

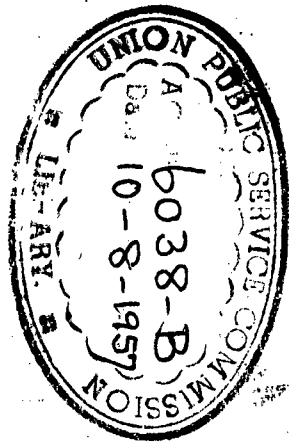


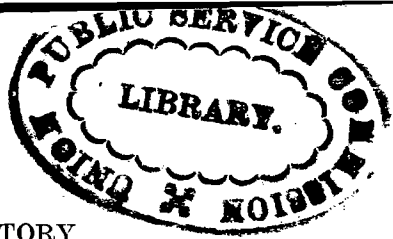
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**FIRST REPORT**  
**OF THE**  
**UNION PUBLIC SERVICE COMMISSION**  
**FOR THE PERIOD FROM**  
**THE 26th JANUARY 1950 TO THE 31st MARCH 1951.**



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## INTRODUCTORY

In accordance with the provisions of clause (1) of article 323 of the Constitution of India, the Union Public Service Commission present their first report to the President. The Commission have been advised that their first report may be for any reasonable period commencing on the 26th January 1950, the date on which the Constitution came into force. As a matter of convenience, therefore, the first report has been prepared for the period from the 26th January 1950 to the 31st March 1951. The Commission consider that an annual report for the financial year would be the most appropriate and future reports will, therefore, relate to financial years.

2. As this is the first report of the Commission, they consider it desirable to include in it, for a proper understanding of their activities, a brief historical background and some indication of the functions, procedure and general *modus operandi* of the Commission. Their predecessors, the Federal Public Service Commission, never prepared or published an annual report.

## HISTORICAL

3. The Public Service Commission (India), as it was first named, was established in 1926 in accordance with the provisions of section 96 (c) of the Government of India Act, 1919. The Commission consisted of four members in addition to the chairman. Sir Ross Barker, a member of the Home Civil Service of the United Kingdom, was the first chairman and the Commission was built up by him and his successors on the model, and in accordance with the traditions, of the Civil Service Commission of the United Kingdom. The Commission came to be known as the Federal Public Service Commission when the Government of India Act, 1935, came into force.

4. Normal recruitment to the All-India and central services was kept in abeyance as the second world war progressed. After the cessation of hostilities in 1945, recruitment was resumed and had to be conducted on a more intensive scale. A great increase in the work of the Commission followed (*Vide* Appendix I). As compared with 1938, the last pre-war year, there has occurred progressively a six-fold to ten-fold increase under the several heads of the work of the Commission. To cope with this increase in work, temporary members were added to the Commission from time to time and at one time in 1947-48, the strength of the Commission rose to eight members in addition to the chairman. The re-inforcement of the secretariat and office staff of the Commission did not, however, keep pace with this increase in work. This fact, coupled with the Commission's headquarters being shifted to Simla during the war, was responsible for complaints of delay in the transaction of the Commission's business.

5. There were several unsatisfactory features in the position of members of the Federal Public Service Commission which were not without some bearing on the Commission's independence. Important matters such as the tenure of members and the method of the termination of their service were left to be determined by regulations to be framed by the executive government. Members were eligible for being given extension in their posts. Members other than the chairman were also eligible for re-employment in Government service, after retirement, with the consent of Government. The new Constitution has done away with such imperfections and the position of the Union Public Service Commission is now broad-based on a statutory foundation.

The only matter affecting the Commission which the Constitution has left to be determined by means of regulations to be framed by the President is the number

and conditions of service (that is to say, scales of salary, travelling allowance and leave rules, etc.) of members of the Commission and also of members of the staff of the Commission.

### PERSONNEL

6. The strength of the Union Public Service Commission has been fixed for the present at six members in addition to the chairman. When the new Constitution came into force on the 26th January 1950, the then chairman and members of the Federal Public Service Commission became chairman and members respectively of the Union Public Service Commission by virtue of clause (1) of article 378 of the Constitution. They were :—

Mr. R. N. Banerjee, I.C.S.	Chairman.
Mr. Javad Hussain	Member.
Mr. W. R. Puranik	Member.
Mr. G. C. Chatterji.	Member.

The following members were appointed under clause (1) of article 316 of the Constitution in the course of the period under report:—

Mr. N. Govindarajan	with effect from the 1st May 1950.
Mr. C. B. Nagarkar, I.C.S.	with effect from the 19th December 1950.

Since the close of the period under report, Mr. N.K. Sidhanta has been appointed member with effect from the 16th April 1951.

