



सत्यमेव जयते

अध्यक्ष

संघ लोक सेवा आयोग

CHAIRMAN

UNION PUBLIC SERVICE COMMISSION

MESSAGE

Date: 30th September, 2022

Dear friends,

On the auspicious occasion of the 96th Foundation Day of the Union Public Service Commission (UPSC) on October the 1st, I convey my sincere and heartfelt regards to my fellow Hon'ble Members in the Commission and all the former Hon'ble Chairmen and Members. I also convey my good wishes to the officers and staff of the Commission.

2. I have served in the Commission for over five years, and now have the privilege of serving as its youngest ever Chairman since 5th April, 2022. During this period, I have met many senior officers, both serving and retired, as well as a large number of eminent persons from various academic and professional fields. All of them, without exception, have shared their cherished memories about the unique image of the Commission in maintaining the highest standards of integrity and impartiality in discharging its constitutional obligations.

3. The strength of the Commission lies in the sapience and prudence, which the Hon'ble Members bring to the Commission by virtue of their rich and diverse professional backgrounds. We strive to preserve this essence. With a great sense of pride, we all feel fortunate enough to be a part of this great institution established on 1st October, 1926.

4. While the whole country is celebrating “Azadi ka Amrit Mahotsav” to mark 75 years of India’s Independence, the Commission is heading towards its centenary in the year 2026. The Commission is poised to take various new initiatives for the next 25 years during the “Amrit Kaal”, which will be instrumental in achieving new milestones, when the country completes 100 years of independence.

5. It is needless to emphasize that the UPSC is the cradle of administrative ethics and excellence, and the *alma mater* for thousands of brilliant officers, who have been and are in the service of the nation. The Commission’s role is crucial, as it recommends the best candidates from amongst the millions of aspirants. The progressive application of the merit-based principle in a just, fair, impartial and equitable manner by the UPSC, has greatly shaped the composition and complexion of our civil services.

6. The system of recruitment to public services has been a subject of consistent reforms and innovation. The UPSC has constantly endeavored to develop a recruitment system that tests the aptitudes and competencies required of an increasingly specialized public

administration. At the same time, it has also pursued the goal of ensuring adequate representation and social justice for the people, hitherto excluded from the institutions of governance. These efforts have made the governance more inclusive and participatory.

7. The country has passed through an unprecedented situation due to the outbreak of Covid-19 pandemic. Several Examinations/Interviews had to be either postponed or rescheduled. However, there has not been any let-up in our efforts in achieving normalcy. The lag in the schedule of the Commission caused due to Covid-19 has been stabilized in the minimum time, and now, all the activities of the Commission are being done as per its calendar through concerted and extra efforts, continuous planning, close monitoring, coordination and cooperation, within and outside the Commission.

8. With well planned and meticulous efforts, the Commission has completed the examination process of all the deferred examinations of the year 2021 in a time-bound manner, and the examinations of the current year have reached their scheduled stages. Further, the Commission's Annual Programme of Examinations/RTs for the year 2023 has also been finalized and is placed in the public domain for the benefit of the aspirants.

9. One of the major challenges before the Commission is to keep pace with the ever-increasing number of candidates applying for the structured examinations. With a significant increase in the number of

candidates, the associated challenges of handling the related workload, including manpower and logistic arrangements, integrity and safety of the examination process, associated RTI and Court cases etc., has also grown manifold. However, despite considerable increase in the workload, no stone has been left unturned to cope up with the situation by optimum utilization of resources at hand and adoption of modern techniques and technologies.

10. It has been our continuous endeavour at the Commission to make the entire examination/ recruitment cycle - starting from filling up of the application to the declaration of results - user friendly and accessible in a time-bound manner. In order to achieve these objectives, the Commission is at the forefront of adopting the latest IT and Communication Technologies. Taking another step in this direction, the Commission has recently introduced 'One Time Registration' (OTR) by the candidates, which will obviate the need to furnish the same basic personal data of candidates for multiple examinations of the Commission. This will not only reduce the data storage, processing and analysis requirements, but, will also minimize the chances of discrepancies. With a view to maximizing convenience in fee payment, the Commission has now introduced Multiple Payment System (MOPS) of the State Bank of India (SBI) in Online Recruitment Application Fee Payment System (ORA), which also enables internet banking and UPI of all banks in addition to the earlier payment methods.

11. The concerns of the Commission for the convenience of aspirants, goes well beyond the friendly application process. Availability of examination center that is closer to the applicant's place is equally important. As such, the availability of examination centres, especially in the far-flung areas, has always been a matter of great importance. As a step further in this direction, the Commission has opened new examination centres at Dharamshala and Mandi in Himachal Pradesh, Srinagar and Almora in Uttarakhand, Leh in Ladakh, Surat in Gujarat, and Nashik in Maharashtra. This will go a long way in realizing the aspirations of the youths of these regions by minimizing the accessibility barriers.

