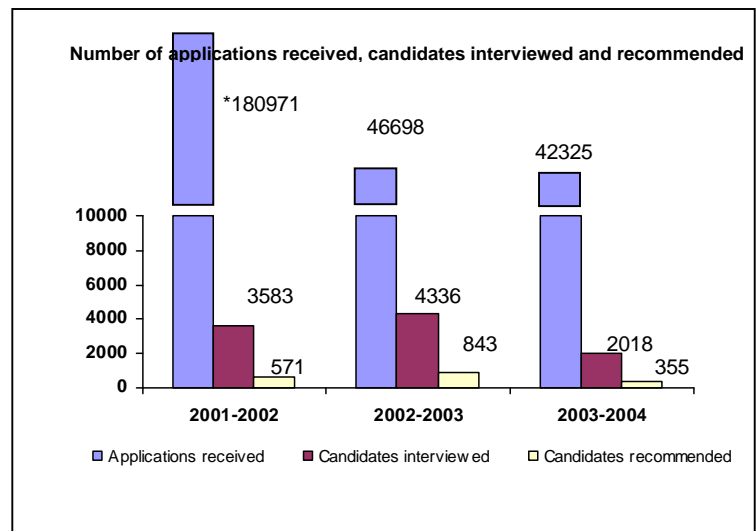
4.2.1 During 2003-2004, the Commission received 369 requisitions involving 1,735 posts as compared to 240 requisitions involving 692 posts received during the previous year.

4.2.2 The Ministry-wise break-up of 1,735 posts for which requisitions were received during 2003-2004 is given in Appendix XVII. The bar chart depicts that there was a significant increase in the number of posts posed by the Ministries/Departments to the Commission during 2003-2004 as compared to the previous year. Taking into account the number of posts carried over from the previous years, the Commission, in all, processed requisitions for 2,308 posts during 2003-2004 as compared to 2,274 posts during 2002-2003. Number of posts for which requisitions were received and recommendation were made is given in Appendix VIII.



Applications Received, Candidates Interviewed and Recommended

4.3. During the period under report, the Commission issued advertisements calling for applications in respect of 832 posts (Appendix - XVIII) which is very much higher than the 391 posts for which advertisements were issued during 2002-2003. During 2003-2004, the Commission received 42,325 applications. It would be seen from the bar chart given below that the number of applications received, the number of candidates interviewed and the number of candidates recommended during 2003-2004 have decreased as compared to the respective figures for the previous year.



*Includes 1,09,307 applications received in one bulk recruitment case.

4.3.1 During 2003-2004, recruitment was finalised in respect of 139 cases for 419 posts involving 58,696 applications for which 2,062 candidates were interviewed and 355 candidates were recommended for various categories of posts.

4.3.2 In respect of 34 posts, the requisitions were cancelled/modified by the concerned Ministries/Departments after issue of advertisements, as per details given in Appendix XIX.

4.3.3 Subject wise and Community-wise break up of the number of posts, candidates applied, interviewed and recommended and percentage of recommended candidates to the number of posts in

respect of Engineering posts, Scientific and Technical posts (excluding engineering posts), Non-Technical Posts and Medical Posts are given in Appendix XX, Appendix XXI, Appendix XXII and Appendix XXIII respectively.

Recruitment Finalised during 2003-04					
Nature of Posts	No. of Posts	No. of Applicants	No. of Recommendations	Applicants to Post Ratio	Recommendation to Post Ratio
Engineering	184	39,186	152	213	0.83
Scientific & Technical	103	11,019	94	107	0.91
Non-Technical	89	6,995	76	79	0.85
Medical	43	1,496	33	35	0.77
Total	419	58,696	355	140	0.85

Recruitment Tests

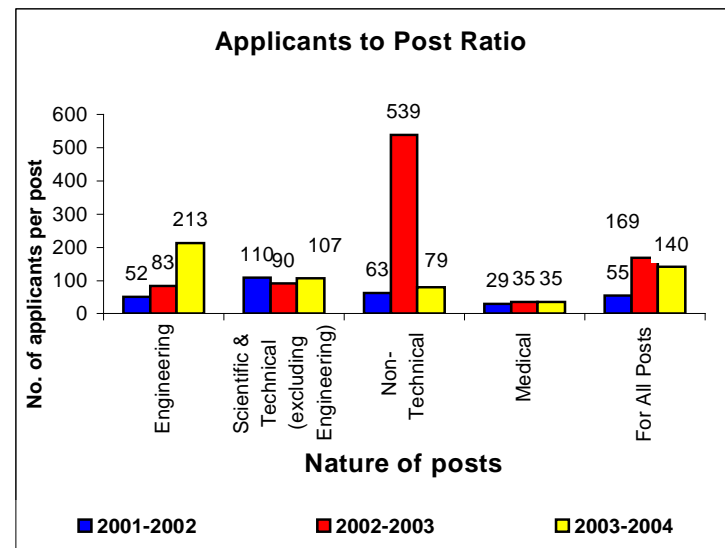
4.4 Recruitment Tests are conducted mostly in bulk recruitment cases entailing more than 500 applications for short listing. These tests can serve in a twin capacity - firstly, as a screening device for identification of eligible candidates on the basis of some normative bench marking and secondly, as a shortlisting tool wherein some weightage is assigned to the performance of the candidates in the test for final assessment. In both the cases, recruitment test is followed by interview for final selection. 9 cases involving 114 posts were finalized during 2003-2004 for which Recruitment Tests were held during the previous year.

Time Taken for Completion of Recruitment Process

4.5 From the date of receipt of requisition to the date of recommendation, on an average, it took 9.1 months in disposing normal recruitment cases during 2003-2004 as compared to 10.2 months during the year 2002-2003. This significant reduction in the processing time was due to close monitoring and periodical review of the recruitment cases.

Applicants to Post Ratio (APR)

4.6 There were, on an average, 140 applications per post for which recruitments were made during 2003-2004. From the chart given below, it is observed that the number of applicants per post has shown an increase in respect of Engineering posts over the past two years. It has also increased in respect of Scientific & Technical posts over the previous year. Further, the number of applicants per post in respect of the Medical posts remained the same as compared to the previous year, whereas the same has decreased for Non-Technical posts. This is due to finalisation of one bulk case involving 1,09,307 applications during the previous year 2002-2003.



Recommendation to Post Ratio (RPR)

4.7. RPR less than 1 indicates non-availability/poor availability of suitable candidates for certain posts/categories. The lower RPR in respect of medical posts is indicative of the general shortage of medical specialists (particularly Super Specialists) with suitable qualifications and experience conforming to the standards prescribed for various medical posts. Similar is the case for Engineering posts.

4.7.1 In all, there were 64 posts during 2003-2004 for which none was found suitable out of the candidates who applied, most of which required specialized medical or engineering qualifications. The list of posts in respect of which suitable candidates could not be found is given at Appendix XXIV.

Recruitment Rules, Service Rules and Mode of Recruitment

Chapter 5

5.1. The number of references relating to framing/amendment of recruitment rules and for deciding mode of recruitment as a one-time measure pending finalization of recruitment rules received during the year were 1,147. 90 references were pending at the beginning of the year. Of the total of 1237 references, 1140 references were processed, leaving a balance of 97 references.

5.2. The number of references relating to framing/amendment of recruitment rules and deciding mode of recruitment as a one-time measure received and disposed of during the financial years 2001-2002, 2002-2003 and 2003-2004 is given below:

Year	Brought Forward	Reference Received	Reference Disposed of	Balance at the end of Year
2001-2002	64	1,233	1,200	97
2002-2003	97	1,273	1,280	90
2003-2004	90	1,147	1,140	97

5.3 Approval of the Commission was obtained for framing/amendment of recruitment rules in 377 cases including Mode of Recruitment cases. Approval of the Commission was inter-alia obtained in the following eight organized services:-

- i) Railway Board Secretariat Service Rules, 1969, Ministry of Railways.
- ii) Armed Forces Headquarter Stenographer Service Rules, 1990, Ministry of Defence.
- iii) Indian Naval Armament Service Rules, Ministry of Defence.
- iv) Central Engineering Service (Roads) Rules, 1995, Ministry of Road Transport & Highways.
- v) Indian Inspection Service Rules, 1994, Ministry of Commerce & Industry.
- vi) Central Architect Service Rules, 1989, Ministry of Urban Development & Poverty Alleviation.
- vii) Central Water Engineering Service (Group 'A') Rules, 1995, Ministry of Water Resources.

viii) Central Power Engineering Group 'A' Service Rules, 1990, Ministry of Power.

5.4 The average time taken by the Commission in processing and approval of proposals for framing of/amendment to recruitment rules was 32.06 days during the period under report.

5.5 In consultation with the Commission, the Department of Personnel and Training issued instructions in July, 1985 that where the Ministries/Departments are not in a position to make regular appointments for the reason that the recruitment rules are still to be framed, they should make an immediate reference to Union Public Service Commission for their advice on deciding the mode of recruitment to the post alongwith their suggestions. During 2003-2004, Commission's advice has been communicated in respect of 57 such proposals.

Promotions and Deputations

Chapter

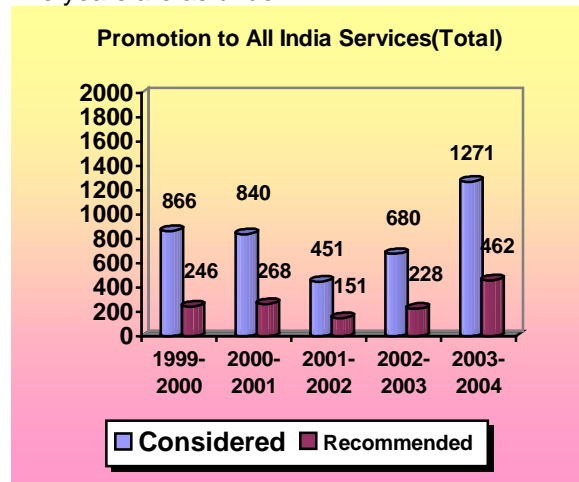
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6.1 The Commission handles work relating to (i) Promotion to Central Services; and (ii) Deputation/Absorption. During the year 2003-2004, the Commission made recommendations in respect of 4,787 (excluding AIS) officers/posts compared to 7,467 officers/posts for which recommendations were made during 2002-2003. For making the said recommendations, the Commission considered the service records of 26,255 officers during 2003-2004 as compared to 33,046 records considered during 2002-2003.

Promotion to the All India Services

6.2 Promotion of State Service Officers to the All India Services viz. IAS/IPS/IFS is governed by the Promotion Regulations framed by Govt. of India under the provisions of Article 309 of the Constitution of India. The Selection Committees presided over by the Chairman or a Member of UPSC make selections of officers of various States/UTs for promotion to the All India Services. The Govt. of India (DOPT) vide their notification dated 25.7.2000 amended the IAS/IPS/IFS Promotion Regulations providing for year-wise preparation of Select Lists. Accordingly, for some States, Select Lists of previous years were also prepared alongwith the Select Lists of 2003 for promotion to the various All India Services.

6.2.1 The comparative figures of officers of various States considered and recommended for induction in the All India Services during the last five years are as under:

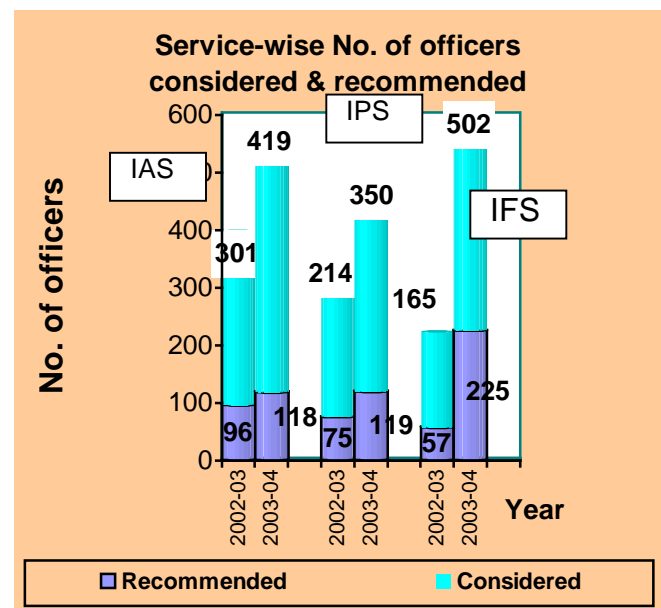


6.2.2 During 2003-2004, the UPSC considered 1271 officers of various States and recommended 462 of them for induction in the All India Services whereas in the previous year 2002-2003 in all 680 officers were considered and 228 of them were recommended for induction.

Service wise number of officers recommended

Name of Service	2002-2003	2003-2004
IAS (From State Civil Service)	85	99
IAS (From Non-State Civil Service)	11	19
IPS	75	119
IFS	57	225
Total	228	462

6.2.3. The comparative figures officers of various States considered and recommended service-wise for induction in the All India Services during the last two years are as under:



6.2.4. Promotions to the All India Services based on state-wise cadres/sub-cadre during the year 2003-2004 covered 50 cadres/sub-cadres out of a

total of 116 cadres/sub-cadres. In addition, Selection Committee Meetings for earlier years in respect of 17 cadres were also held during 2003-2004.

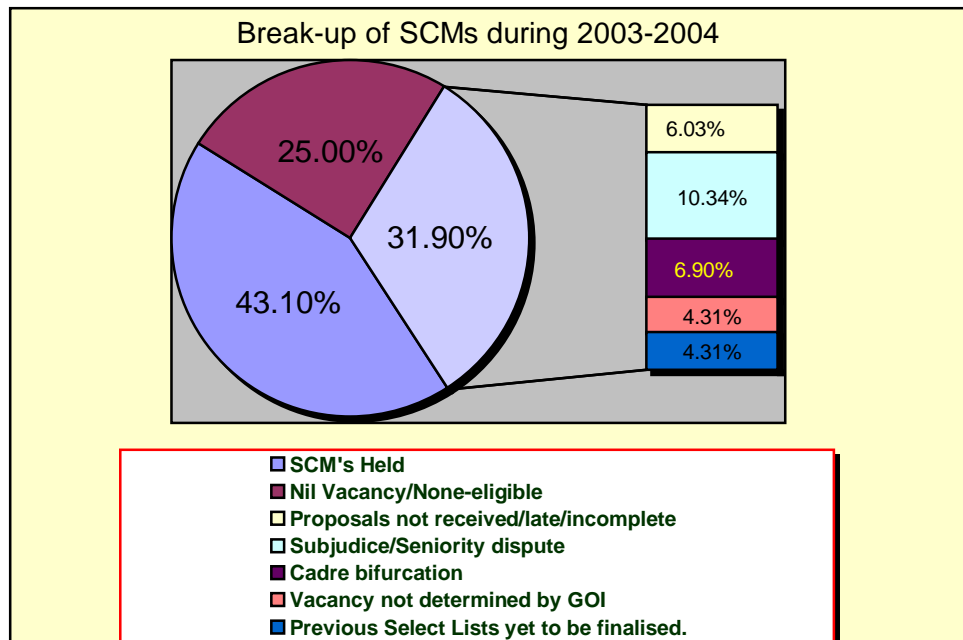
6.2.5. Taking into account (a) 50 cadres/sub-cadres for which Select Lists were finalised and (b) 27 cadres/sub-cadres for which there were no vacancies and (c) 2 cadres/sub-cadres for which no state service officers were eligible (Appendix XXVI), the overall percentage of cadres covered in the SCMs during 2003-2004 comes to 68%.

6.2.6. In respect of the remaining cadres/sub-cadres, Select Lists could not be prepared partly because either the vacancies were not determined by the Govt. of India or due to court orders/directions or due to non-receipt/delayed receipt of proposals from the State Governments. Out of these in respect of 8 cadres/ sub-cadres [i.e. IAS (Non-SCS) and IFS cadres of Uttar Pradesh and Uttaranchal, IAS (NSCS) Cadres of Bihar, Jharkhand, Madhya Pradesh and Chhatisgarh] the cadre bifurcation has not yet completed. With the exclusion of such States/cadres where it was not possible to convene SCMs, the percentage of coverage of SCMs during 2003-2004 is around 75%.

6.2.7. During the year 2003-2004, UPSC convened 105 Selection Committee Meetings including Review Meetings and Reconvened Meetings to prepare Select Lists for promotion to the All India Services as summarized below (details in Appendix -XXVII):

S. No.	Particulars	No. of cadres/ Sub-cadres
1.	Select Lists for 2003-04 finalised	50
2.	Select Lists of previous years finalized.	43
3.	Reconvened meetings	03
4.	Review Meetings which were convened in pursuance of CAT/Court directions (Appendix XXVIII)	09
	Total	105

6.2.8. List of cadres/sub-cadres for which no meeting could be held during the year due to non preparation of select lists of earlier years, incomplete proposals, stay orders from various courts, etc. are given in Appendix XXIX.



Promotions In Central Services

6.3 The Commission considered 18,003 officials and recommended 4,565 officials for promotion to various posts under the Central Services during the year 2003-2004. For this purpose, 414 Departmental Promotion Committee Meetings were convened during 2003-2004 as compared to 511 Departmental Promotion Committee Meetings held during 2002-2003.

Deputation/Absorption

6.4 The Commission considered 8,252 officials and recommended 222 officials for deputation/absorption during 2003-2004. For this purpose, 178 Selection Committee Meetings were held during 2003-2004 as compared to 191 Selection Committee Meetings held during 2002-2003.

Confirmation

6.5 Confirmation of officers appointed through the Commission is no more within the purview of the Commission with effect from June 1, 1999, as it is not necessary to consult the Commission while making substantive appointment or confirmation to any Group "A" and Group "B" posts, of any person

recruited directly through the Commission to such Group "A" and Group "B" service or post.

Adhoc Appointments

6.6 The appointments made by the Government to various Group "A" and Group "B" posts pending recruitment of candidates through the Commission are treated as adhoc appointment and are required to be reported to the Commission by all the Ministries and Departments through monthly and half yearly returns. However, monthly/half yearly returns from 42 Ministries / Departments and Union Territories were not received during the year as detailed in Appendix XXX.

6.6.1 During the year 2003-2004, 33 Ministries / Departments/Union Territories reported fresh adhoc appointments to 192 Group "A" and 154 Group "B" posts. During the year 2002-2003, 32 Ministries / Departments/Union Territories reported adhoc appointments to 186 Group "A" and 219 Group "B" posts.

6.6.2 At the end of 2003-2004, 265 cases of adhoc appointments were continuing for more than one year.

S. No.	Years	GROUP "A"	GROUP "B"
1.	Between 1-2 Years	33	12
2.	Between 2-3 Years	49	16
3.	Between 3-4 Years	20	09
4.	Between 4-5 Years	11	20
5.	Between 5-10 Years	26	50
6.	More than 10 Years	06	13
	Total	145	120

Note: The figures reflected above are those indicated by the Ministries / Departments in the half-yearly report for the period ending December 2003. Where the Ministries / Departments have not submitted report for December 2003, figures indicated in the half-yearly report for June 2003 have been taken.

Ministry-wise break-up is given in Appendix-XXXI.

Promotion through DPCs

6.7 Out of 4,565 officers recommended for promotion during the year 2003-04, 301 officers belonging to Scheduled Castes and Scheduled Tribes were recommended against 393 vacancies reserved for these categories. No Scheduled Castes and Scheduled Tribes officer could be recommended against 92 reserved vacancies

because of non-availability of eligible candidates. However, 290 officers belonging to Scheduled Castes and Scheduled Tribes categories were recommended for promotion within Group "A" posts against unreserved vacancies where reservation orders are not applicable. Ministry/Department wise break up is given at Appendix XXXII.

Representation of SC, ST and OBC Candidates and Physically Challenged Candidates

Chapter 7

7.1 Candidates belonging to Scheduled Castes, Scheduled Tribes and Other Backward Classes (SC/ST/OBCs) were recommended by the Commission by a relaxed standard provided they were considered fit for appointment to the respective services/posts.