12. The Commission has always been prompt in facilitating the efforts aimed at women empowerment and needs of reserved category and *Divyangjan* candidates. Pursuant to the Hon'ble Supreme Court's order, the Commission, on priority, took necessary steps to enable the women candidates to appear for the first time, in the National Defence Academy (NDA) - II and Naval Academy (NA) - II Examinations held on 14th November, 2021. The prompt action of the Commission has facilitated a large number of women candidates to be a part of this historic step to realize their ambitions. Taking cognizance of a large number of queries being received from the applicants belonging to SC/ ST/ OBC/ EWS and Persons with Benchmark Disabilities (PwBDs), the Commission has opened a dedicated helpline number 1800-118-711 for prompt and proper response to their queries.

13. During the period starting from 1st April, 2021, the Commission has performed exemplarily. I would also like to applaud the dedicated and untiring efforts of all the Hon'ble Members and officers and staff of the UPSC for their team work in delivering faster outcomes amidst tight timelines. I would like to especially mention here that the result for the Civil Services (Preliminary) Examination, 2021 was declared in a record time of 17 days. Apart from the regular Structured Examinations, Recruitment Tests for 26 posts involving 836 vacancies were also conducted. The Commission prepared/ reviewed 147 Select Lists for induction of 712 officers of various States into All India Services. 673 DPC proposals were processed within an average time of 61 days, as against the prescribed time frame of 135 days for ACC cases and 180 days for non-ACC cases. The Commission also processed 281 deputation cases within an average time of 101 days. In disciplinary cases, 535 advice letters were issued during the financial year 2021-22, which was not only an increase of 24% over the last year, but also the highest in the past 15 years; despite two intervening waves of Covid-19 pandemic. Further, the Commission also rendered advice on proposals for framing / amendment of Recruitments Rules for 368 posts.

14. It is a matter of great satisfaction that the Commission undertook a massive exercise to clear the backlog vacancies of 18 years in the cadres of Central Secretariat Service (CSS) and Central Secretariat Stenographers Service (CSSS) in a record time of about one month, by holding Review and Regular DPCs for the years 2004 to 2021. The DPCs assessed approximately 40,000 APARs of over

8,000 officers and recommended 5,159 officers for promotion in various grades. I would like to place on record my appreciation for the outstanding efforts by the officers of the Department of Personnel & Training (DoPT), the Secretariat of the Commission, and the Hon'ble Members for processing these cases earnestly and expeditiously.

15. Our employees have been bringing laurels in the sphere of other activities too. In the first ever Technical Conference of Official Language held by MHA earlier this year, nine employees of the UPSC were honored with shields and citation for their outstanding work in Hindi. In the field of sports, Shri Deepak Kumar Sehrawat bagged Gold Medal in the Inter-Ministry Best Physique, Power Lifting and Bench Press Competition held in Delhi and a Silver Medal in the 54th Asian Body Building and Physique Sports Championship held in Maldives this year. The UPSC Cricket team was the runner-up in the Nayudamma Memorial Cricket tournament held at Bhubaneswar last year.

16. The Commission believes in the ethos of continued learning and handholding. On one hand, it is always open to assimilate the global best practices in the area of recruitment/examinations, and on the other, it recognizes its responsibilities to equip and empower other State Public Service Commissions to enable them to discharge efficiently their various constitutional functions. Translating this spirit in action, International Delegations from Nigeria and Maldives visited the Commission and exchanged views on matters of common

interest. The Heads of various State Public Service Commissions have also visited the UPSC from time to time and exchanged views on core areas and best practices. As a part of capacity building of the State PSCs, the Commission has organized a Workshop on Interview Techniques for the Hon'ble Chairmen and Members of the State PSCs; and recently, a Workshop on "Disciplinary Proceedings" for the officials of State PSCs was also conducted.

17. The Commission has also undertaken many initiatives for the welfare of its employees by organizing Covid Vaccination Camps from time to time to fully vaccinate all its employees. For these efforts, the office of the UPSC was awarded a Certificate by the New Delhi District. This year, as a part of "International Yoga Day" celebration, the Commission held a month-long Yoga classes for general well-being of its employees.

18. It has been well said, that the only thing "constant" in this world is the "change" itself. The environment we are working in, is constantly changing and expectations of citizens and government are growing as an aspiring nation. We need to evolve and adopt new capabilities and be more professional to achieve better results. The reform initiatives undertaken by us are a testimony to our commitment to be more flexible and agile to cope up with emerging situations. The respect and reverence that the Commission commands today owes to the hard work, the highest standards and the glorious traditions followed by us in discharging our duties. The contribution made by our officers and staff towards achieving this

distinction has been invaluable, and I am sure that the same level of sincerity and hard work will continue in the days to come.

19. On the proud occasion of our Foundation Day, I would like to remember the Father of our Nation, whose birthday on the 2nd October is celebrated as “Gandhi Jayanti” every year. It reminds us of the importance of the virtues of the Mahatma for his simplicity, selflessness, cleanliness, honesty, non-violence and discipline. Let us take a resolve to follow these virtues in our day to day lives.

20. On the occasion of the 96th Foundation Day of the Commission, once again I would like to convey my greetings and heartfelt thanks, and acknowledge the hard work and dedication put in by one and all, and trust that we shall continue to strive together to take the Commission to greater heights. I wish for the wellbeing and good health of everyone.

“Jai Hind”



Dr. Manoj Soni