Recruitment by Examination

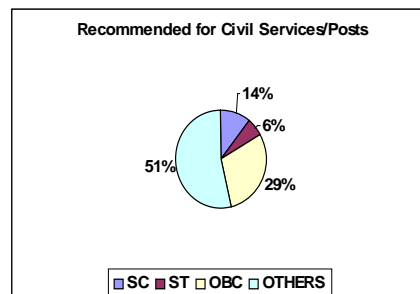
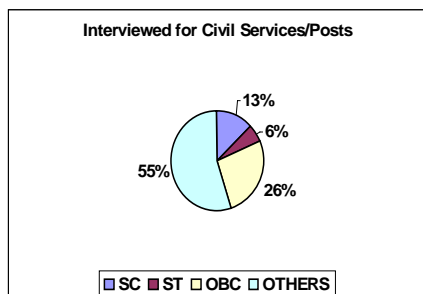
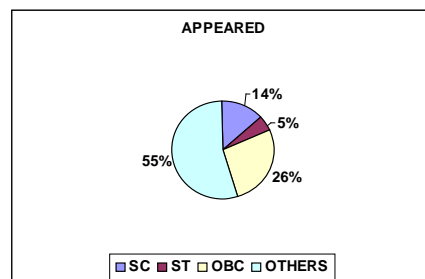
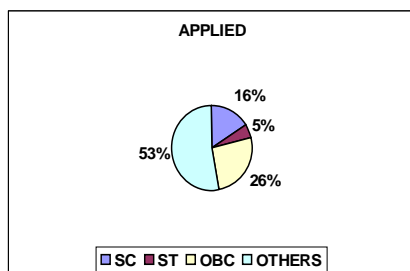
7.2 During the year 2003-2004, the Commission were able to recommend candidates belonging to SC/ST/OBC categories for all the vacancies reserved for them from all the examinations except for Combined Medical Services Examination, 2003 and Section Officers'/

Stenographers' (Grade 'B'/Grade-I) Limited Departmental Competitive Examination, 2002 (SOLCE). In CMS Examination 2003, against the reserved vacancies of 73 SCs, 30 STs and 115 OBCs, 72 SCs, 30 STs and 114 OBCs, were recommended. In respect of SOLCE 2002, against the reserved vacancies of 33 SCs, 23 STs only 7 SCs and 8 STs candidates were recommended. However, in respect of Civil Services Examination candidature of 1 ST candidate was cancelled after the final recommendation was made, as he was found educationally ineligible for the examination.

Particulars	2003-2004				2002-2003			
	Reserved Posts	Recommended against reserved Posts	Short fall	Recommended against Un-reserved Posts	Reserved Posts	Recommended against reserved Posts	Short fall	Recommended against Unreserved Posts
Recruitment by Examination	779	735	44	61	535	472	63	109
		94%				88%		

□ Including Section Officers/ Stenographers [Grade B / Grade- I] Limited Departmental Competitive Examination, 2002.

Category wise number of candidates for Examinations



Direct Recruitment by Interview

7.3 During 2003-2004, the percentage of SC, ST & OBC candidates recommended against the posts reserved for them increased over the previous year i.e. 78.2 % as against 75.7 % during

2002-2003. If SC, ST & OBC candidates recommended against un-reserved posts are included, recommendations were made for 94.9 % of reserved posts in 2003-2004 as compared to 89.5 % during 2002-2003.

Particulars	2003-2004					2002-2003				
	Reserved Posts	SC/ST/OBC candidates recommended against Reserved Posts	Short fall	SC/ST/OBC candidates recommended against Un-reserved 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
Direct Recruitment by Interview	156	122	34	26	148*	420	318	102	58	376*
Percentage (%)		78.2	21.8		94.9*		75.7	24.3		89.5*

* includes SC/ST/OBC Candidates recommended against unreserved posts

7.4 Special efforts were made to recruit SC, ST & OBC candidates. In addition to the usual advertisements and wide publicity through the media, a large number of eminent persons, authorities, institutions, including the office of the Commissioner for Scheduled Castes and Scheduled Tribes were approached for obtaining names of suitable SC and ST candidates in several cases covering a wide range of disciplines.

7.5 Against 156 reserved posts for Scheduled Castes, Scheduled Tribes and Other Backward Classes considered during the year, recommendations were made for 122 posts leaving a shortfall of 34 posts. This is significantly lower than the shortfall of 102 posts during 2002-2003.

Recruitment Finalised for SC/ST/OBC Posts during 2003-2004

	SC	ST	OBC	Total
Reserved Vacancies	40	25	91	156
Candidates applied against reserved vacancies	7,362	1,469	8,965	17,796
Candidates called for interview	253	131	624	1,008
Candidates appeared in the interview	194	84	479	757
Candidates recommended	30	16	76	122
Shortfall (details at Appendix XXIV)	10	9	15	34
Out of which				
(a) Posts for which no such candidate applied (details at Appendix XXXIII)	-	1	1	2
(b) Posts for which no such candidate was found suitable out of applied candidates	10	8	14	32

7.6 Further, 6 SC and 20 OBC candidates were recommended against unreserved vacancies. Details of such posts for which candidates belonging to SC/ST/OBC categories were recommended are given in Appendix XXXIV.

In-Service Training to Candidates Belonging to SC/ST/OBC Categories

7.7. The Commission recommended in-service training to 5 SC, 7 ST and 9 OBC candidates selected for appointment on the basis of relaxed standards so that they could come up to the standard of general candidates. Duration of in-service training ranged from three months to one year after their appointment to the post in the areas comprising the duties attached to the post.

Period of In-service training	Community wise Candidates			
	SC	ST	OBC	Total
3 months	1	4	2	7
6 months	2	3	3	8
9 months	2	-	3	5
One year	-	-	1	1
Total	5	7	9	21

Physically Challenged Persons recommended by the Commission

7.8 Four physically challenged persons were recommended by the Commission against the seven posts reserved for them i.e. 57.1% of the posts reserved for them through Direct Recruitment by Interview during the year 2003-2004. Detailed information is given in the following table:

S. No.	Name of Post and Scale of Pay	Number of vacancies reserved for physically challenged candidates	Number of such candidates recommended
1	Lecturer in Zoology in Government Colleges, Government of Pondicherry. (Rs. 8,000-13,500).	1	1
2	Lecturer in Botany in Government Colleges, Government of Pondicherry. (Rs. 8,000-13,500).	1	-
3	Assistant (Legal) in the Department of Legal Affairs, Ministry of Law & Justice. (Rs. 6,500-10,500).	1	-
4	Central Government Advocate in the Department of Legal Affairs, Ministry of Law & Justice. (Rs. 14,300-18,300).	1	1
5	Lecturer (Economics) in Government Colleges, Government of Pondicherry. (Rs. 8,000-13,500).	1	1
6	Assistant Programmer, Central Bureau of Investigation, Ministry of Personnel, Public Grievances & Pensions. (Rs. 6,500-10,500).	2	1
Total		7	4

Disciplinary Cases

Chapter 8

8.1 The table given below shows the number of disciplinary cases referred to the Commission, cases disposed of by them and the balance at the end of the preceding four years and the year under report.

8.2 During the year, the Commission received 1,049 disciplinary cases under Article 320 (3) (c) of the Constitution of India including 220 cases brought forward from the previous year (2002-2003) which were pending with the Commission as on 1.4.2003. This also includes 829 new cases, which were received during the year. The Commission tendered their advice in 511 cases, including 26 cases of reconsideration. During the year 251 cases were returned. Thus, out of the total 1,049 cases, 762 cases were disposed of during the year leaving a balance of 287 cases at the close of the year.

8.3 Details of charge/misconduct, group wise break-up of the officers involved and the Commission's advice regarding penalties/dropping of proceedings/setting aside the penalties already imposed are given in the chart at Appendix XXXV. The chart also shows the number of cases, which were returned to the concerned Ministries/Departments/State Governments on various grounds.

8.4 Appendix XXXVI gives the Ministry/Department/State Government wise details of total 511 cases in which the Commission tendered their advice. This appendix shows that 97 cases involved charges of lack of integrity and 388 cases were related to other charges of misconduct or lack of devotion to duty. Out of the remaining 26 cases, the Commission advised to hold de-novo proceedings in 5 cases and in 21 cases advice of miscellaneous nature was communicated. In respect of the 97 cases involving lack of integrity,

the Commission advised imposition of major penalties in 74 cases and minor penalties in 15 cases and in 8 cases the Commission held that either the charges had not been proved or the allegations proved were not of such a nature as to call for imposition of a formal penalty and the Commission, therefore, advised dropping of the proceedings or setting aside the penalty already imposed. As regards 388 cases belonging to the other category, the Commission advised imposition of major penalties in 175 cases and minor penalties in 128 cases. In the remaining 85 cases, the Commission held that either the charges had not been proved or the allegations proved were not of such a nature as to call for imposition of a formal penalty and the Commission, therefore, advised dropping of the proceedings or setting aside the penalty already imposed.

8.5 In 459 cases (refer col. 15 of Appendix XXXV) wherein the Commission conveyed their considered advice, the Government passed orders accepting the Commission's advice in 363 cases. In 11 cases involving 11 officers, in respect of whom advice of the Commission had been communicated in previous years, orders passed by the Government were not in accordance with the advice of the Commission. Out of the above 11 cases, one case pertains to the period 1992-93, four cases pertain to the period 2000-01, two cases to 2001-02 and four cases to the year 2002-03. Details of the cases are given in Chapter 10. In the remaining cases, orders of the Government are awaited.

8.6 During the period 2002-2003, the Commission had conveyed effective advice in 497 cases, out of which copy of orders implementing the same had been received in 360 cases.

8.7 The inflow of large number of cases

Year	No. of cases pending 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.
1999-2000	210	815	435	337	253
2000-2001	253	781	566	249	219
2001-2002	219	807	590	226	210
2002-2003	210	827	554	263	220
2003-2004	220	829	511	251	287

continued for the period under report. Processing of disciplinary cases being quasi-judicial in nature, the Commission have to examine all the aspects of the cases in great details, keeping in view the facts and circumstances of the case, evidence adduced during the enquiry, deposition of witnesses, representation of the charged officer etc. The Commission had been taking normally about 6 months on an average to dispose of a disciplinary case from the date of receipt of complete case records. However the average time of disposal of the case in the Commission has been brought down considerably during the last three years by the consistent efforts of the Commission. The average time taken during the period under report was 4.32 months. The cases involving Court directions and retirements are given priority and the Commission tender advice in such cases within 2-3 months.

8.8 The Commission would like to point out that a large number of cases received in the Commission for advice were found incomplete. During the year under report about 23.93% of the cases had to be returned to the Ministries/Departments/State Governments either for fulfilling the prescribed procedural formalities or for supply of relevant documents etc. A careful scrutiny of the case records at the initial stage would obviate delays in finalization of the cases.

Delays in Implementing Advice of the Commission

Chapter 9

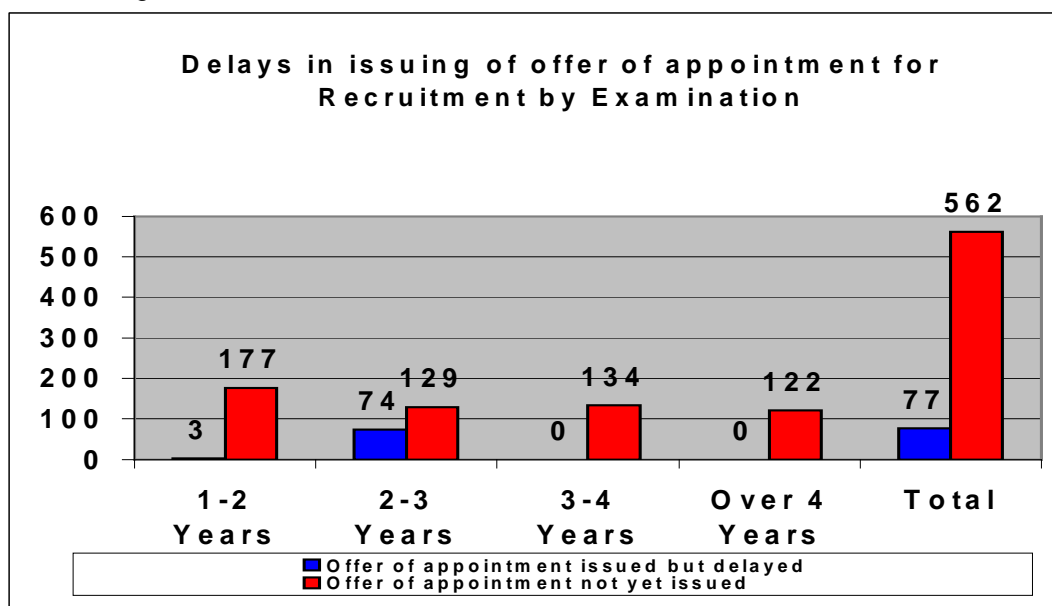
Delay in Offers of Appointment to the Candidates Recommended by the Commission on the basis of Results of Various Examinations

9.1 Despite repeated observations made by the Commission in their earlier reports, various Ministries /Departments of the Government take a long time in implementing the Commission's advice.

9.2 There were 639 cases, as compared to last year's figure of 1,144 cases, where offers of appointment to the candidates recommended by the Commission on the basis of results of various examinations were delayed by the Ministries/Departments (Appendix XXXVII). As is apparent from a perusal of Appendix XXXVII, a majority of such cases pertain to the Ministry of Railways. Of these 639 cases, as many as 562 cases as compared to last year's figure of 765 cases were such where offers of appointments were yet to be made even though a period of more than one year had elapsed since the recommendations were made. Out of 562 cases, 540 cases pertain to the Engineering Services Examinations, wherein in 250 cases, as compared to 336 cases of last year, offer of appointment has been delayed and not yet made for more than three years. In 290 cases as compared to 407 cases last year, the offer of appointment has been delayed and not yet been made for one to three years. In respect of Geologists' Examination, there

were 18 cases, as compared to 19 cases of last year, where the offer of appointment has been delayed and not yet been made even though a period of more than one year had elapsed since the recommendations were made. Out of these 18 cases, in 12 cases the delay is for one to three years whereas in 6 cases the delay is over three years. In respect of Indian Forest Service Examination, there are 4 cases as against three cases of last year wherein the offer of appointment has not yet been made, even though a period of more than one year had elapsed since the recommendations were made. In one case the delay is over one year whereas in three cases the delay is over two years.

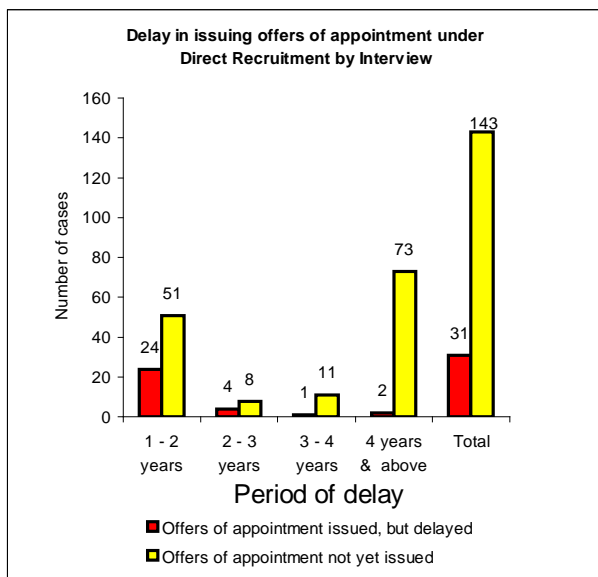
9.3 The Commission is of the firm view that candidates recommended by them should not be required to wait for years for the receipt of the offers of appointment from the concerned Ministries. It is also noted that in many cases, candidates selected by the Commission, in the meantime, secure placement elsewhere and do not become available for appointment under the Government thus rendering the whole exercise of selection of such candidates futile and infructuous. The Commission would like to reiterate the need for devising suitable measures to ensure that recommended candidates are issued offers of appointment as quickly as possible.



Delay in Offers of Appointment to the candidates Recommended by the Commission through Direct Recruitment by Interview

9.4 In respect of 174 cases, offers of appointment to candidates recommended by the Commission were delayed by the Ministries/Departments for more than one year. (refer to Appendix XXXVII). In 31 cases, offers of appointment were issued after a period of more than one year but in the remaining 143 cases, offers of appointment had not been made till the close of the year though more than one year had elapsed from the date of recommendation.

9.4.1 The Commission would like to emphasise the importance of avoiding delays in making offers of appointment to recommended candidates.



Delay in notification of Recruitment Rules

9.5 Recruitment Rules approved by the Commission are required to be notified within 10 weeks. It is observed that there has been considerable delay on the part of the Ministries/Departments in notifying the Recruitment Rules finalised in consultation with them. During the year 2002-2003, there were 252 cases pending for more than one year for notification, after these were approved by the Commission. As against these 252 cases pending in the year 2002-2003, there were 298 cases during the period under report viz. 2003-2004 pending for more than one year for notification. Out of these 298 Cases, recruitment rules have not been notified in 101

cases despite a time-lag of over 5 years, in 17 cases of over 4 years, in 25 cases of over 3 years, in 44 cases of over 2 years and in 111 cases of over 1 year. The Ministry/Department-wise details are given in Appendix-XXXVIII. The delay in notification by the Ministries/Departments vitiates the very basis of the recruitment process for civil posts/services.

Processing of Promotion (DPC) cases and steps taken to cut down the delay

9.6 In accordance with the instructions issued by the Department of Personnel & Training, the panels for promotion are expected to be ready on first day of the vacancy year with the implementation of the Model Calendar with effect from January 1, 1999. However, although the Model Calendar has come into operation, most of the Ministries/Departments are not sending proposals to the Commission according to the Model Calendar. Secretary, UPSC requested all the Ministries/Departments to send proposals in a time bound programme. Secretary, DOP&T also urged all the Secretaries to the Government of India for following the instructions/time schedule prescribed in Office Memorandum dated September 5, 1998 (Model Calendar) so that the objective of convening of DPC meetings/preparation of approved select panels within the prescribed time frame is achieved.

Non-Acceptance of the Commission's Advice by the Government

Chapter 10

Recruitment to the post of One Director in National Institute of Social Defence, Ministry of Social Justice and Empowerment

10.1.1 The Commission recommended one candidate, on the basis of selection through interview, for the post of Director in the pay scale of Rs. 14,300-18,300/- in the National Institute of Social Defence under the aegis of Ministry of Social Justice and Empowerment vide letter dated September 18, 2000. The Ministry informed vide their letter dated August 21, 2000 that Government of India was considering a proposal for conversion of National Institute of Social Defence into an autonomous body and requested to keep the process of selection of Director, National Institute of Social Defence in abeyance. The request of the Ministry was examined and was not acceded to as the process of selection was at an advanced stage. Interviews were held as scheduled and one candidate was recommended for the post of Director.

10.1.2 The Ministry vide their letter dated June 20, 2001 have informed that they have decided not to accept the recommendations of the Union Public Service Commission due to various reasons. As these reasons were not found sufficient, the Commission, vide their letter dated July 17, 2001, reiterated their recommendation for appointment of the recommended candidate to the post of Director. The Ministry vide their letter dated May 9, 2002 have mentioned that National Institute of Social Defence has been converted into an autonomous body and the matter of acting upon recommendations of Commission may kindly be treated as closed. Since the Ministry has not issued the offer of appointment to the selected candidate so far, the Commission have decided to treat the case as a non-acceptance of Commission's advice.

Recruitment to the post of Assistant Soil Conservation Officer (Sedimentation) in the Ministry of Agriculture, Department of Agriculture and Co-operation

10.2 This case relates to recruitment to the post of one Assistant Soil Conservation Officer (Sedimentation) in the Ministry of Agriculture, Department of Agriculture and Co-operation. The

interviews in this case were held on February 4, 1993 and one Scheduled Caste candidate was recommended against the post reserved for Scheduled Caste candidates. Later on, the Ministry vide their letter dated nil received in the Commission on April 26, 1993 informed that the above post of Assistant Soil Conservation Officer (Sedimentation) had since been identified for abolition, as an economy measure by the two member committee constituted in pursuance of a decision taken by Committee of Secretaries under the Chairmanship of the Cabinet Secretary. Accordingly, it had been decided to pend action with regard to filling up of all such posts identified for abolition by the Committee till final decision is taken on the Report. The Commission vide their letter dated November 5, 1993 advised the Ministry to adjust the recommended candidate in the first available SC vacancy occurring in the grade of Assistant Soil Conservation Officer. The Ministry vide their letter dated November 4, 1994 informed that it was not feasible in view of the fact that Recruitment Rules for the post of Assistant Soil Conservation Officer (Sedimentation) were different from that of other Assistant Soil Conservation Officers. Subsequently, the Ministry vide their letter dated June 2, 1997 informed that Finance Division had suggested that a fresh work study of the posts may be done to justify their revival. Finally, vide their letter dated June 12, 2003 the Ministry of Agriculture informed that the Finance Division had not agreed for revival of the post. Hence, it would not be possible to appoint the recommended candidate. This was, therefore, treated as a case of non-acceptance of Commission's advice.

Appeal preferred by an officer belonging to Indian Police Service (TN: 86)

10.3.1 Advice of the Commission was sought by the State of Tamil Nadu in July 1999, on the disciplinary proceedings instituted against an officer belonging to the Indian Police Service on the charge that he was responsible for firing and atrocities on the villagers of Thoothukudi District, Tamil Nadu, with a proposal to impose the penalty of stoppage of increment(s). The Commission after consideration of all the facts and circumstances relevant to the case advised the State Government to impose the penalty of 'Censure' on the MOS. In

December 1999, the State Government passed an order in accordance with the advice of the Commission. Aggrieved by the said penalty order, the MOS preferred an appeal against the penalty to the Central Government. In July 2000, the Central Government referred the appeal to the Commission seeking their advice. The Central Government while making the reference to the Commission, had stated that in bringing any law & order situation under control, some amount of force has to be used. The same is also true for effecting arrests. Therefore, they had decided to accept the appeal of the MOS.

10.3.2 The Commission, after consideration of all the facts and circumstances of this case again at the appeal stage, observed that the Commission had already discussed this case in great detail and decided to reiterate their advice tendered earlier. The Commission also pointed out that the standard of proof required in a departmental enquiry differs materially from the standard of proof required in a criminal case. The Commission also observed that, on the basis of preponderance of probability, it was fully established that the police party had used force against innocent unarmed villagers. The Commission also held that the human rights of innocent unarmed villagers were violated when some of the villagers who were not accused of any crime, were subjected to the use of force by uniformed officials in the early hours of the morning, when most of them were not even awake. The uniformed officials were under the responsibility of the MOS, even if, he himself, did not actually attack the villagers. The Commission were of the view that it was incumbent on the part of the MOS to have properly briefed the men under his command on the need to protect the human rights of the innocent villagers while carrying out his orders, but he failed to do so. The Commission also noted that the appellant had not raised any point of law, which might warrant a reconsideration of the advice. Accordingly advice of the Commission, to reject the appeal, was communicated to the Ministry on November 15, 2000.

10.3.3 In May 2001, the Central Government passed order exonerating the MOS of the charges in disagreement with the advice of the Commission.

10.3.4 Since the order passed by the Government is not in accordance with the advice of the Commission, this has been treated as a case of non-acceptance of the Commission's advice.

Action under Rule 9 of the CCS (Pension) Rules, 1972 against an officer belonging to General Central Service

10.4.1 Action under Rule 9 of the CCS (CC&A) Rules, 1972 had been initiated by the Ministry of Defence against an officer belonging to General Central Service on the charges that (i) he fraudulently misused two defence cheques by forging the signature of the authorized signatory and that (ii) he failed to account for the cheques and further with a view to concealing the fact of non-accounting of the two cheques in Cash Book and Schedule III, had unauthorisedly removed the counterfoils of these cheque leaves from the cheque book.

10.4.2 A reference seeking advice of the Commission was made by the Ministry in May 2002, with a proposal to impose up on the CO a cut of 5% in his pension for 5 years. The Commission after consideration of all the facts and circumstances of the case observed that both the articles of charge stand established and proven on the basis of the documentary evidence as well as the admission of the CO himself. The Commission also observed that deliberate misappropriation and forgery on Government cheques is a very serious misdemeanor, which cannot be condoned or taken lightly. In the light of their observations and findings, the Commission were of the view that as the charges established against the CO constitute grave misconduct on his part, the ends of justice would be met in this case if the pension of the CO is reduced to the minimum as laid down in the rules on a permanent basis and further, the gratuity admissible to him should be released, if no other case is pending against him. Accordingly, advice of the Commission was communicated to the Ministry on August 28, 2002.

10.4.3 In November 2002, the Ministry made a reference seeking reconsideration of the above advice stating that the penalty advised by the Commission would be very harsh and would have serious financial consequences for the CO. The Ministry also stated that taking into account the very meagre amount of pension, which the CO was getting, the penalty of 5% cut in pension for 5 years would be justified. The Commission after reconsideration of the case noted that the DA has not been able to come out with any new fact, legal point or patent error leading to miscarriage of

justice in the case of the CO, which may warrant reconsideration of the advice already tendered except the humanitarian grounds. The Commission was, therefore, of the view that deliberate attempts to misappropriate Government funds by resorting to forgery is a very serious misdemeanor which cannot but be sternly viewed, and in such cases of grave misconduct, there is no room for compassion. As such, the Commission reiterated its earlier advice to the Ministry on February 13, 2003.

10.4.4 In June 2003, the Ministry issued order withholding 5% of the monthly pension for a period of five years against the CO, in disagreement with the advice of the Commission.

10.4.5 Since the order passed by the Government is not in accordance with the advice of the Commission, this case has been treated as a case of non-acceptance of the Commission's advice.

Disciplinary proceedings instituted against an officer belonging to Central Health Services

10.5.1 Disciplinary proceedings were instituted under Rule 14 of the CCS (CC&A) Rules, 1965 against an officer belonging to the Central Health Services, on the charge that he had left the country to accept a foreign paid assignment with the Kingdom of Saudi Arabia without prior permission of the competent authority. The IO held the charge of lack of devotion to duty and acting in a manner unbecoming of a Government Servant as proved against the CO.

10.5.2 The Ministry of Health and Family Welfare made a reference seeking the advice of the Commission in May 2000. The Commission after consideration of all the facts and circumstances relevant to the case, observed that as per procedure, a Government Servant can leave his present job only after formal clearance from the competent authority and that he cannot demit the office unless he gets an order of permission in writing to do so. In the present case, the Commission observed that the CO had no such order or permission and he had proceeded to Saudi Arabia on his own and that he did not bother to report back to duty on the pretext of contractual obligations and continued in foreign job beyond his initial request for one year without permission of the competent authority. In the light of the above observations and findings, the Commission were of the view that the charges against the CO was

proved and that ends of justice would be met in this case if the penalty of 'Dismissal from Service' was imposed on the Charged Officer. Accordingly advice was communicated to the Ministry on September 27, 2000.

10.5.3 In May 2001, the Ministry made another reference seeking reconsideration of the above advice stating that the penalty of 'Dismissal from Service' advised by the Commission would be excessively harsh, since the CO had returned to his duties in the country and was then discharging his duties satisfactorily. It was also stated that the NOC given by the Government while forwarding the CO's initial application for foreign assignment assured that he would be relieved within one month of receipt of offer; that there was inordinate delay on the part of the Government; that taking up foreign assignment was per se not unauthorized and that the CO returned to the country well before the maximum period of five years for which he could have remained on foreign assignment. The Commission after reconsideration of the case observed that the DA has not brought forward any new point either in law or facts of the case, which may warrant reconsideration of the advice already tendered. The Commission, therefore, reiterated its earlier advice to the Ministry on August 13, 2001.

10.5.4 In July 2003, the Government passed order in this case imposing the penalty of reduction in time scale of pay by two stages, with the effect of postponing future increments, in disagreement with the advice of the Commission.

10.5.5 Since the order passed by the Government is not in accordance with the advice of the Commission, this has been treated as a case of non-acceptance of the Commission's advice.

Disciplinary proceedings instituted against an officer belonging to Indian Company Law Service

10.6.1 Disciplinary proceedings were instituted against an officer belonging to Indian Company Law Service under Rule 14 of the CCS (CC&A) Rules, 1965 by the Ministry of Law, Justice and Company Affairs, Department of Company Affairs on the charges that (i) he accepted various gifts from persons having official dealings with him and (ii) he accepted the gifts whose value, taken individually, exceeded Rs.150/- without obtaining the sanction of the Government. The IO exonerated the charged

officer of all the charges. However, the DA disagreed with the findings of the IO to the extent that the CO had obtained the gifts and the required permission to receive the gifts was not obtained by him. A copy of the inquiry report along with the disagreement of the DA was conveyed to the CO.

10.6.2 In September 2001, advice of the Commission was sought by the Ministry. On consideration of all the facts and circumstances of the case, the Commission observed that the prosecution had not been able to prove that the gift articles had been accepted by the Charged Officer from persons having official dealing with him. The Commission has also observed that the CO had informed the Government that some unknown persons had left gift items at his residence without his knowledge on the occasion of Diwali but there had been no response or any direction from the Department for accepting the gift articles or otherwise. The Commission, therefore, considered that ends of justice would be met if the proceedings against the Charged Officer be dropped and he is exonerated of the charges. Accordingly advice of the Commission was communicated to the Ministry on November 27, 2001.

10.6.3 In March, 2002 the Ministry again made a reference seeking reconsideration of the advice of the Commission that on the ground that the contention of the CO that he sought permission of the Department to retain the gifts was not acceptable as no such request was ever received in the Department and that by the letter dated November 8, 1995 the CO had quite unfairly tried to shift the blame on the Department. On reconsideration, the Commission observed that these points were also taken into account earlier and that the Ministry had not brought forth new facts or points. The Commission reiterated their earlier advice and communicated the same to the Ministry on October 4, 2002.

10.6.4 In July, 2003 the Ministry passed orders in the name of the President imposing on the Charged Officer the penalty of 'Censure' in disagreement with the advice of the Commission.

10.6.5 Since the order passed by the Government is not in accordance with the advice of the Commission this has been treated as a case of non-acceptance of the Commission's advice.

Disciplinary proceedings instituted against an officer belonging to Indian Administrative Service

10.7.1 Disciplinary proceedings were instituted against an officer belonging to Indian Administrative Service under Rule 8 of the AIS (D&A) Rules, 1969 in regard to nine articles of charge that (i) he made false and baseless allegations against Municipal Commissioner, Bombay Municipal Corporation (BMC); (ii) made wild and baseless allegations on alleged press reports and rumours regarding allegations of gross violations of Floor Space Index (FSI) regulations by the IAS Officers Cooperative Housing Society; (iii) did not forward his applications/complaints/representations through his official superiors; (iv) used offensive, threatening, tendentious and intemperate language in his various communications addressed to superior authorities; (v) unauthorisedly obtained information from his Annual Confidential Records files and notes and unauthorisedly communicated the same to the Press which published it. He also criticized some actions of the Government in his communications to the Press; (vi) unauthorisedly communicated official and confidential information, which he had unauthorisedly come in possession to the Press, which published it. He also made available to the Press, official documents or copies thereof containing adverse criticism of the actions of the State Government; (vii) misused his official position and improperly used Government stationery, stamps, telegrams, speed post communications and other resources of Government for ventilating his personal grievances and for making applications and complaints to Governments concerning matters not connected with his official matters which caused financial loss to the Government; (viii) attempted to bring political pressure on Government and (ix) made false TA/DA claim by showing his private visit as on Government work and cheated the Government of money. The Government of Maharashtra made a reference seeking advice of the Commission in April 2000, with a proposal to impose a major penalty on the MOS.

10.7.2 The Commission after careful consideration of all the facts and circumstances of the case, held all the charges leveled against the MOS as proved and also observed that the MOS had been given adequate opportunity for inspection of records and to defend himself. The Commission, therefore, were of the opinion that ends of justice would be

met in this case if penalty of compulsory retirement was imposed on the MOS. Accordingly, advice of the Commission was communicated to the State Government on January 25, 2001. Since the penalty of compulsory retirement can be done only by the Central Government, the State Government was advised to refer the case to the Central Government for further necessary action.

10.7.3 In January 2002, a fresh reference was received from the State Government seeking reconsideration of the advice of the Commission conveyed earlier. It had been stated that the opinion of the Commission was not acceptable to the State Government; that the Government of Maharashtra had then decided to reduce the Officer's pay from the present scale of Rs.18,900/- to Rs.18,400/- per month and to withhold his increment that was due to him the following year; that unfortunately, even that punishment at that moment could not be imposed on him as his increments had already been withheld for his failure to pass the language examination since March, 1990; that as there was difference of opinion regarding quantum of punishment between the State Government and the UPSC the case was referred to Government of India for final decision as per the provisions of Rule 11 of AIS (D&A) Rules, 1969 and that Government of India had informed the State Government to refer back the case to the UPSC for reconsidering its advice once again before sending it for the final decision to the Central Government. However, the case records were returned to the State Government on February 21, 2002, as the reference did not contain any grounds on which the Commission was to reconsider its earlier advice.

10.7.4 In March 2002, the State Government made a fresh reference seeking reconsideration of Commission's advice stating that one of the reasons for reconsideration was that this matter has been considerably delayed for various reasons and that given the litigious nature of the MOS it was quite likely that on receiving the orders of the compulsory retirement the MOS would have approached either Hon'ble CAT or the Hon'ble High Court under Article 226 of the Constitution of India under the writ jurisdiction and delayed the matter further till his retirement. However, on March 20, 2002 the State Government intimated that on reconsideration, the State Government had decided to abide by the advice of the Commission, which was communicated to them on January 25, 2001

and requested to send back the case records to the State Government. Accordingly, the case records were returned to the State Government on 21.3.2002 as desired by them.

10.7.5 In November 2002, the State Government passed an order in disagreement with the advice of the Commission. It has been stated therein *inter-alia* that a reference was made to the Government of India as per the advice of the UPSC; that the Government of India has given decision that in the facts and circumstances of the case imposition of minor penalty of 'Censure' would meet the ends of justice in this case and that taking into consideration the decision of Government of India, DA, i.e. State Govt. decided to impose a minor penalty of 'Censure' upon the MOS.

10.7.6 Since the order passed by the Government is not in accordance with the advice of the Commission and also in view of the above facts, this case has been treated as a case of non-acceptance of the Commission's advice. In this case the Commission also observed that neither the State Government nor the Central Government followed the procedure laid down under the DOPT OM No. 39028/26/93-Estt.(B) dated the November 10, 1995 to the extent that they did not make a reference to Commission for reconsideration citing reasons for same before disagreeing with the advice of the Commission.

Action under Rule 9 of Railway Services (Pension) Rules, 1993 against an officer belonging to Southern Railway

10.8.1 An official working under the Southern Railway had been held guilty of misappropriating Government money by the Special Judge for CBI cases, Madurai and convicted under Section 409 IPC and sentenced to undergo rigorous imprisonment for a period of one year and to pay a fine of Rs.1,000/- in default of which to undergo further rigorous imprisonment for one year. The Court had also held the official guilty under Section 13(1)(c) r/w Section 13(2) of Prevention of Corruption Act, 1988. He was convicted by the Court which sentenced him to undergo rigorous imprisonment for one year and also to pay a fine of Rs.29,000/- in default of which to undergo additional rigorous imprisonment for one year and further directed that the aforesaid sentences should go concurrently. On the basis of the conviction of the official by the Court of Law, the case was

referred to the Commission in June 2001, for advice alongwith recommendation of the President to impose suitable cut in the pensionary benefits of the CO.

10.8.2 The Commission, on consideration of all the facts and circumstances relevant to the case observed that the Charged Officer had admitted in his written confessional statement, the circumstances under which the money had been misappropriated. The Commission, having examined the confessional statement and in view of the findings of the Hon'ble Court, was of the view that it was clearly established that the CO was personally and directly responsible for misappropriation and causing substantial loss to the Railways and that the misconduct of the CO was of a grave nature. In the light of their findings and after taking in to account all other facts relevant to the case, the Commission considered that as the charges proved against the CO constitute grave misconduct, the ends of justice would be met if the entire pensionary benefits of the CO were forfeited. Accordingly, the advice of the Commission was communicated to the Ministry on August 10, 2001.

10.8.3 In October 2001, the Ministry again made a reference to the Commission seeking reconsideration of their advice communicated to the Ministry in August 2001, on the plea that the punishment advised was too harsh. The Commission on reconsideration of the case observed that the DA had not raised any new point of law or any relevant material, which warranted a reconsideration of their earlier advice. Accordingly, the Commission communicated their reconsidered advice to the Ministry on December 12, 2001 reiterating the earlier advice.

10.8.4 In August 2003, the Ministry passed orders in this case imposing the penalty of 5% cut in the monthly pension of the CO for a period of one year, in disagreement with the advice of the Commission.

10.8.5 Since the order passed by the Government is not in accordance with the advice of the Commission this has been treated as a case of non-acceptance of the Commission's advice.

Disciplinary proceedings initiated against an officer belonging to Indian Foreign Service (Retd.) under Rule 14 of the CCS (CCA) Rules, 1965, deemed to be action under Rule 9 of the

CCS (Pension) Rules, 1972 on retirement from service

10.9.1 In June 2002, advice of the Commission was sought by the Ministry of External Affairs on the disciplinary proceedings instituted against an officer belonging to Indian Foreign Service on the charges that during his term as Ambassador (i) submitted a false Medical Bill, (ii) incurred an expenditure of Austrian Schilling (ATS) 10,258 for hosting a dinner in connection with visit of Vice-President of India and instructed a local employee to obtain an inflated restaurant bill for ATS 17000, (iii) misused his official position and exerted undue influence on UNIDO to get a short term assignment as an Intern for his daughter, (iv) misused his official position to influence in securing employment for his brother-in-law, (v) received US\$ 1200 from a film maker in Vienna for the air travel of his daughter, (vi) claimed reimbursements of expenditure in connection with the 50th Anniversary celebration of India's Independence without furnishing details of the expenditure, supporting bills and receipts and (vii) gave a false declaration that the staff car met with an accident which he was driving and an amount of Rs.51861/- was spent for repairs. The accident was not reported to the Ministry immediately. However, it was clear that the CO's wife was driving the car at the time of accident. The repairs were carried out without the approval of the MEA. The IO held Articles I & IV as not proved, Article II, III & V as partly proved and Articles VI & VII as proved. The DA after taking into consideration all the facts and circumstances of the case and also the advice of the CVC to impose the penalty of Compulsory Retirement from service, and referred the case to the Commission for advice for a suitable penalty to be imposed.

10.9.2 On consideration of all the facts and circumstances of the case, the Commission observed as regards Article II, that the portion of allegation that the CO approved the reimbursement without proper scrutiny of the bill as proved. As regards Article III, the Commission observed that the CO exerted undue influence in securing internship and stipend on the basis of documentary proof of letter from the CO to DG, UNIDO. As regards Article V, the Commission observed that the CO's daughter obtained US \$ 1200 from Shri Merzban Sepoy, the film maker through her father as she was assisting him in producing a film and that it was clearly evident from the CO's letter to the DG, ICCR recommending the case of 'Indian

Ornamentation' film proposed to be taken up by Shri Sepoy, which indicates that there is a conflict of interest in his dealings with Shri Sepoy. Therefore, the Commission held that the charge against the CO stood established. As regards Article VI, the Commission observed that the CO was duty-bound to render proper account as per the financial canons of expenditure and that he failed to properly account for the amounts drawn by him from the Government. Hence, the Commission held the charge against him as proved. As regards the Article VII, the Commission observed that the particulars were totally false, amounting to cheating and fraud and the refund of expenses after a long period of over four years on the advice of the Ministry clearly proved that the CO himself accepted the contents of the charge and held the article as proved. The Commission also observed that the CO was an IFS officer, holding the post of an Ambassador. The senior officers have a specific responsibility for setting good example to the youngsters and other staff members to emulate and hence should attract one of the stringent major penalties. As regards Articles I and IV, the Commission observed that the evidence available on records clearly reflects generally on the integrity and conduct of the CO even though the IO & the DA have not taken the documentary evidence into consideration while holding the charges as not proved. In the light of the above findings and after taking into account all other aspects relevant to the case, the Commission held that ends of justice would be met in this case if the penalty of compulsory retirement from service with immediate effect coupled with 25% cut in pension on a permanent basis was imposed on him. Accordingly advice of the Commission was communicated to the Ministry on January 13, 2003.

10.9.3 In February 2003, the Ministry again made a reference seeking reconsideration of the advice of the Commission on the following grounds:

- i) UPSC held Articles of Charge No. III and V as fully proved in contrast to the findings of IO which held the charges as partly proved.
- ii) Since the CO has been given an opportunity to represent against the findings of the IA to the extent the Articles of Charge have been established, it would be against the principles of natural justice that the quantum of punishment be determined even on those parts of charges which

have not been established or proved in the inquiry; and

- iii) The DA, on full consideration of the facts and circumstances of the case and for certain specific reasons, decided on imposition of a penalty of 'Displeasure of the President in the form of Censure' on the CO.

10.9.4 The Commission, on reconsideration of the case decided to advise the Ministry to issue a Show Cause Notice to the CO inviting his representation against those elements of charges also which have been held as proved by the Commission and to forward the case to the Commission alongwith the representation of the CO and the comments of the DA thereon for further consideration and advice. Accordingly, advice of the Commission was communicated to the Ministry on April 30, 2003.

10.9.5 In May 2003, the Ministry again made a reference seeking reconsideration of the advice of the Commission on the grounds that the DA was of the opinion that the Ministry, after due deliberations, had decided not to differ with the findings of the IO on receipt of his report; that the DA was of the opinion that, even otherwise, the rules provided that it was at the stage of receipt of report of inquiry that the report should be examined to determine whether to accept the report as such or to differ with the report; that the rules do not provide for differing with the report of IO at a subsequent stage. The Ministry, therefore, requested to tender Commission's advice only on those articles of charge or parts thereof, which have been held as proved in the report of IO.

10.9.6 The Commission, on reconsideration of the case observed that since the Commission are consulted after the disciplinary proceedings have been finalized according to the Discipline and Appeal Rules, and DA has tentatively formed some opinion about the findings of the IO, the Commission by the nature of their duties are not bound to ipso-facto accept the opinion of either the IO or the DA; that the Commission had to examine the relevant records of the case and form their own opinion about various allegations contained in the Articles of Charge framed against the CO, which may or may not be in consonance with the findings of the IO or the tentative decision of the DA; that in the discharge of their Constitutional responsibilities to advise on disciplinary proceedings, no DA is expected in any manner to influence or persuade

the Commission to advise in a particular manner as desired by the DA. The Commission also observed that the DA had not brought out any new fact or law, which in any manner warrant a reconsideration of the advice already tendered by the Commission. As such, the Commission reiterated their advice to the Ministry on June 13, 2003.

10.9.7 In September 2003, the Ministry passed orders conveying 'Displeasure of the Government' to the officer, for the acts of misconduct, which have been held as proved in disagreement with the advice of the Commission.

10.9.8 Since the order passed by the Government is not in accordance with the advice of the Commission, this has been treated as a case of non-acceptance of the Commission's advice.

Disciplinary proceedings instituted against an officer belonging to Indian Forest Service (AGMUT: 1979)

10.10.1 Disciplinary proceedings were instituted under Rule 8 of the AIS (D&A) Rules, 1969 against an officer belonging to Indian Forest Service on the charge that he remained unauthorisedly absent from duty w.e.f. April 28, 1999 and defied orders of his transfer to the Government of Mizoram. The IO held the charge as proved against the MOS. In October 2002, the Ministry of Environment and Forests made a reference seeking advice of the Commission alongwith a tentative decision to impose a minor penalty on the MOS.

10.10.2 The Commission on the basis of documentary evidence were of the view that the MOS was on unauthorized absence for at least eight months, if it was accepted that the four months were covered by medical certificates, which were, not accepted by Government. The Commission further observed that the MOS had been repeatedly asked to report to the Government of Mizoram but he had failed to do so and had applied for Central deputation as he apparently felt he deserved a 'soft' posting after 17 years in the North-East and, therefore, did not join duty. The Commission felt that it was not a tenable reason for disobeying Government orders. In the light of their findings and after taking into account all other aspects relevant to the case, the Commission was of the view that MOS as a member of one of the premier services of the Government had acted in a manner unbecoming of a Government servant and

deserved a major penalty. The Commission considered that the ends of justice would be met if the penalty of reduction of pay by two stages for a period of three years with further direction that during this period he would not earn any increments and which would have the effect of postponing his future increments, was imposed on the MOS. Accordingly advice of the Commission was communicated to the Ministry on February 19, 2003.

10.10.3 In April 2003, the Ministry again made a reference to the Commission seeking reconsideration of the advice of the Commission communicated to the Ministry earlier on the plea that the major penalty proposed by the UPSC appeared to be on a high side considering the service records and the nature of the lapse/irregularities committed by the officer. The Commission on reconsideration of the case observed that the DA had not differed with the Commission on its analysis of the case nor on its findings. The DA appeared to have given greater weightage to certain mitigating circumstances that on the Commission's view that a senior member of one of the premier services of Government should be penalized for acting in a manner unbecoming of a Government servant. The Commission further observed that all the facts mentioned then by the Ministry were taken in to account at the time, the Commission arrived at its earlier conclusion. No new facts or legal points had been brought up which would necessitate a reconsideration of Commission's earlier advice. Accordingly the reconsidered advice of the Commission was communicated to the Ministry on June 19, 2003 reiterating their earlier advice.

10.10.4 In December 2003, Ministry of Environment and Forests passed orders imposing the penalty of 'Censure' in this case, in disagreement with the advice of the Commission stating that advice of the UPSC was very carefully considered by the competent authority on the basis of all relevant records, facts and circumstances of the case and had come to the conclusive result that the penalty recommended by UPSC was too harsh, considering the charges leveled against the officer and imposition of minor penalty would be adequate to meet the ends of justice.

10.10.5 Since the order passed by the Government is not in accordance with the advice of the

Commission, this has been treated as a case of non-acceptance of the Commission's advice.

Disciplinary proceedings instituted against an officer belonging to Central Engineering Service

10.11.1 Disciplinary proceedings were instituted under Rule 14 of the CCS (CC&A) Rules, 1965 against an officer belonging to Central Engineering Service by the Ministry of Urban Development on the charge that he inflated the justified cost of the works by enhancing the market rates of materials and labour adopted by Executive Engineer (EE) and certified to be personally verified by EE & his ASW and that he did not review the inflated cost when the letters conveying the acceptance of tenders were returned to him by the EE for reconsideration thereby resulting in the award of works at a loss of Rs.2,37,258/- to the Government. The IO held the charge as proved against the CO. In March 2000, the Ministry made a reference seeking advice of the Commission alongwith a tentative decision to impose a major penalty on him.

10.11.2 The Commission after careful consideration of the case with reference to all aspects relevant to the case observed that the difference in the basic rates did not make any difference in the total justification cost and the amount of difference was due to sales tax and discount. The Commission further observed that the rates accepted by the EE were reduced to the extent of the discount offered and thereby the total cost was also accordingly reduced. Since, in respect of the rate approved by the CO, 10% sales tax had been added resulting in higher cost of the work and that in respect of raising the cost of labour, there was only one item. The Commission also observed that the EE should have verified the aspect of sales tax in his justification arrived at by him. In view of the aforesaid facts, the Commission was of the view that the Government did not suffer any loss as alleged; that the charge against the CO was not established in any manner and that the only omission that the CO seemed to have committed was that whenever one differs with his junior or senior, one should record his detailed reasons for the same and in the instant case the CO did not follow this principle. Therefore, the Commission considered that the ends of justice would be met if the proceedings against him were dropped and he be exonerated of the charge. Accordingly advice of the Commission was communicated to the Ministry on January 30, 2001.

10.11.3 In April 2001, the Ministry again made a reference to the Commission seeking reconsideration of the advice of the Commission communicated to the Ministry earlier on the plea that they felt that the CO caused loss to the Government by accepting high rates. The Commission considered the case again and observed as follows:

i) As far as the issue of sales tax was concerned, there was nothing wrong in adding the sale tax because it was not included in the quoted price in the price list.

ii) As far as the cash discount of 5% was concerned, it was evident that the same was conditional, subject to the condition that the payment was to be released either in advance or immediately on receipt of goods etc. In the Government scheme of things, there was no system of advance payment prevalent and therefore that discount could not have been availed.

iii) As far as the question of trade discount was concerned, no codal provisions were seen to have been laid down relating to the same in CPWD Manuals. The Commission further observed that the fact that 6% discount was being offered could not be set aside without any plausible reason. The rules do not prohibit availing any discount offered by the suppliers of the material. Moreover, the EE who was a Field Officer, and senior enough to consider the issues of sales tax and discounts, would have recommended the acceptance of discounts had there been no probability of passing it to the department.

iv) It could not be concluded that the rates adopted by the CO were in fact the accurate prevailing market rates at that point of time. The CO should have, in such a doubtful situation, sought clarifications from the EE who had certified that his justification was based on the lowest market rates – instead of correcting the rates himself and completely ignoring the recommendations of the EE without recording reasons for the same.

v) It was incumbent on his part to have recorded his detailed reasons and justifications thereto for taking a position other than what has been recommended by the EE. Failing to do so was a lapse on the part of the SE. Although there were no written guidelines in respect of trade discount, it appeared to be logical that the CO ought not to

have brushed aside this discount while deciding on the final pricing of the rates. At least the CO ought to have given his reasons at that point of time as to why he was not taking into account trade discount.

10.11.4 In view of the above, the Commission concluded that the charges against the CO appeared to be proved to the extent discussed above and considered that ends of justice would be met in this case if a penalty of 'Censure' was imposed against the CO. Accordingly reconsidered advice of the Commission was communicated to the Ministry on September 14, 2001.

10.11.5 In December 2003, the Ministry passed order imposing the penalty of reduction of pay by one stage for a period of two years without cumulative effect and recovery of loss of Rs.2,37,258/- caused to the Government from his pay, in disagreement with the advice of the Commission.

10.11.6 Since the order passed by the Government is not in accordance with the advice of the Commission this has been treated as a case of non-acceptance of the Commission's advice.

Disciplinary proceedings instituted against an officer belonging to Central Secretariat Service

10.12.1 Disciplinary proceedings were instituted against an officer belonging to the Central Secretariat Service under Rule 14 of the CCS (CC&A) Rules, 1965 by the Ministry of Small Scale Industries, Government of India in regard to seven Articles of Charge. After denial of the charges by the CO a formal inquiry was conducted. The IO held Articles I & II of the charges as partly proved and the remaining Articles of charge as fully proved against the CO. After examining IO's report and the

10.12.4 In June 2003, the Ministry passed an order in disagreement with the advice of the Commission imposing minor penalty of withholding of one increment without cumulative effect for a period of two years on the CO by stating that though the charges are serious they do not warrant a major penalty.

10.12.5 Since the order passed by the Government is not in accordance with the advice of the Commission this case has been treated as a case of non-acceptance of the Commission's advice.

Disciplinary proceeding instituted against an officer belonging to Indian Revenue Service

10.13.1 In December 1992, advice of the Commission was sought by the Ministry of Finance on disciplinary proceedings against an officer belonging to the Indian Revenue Service on the charges that (i) the officer made irresponsible and incorrect statement to the Press; (ii) he addressed a letter directly to the Finance Minister of India using discourteous and intemperate language and (iii) he did not comply with the transfer orders. The Commission, after careful consideration of the facts and circumstances of the case, observed that Article I of the Charge was not proved as there was no conclusive evidence to prove that the C.O. was in any way involved in publishing the impugned letter in the Press. Regarding Article II of the Charge, the Commission observed that the CO had addressed a letter directly to the Finance Minister without routing through the proper channel and further using discourteous and intemperate language; and as regards Article III of the Charge, the Commission observed that it was evident that he had the knowledge of his transfer from the letter which he had written to the Finance Minister and that it was obvious that he did not comply with the orders to report to the Chief Commissioner of Income Tax, Tamil Nadu. In view of the above, the Commission considered that the ends of justice would be met if the pay of the CO was reduced by three stages in the time scale of his pay for a period of three years with further directions that he would not earn increments of pay during the period of reduction and that at the expiry of period of reduction he would be restored to the same stage of the scale of pay at the time when the penalty was imposed upon him. Accordingly advice of the Commission was communicated to the Ministry on March 16, 1993.

10.13.2 In April 1993, the Ministry made a fresh reference seeking reconsideration of the advice of the Commission stating that the penalty advised by the Commission was harsh, excessive and unreasonable. It was further stated that even though the two charges were technically established against the CO, it would be appropriate if only a minor penalty of 'Censure' was imposed. The Commission, after reconsideration of the case, observed that since the charges are such there was no room for leniency and also no new points had been brought out by the department, the Commission did not see any justification to modify the advice already conveyed by them and reiterated the same. Accordingly, advice of the Commission was communicated on July 9, 1993.

10.13.3 In November 1994, the Ministry passed orders imposing the penalty of 'Censure' on the CO in disagreement with the advice of the Commission, stating that UPSC had failed to appreciate the background of the case in which the misconduct was committed by the officer and that the penalty suggested by the UPSC was considered to be highly excessive and unreasonable. The order of November 1994, was not made known to the Commission despite numerous reminders from the Commission. It was only in February, 2003 that the Commission was made aware of the order of November 1994, when the Ministry sent the case records of another disciplinary proceedings initiated against the said CO.

10.13.4 Since the order passed by the Government is not in accordance with the advice of the Commission, this has been treated as a case of non-acceptance of the Commission's advice.

11.1 U.P.S.C. (Exemption From Consultation) Regulations, 1958

During the year 2003-04, the Commission considered 6 proposals received from the Government for exemption from its purview. In one case, the Commission agreed to the proposal. In 5 cases, the Commission returned the proposals with some suggestions in the matter. List of all the posts/services exempted from the purview of the Commission till date is given in Appendix XXXIX.

Staff of the Commission

11.2 The staff strength of the Commission stood at 2,150 as on 31.03.2004 as compared to 2,131 as on 31.03.2003. It consists of 184 Group 'A' Officers, 150 Group 'B' Gazetted, 393 Group 'B' Non-Gazetted and 858 Group 'C' and 565 Group 'D' officials. Cadre-wise, group-wise staff strength of posts statement and detailed break-up of sanctioned strength of posts as on 31.3.2004 is given in Appendix XL. During the year, there were no formal amendments to the Union Public Service Commissions (Staff) Regulations.

Receipt and Expenditure of the Commission

11.3 The Commission being a constitutional authority, the receipts and expenditure and accounts of the Commission are an integral part of the accounts of the Government of India and are placed before the Parliament as per due procedure therefore. During the year 2003-2004, the expenditure was Rs. 4,933.95 Lakh and the receipts were Rs. 32.09 Lakh (Appendix XLI).

Seniority and Service Matters

11.4 The Commission tendered advice in 10 cases relating to Seniority matters and in 18 cases relating to miscellaneous service matters.

Visits by Delegations

11.5 Chairmen and 8 Members from 12 State Public Service Commissions visited the Commission on various occasions during the year and held discussions on a number of cases of mutual interest. Delegations from the Royal

Government of Nepal, Government of Trinidad and Tobago and Nepal Public Service Commission also visited the Commission during the year and held discussion on various issues.

Progress in use of Hindi in the office of the Commission

11.6 In order to ensure compliance of Official Language policy of the Central Government and to achieve the targets fixed in the Annual Programme of the implementation of Official Language, adequate arrangements have been made in the office of the Commission. For this purpose a full-fledged Hindi Branch has been set up in the Commission. More than 80% staff working in the Commission's Office have acquired working knowledge in Hindi and this office has already been notified in the Gazette of India under Rule 10(4) of the Official Language Rules, 1976. Twelve Sections of the Commission have been specified to do their routine work in Hindi under Rule 8(4) of the Official Language Rules, 1976.

11.6.2 An Official Language Implementation Committee has been constituted under the Chairmanship of the Secretary and its quarterly meetings are held regularly to review the progress made in the use of Hindi in the official work of the Commission. During the year under report, meetings of Official Language Implementation Committee were held on July 3, 2003, October 15, 2003 & January 29, 2004 under the Chairmanship of the Secretary, UPSC.

11.6.3 The following incentive schemes are in operation to promote the progressive use of Hindi:-

- i) Incentive scheme for the officers/employees doing original noting/drafting in Hindi in the official work.
- ii) Incentive scheme for officers for giving dictation in Hindi; and
- iii) Incentive scheme for conferring "RAJBHASHA AWARD" to the Section in the office of Commission for doing their maximum work in Hindi.

11.6.4 All the advertisements issued by the Commission for the posts and services were prepared and published both in Hindi and English

simultaneously in the leading Newspapers of the country including "Rozgar Samachar". Information for candidates for all the posts and services was also issued bilingually.

11.6.5 Annual Report of the Commission and 'News letter' of Public Service Commissions were prepared and printed/published in Hindi alongwith English version simultaneously as per schedule. Non-Hindi knowing officers/employees of the Commission were nominated for Hindi Training under the Hindi Teaching scheme. During the year under report, three officials passed Prabodh examination, two passed Praveen examination and six passed Pragya exam under Hindi Teaching scheme. Out of them 9 received cash award. Further, 21 Asisstants, LDCs and 5 Stenographers have passed the Hindi Typing and Hindi Stenography test respectively and out of them 11 received cash award.

11.6.6 Three Hindi workshops were organised for the employees of the Commission to encourage them to do their day to day Official work in Hindi. Progress made in the use of Hindi in official work was also reviewed regularly at the monthly O&M meetings of various branches of the Commission.

11.6.7 The meeting of Evaluation Committee was held on September 4, 2003 under the chairmanship of Secretary, in which awards were decided for the officers/employees and sections who do maximum official work in Hindi in the various existing incentive schemes in the Commission. "Hindi Fortnight/Divas" was celebrated in the Commission's office from September 01-15, 2003. During this period, various competitions relating to Hindi were organised on the occasion of 'Hindi Divas' on September 15, 2003 and the main function was held in a magnificent way under the chairmanship of Hon'ble Chairman and prizes/certificates were given to the 43 winners who participated in various competitions held during the fortnight.

11.6.8 Besides above, alongwith the progress being made towards the computerization in the Commission's office, the task of making computers bilingual by installing Hindi Software has also been undertaken. Further, to enhance use of Hindi in noting and drafting, file covers were printed with difficult words and their Hindi translation. Regular inspections were conducted

by the officers of Hindi Branch and they were appraised of the official language policy and rules, on the spot remedial measures were suggested.

Proactive approach in processing the requisitions

11.7 The recruitments are made in accordance with the requisitions received from the indenting Ministries/Departments. The Ministries/Departments have to submit the requisition in the prescribed format incorporating all the relevant data. Requisitions, which are not in the prescribed format or are deficient of any vital information, are returned to the concerned Ministry/Department with the request to furnish the missing particulars. With a view to speed up the recruitment process by sorting out the problems, the concerned Ministry/Department is also requested by the Commission to send a representative of appropriate rank, who is fully conversant with the case(s), to the Commission's Office to sort out the matter through discussions with the officers of the Commission. Meetings even at the level of Secretary are held with officers from the indenting Ministries/Departments to sort out pending issues and speed up the recruitment process.

Welfare Measures

11.8.1 Welfare measures for the officers and staff of the Commission's office are given utmost importance. Immediate First-aid is provided to the officers and staff of the Commission as and when need arises. During the period under report, medical assistance was provided to about 1,600 officers and staff. Personal grievances of the officers and staffs involving disputes were taken up with the concerned police/district authorities. Funds were raised on Red Cross Day and Flag Day. Meetings were arranged on special occasions like Anti-terrorism and Communal Harmony Day etc.

11.8.2 Condolence meetings were arranged for the officers and staffs who died while in service. No efforts were spared in helping the dependents of the deceased employees of the Commission's office and speedy assistance were rendered for early settlement of pensionary benefits and their employment on compassionate grounds. Meetings of the Compassionate Appointment Committee were also regularly arranged for considering cases of compassionate appointment.

11.8.3 Close liaison was maintained with the Central Civil Services Cultural and Sports Board for the participation of the staff members in various Inter-Ministry tournaments and also for taking part in cultural activities. Commission's Football team won the quarter final and semi-final but in the final they ended up as runners up. Retiring officers either on voluntary basis or on attaining the age of superannuation were honoured by presenting farewell gifts to them.

Computerisation

11.9.1 Formats of various documents, which are constantly used by the Commission, have been fed in the computers so as to facilitate quick retrieval of the same after filling the required information as and when necessary. The computerised scrutiny of the applications has also been resorted to by the Commission and the possibilities and methods so as to make the system more effective, speedy and error free are constantly explored.

Penalties imposed on candidates for misrepresentation and other malpractices

11.10 The Commission did not impose penalty in the year 2003-2004 in any case pertaining to Direct Recruitment by Interview. In case of recruitment by examination, penalty was imposed on 11 candidates in various examination.

Examination Reforms Branch

11.11 Examination Reforms Branch carries out studies on diverse aspects of process of examinations. Detailed statistical analysis of different examinations are carried out on a regular basis to monitor the quality of test items and papers. Socio-economic background of the candidates called for personality test (interview) of the Civil Services Examination and Engineering Services Examination are analysed to study the trends and patterns in respect of the candidates appearing and qualifying these examinations. Further, certain psychometric indices are also compiled to monitor the quality of test items and effectiveness of the test administered and to effect necessary changes and improvements in the examination methodology and selection process. Further, it monitors the disposal of direct recruitment cases including recruitment tests cases in the Commission with a view to accelerate the process. It serves as a repository of vital information pertaining to various selections through direct recruitment and prepares material on the same for the Annual Report of the Commission.

ACKNOWLEDGEMENT

The Commission would like to place on record their 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 their Constitutional functions.

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

Dr. Saiyed Raza Hashim	Chairman
Shri Gurbachan Jagat	Member
Shri B.N. Navalawala	Member
Shri Subir Dutta	Member
Prof. D.P. Agrawal	Member
Air Marshal (Retd.) Satish Govind Inamdar	Member

Dated: 18.02.2005

(JAINDER SINGH)
Secretary,
Union Public Service Commission