With six members in addition to the chairman and with the new secretariat staff now available the normal work of the Commission can probably be kept up-to-date. Throughout the period under report, the Commission as well as their staff were, however, seriously under strength. The chairman and one member also remained pre-occupied with the work of the Special Recruitment Board (*Vide* paragraph 16). This fact naturally affected the speed of the Commission's work.

7. *Staff of the Commission.*—Appendix II gives details of the staff as it stood on the 26th January 1950 and the staff sanctioned up-to-date. The higher secretariat staff of the Commission consisted only of one Secretary (of the status of a Deputy Secretary to the Government of India), one Deputy Secretary (of the status of an Under Secretary to the Government of India) and four Assistant Secretaries. Dr. R. M. Ray held the post of Secretary during the period, Mr. Bishan Das, Deputy Secretary, officiating as Secretary for six months while Dr. Ray was on leave and after he was relieved of his post on the 1st January 1951.

The Commission's proposals for the reinforcement of their secretariat and office staff were accepted in substance during the period under report and the Commission now have a Secretary of the status of a Joint Secretary to the Government of India, two Deputy Secretaries of the status of a Deputy Secretary to the Government of India and six Under Secretaries.

### FUNCTIONS OF THE COMMISSION

8. The functions of the Commission have been prescribed in article 320 of the Constitution. They are more or less the same as were prescribed for the Public Service Commission (India) and the Federal Public Service Commission. Briefly, they are:—

(a) Recruitment for all civil services and civil posts by:—

(i) written examinations, with or without a *viva voce* examination or interview to supplement them ;

- (ii) interview;
- (iii) promotion.
- (b) Advising Government on disciplinary matters affecting Government servants.
- (c) Miscellaneous, such as advising Government in respect of Government servants' claims for costs of legal proceedings instituted against them, claims for pensions in respect of injuries sustained by Government servants while on duty, Government servants' domicile, etc.

### LIMITATION OF THE FUNCTIONS OF THE COMMISSION

9. Under the old constitution, the Governor General could make regulations excluding from the purview of the Commission such matters and cases as he considered necessary. Under the proviso to clause (3) read with clause (5) of article 320 of the Constitution, this power can now be exercised by the President in consultation with Parliament. The Commission's proposals as regards matters and cases which may be removed appropriately from their purview are now before Government and have to be laid before Parliament. Pending final decision on these proposals the old list of matters and cases to be excluded has been deemed to be in force by virtue of the provisions of clause (1) of article 372 of the Constitution. The Commission do not consider that the retention of all these limitations on their functions is justified in a democratic republic. In one or two cases Government have also been inclined to invoke this power to remove from the purview of the Commission, particular posts on the Commission finding it difficult to concur in the appointment of nominees of Government to these posts. The Commission's proposals have, therefore, sought to confine the limitation of their functions to what is considered to be the minimum necessary in the public interest.

One category of cases regarding which the Commission need not be consulted under the old regulations, deemed to be in force now under article 372(1), is what purports to be temporary appointments for periods not exceeding one year. This provision has unfortunately been invoked by Ministries and departments of Government far too indiscriminately. There have been too many cases in which posts have been filled by the appointment of Ministries' nominees on the ostensible ground that the posts were temporary. A little reflection would, however, have shown that most of these posts were not likely to be done away with after one year. In many cases the Ministries' nominees have been kept in office for periods far in excess of one year without any reference to the Commission. Such nominees of Government cannot be denied an opportunity to compete for the post when it comes to be filled regularly on a competitive basis. The experience which they gain of the duties of the post, at the cost of the tax payer, gives them an undue advantage over candidates from the open market. This state of things is the direct consequence of Ministries and departments not making use of the provision properly and has naturally evoked severe and wide-spread public criticism. The Commission are blamed for what is really the default of Ministries or departments of Government. No such power of making temporary appointment without consultation with the Commission is really necessary and the Commission have proposed to Government that this limitation of their functions should be done away with.

### ACCEPTANCE AND NON-ACCEPTANCE OF COMMISSION'S ADVICE

10. Ever since the inception of a central public service commission, the Central Government have followed the convention of accepting the recommendation made by the Commission. This convention continues to remain in force. The Commission's recommendation or advice has to be accepted save in exceptional circumstances. In any extremely rare instances in the past when any department of Government thought of not accepting the Commission's advice, the chairman

could place the Commission's point of view before the Governor General at a personal interview. According to the present procedure, if any Ministry consider it essential to depart from the advice of the Commission, a decision to that effect has to be taken by the Government as a whole through the Appointments Sub-committee of the Cabinet, consisting of the Honourable the Prime Minister, the Honourable the Home Minister and the Honourable Minister administratively concerned with the case, the Honourable the Finance Minister joining the Sub-Committee in the event of the dissenting Ministry happening to be the External Affairs or the Home Ministry. In other countries also the obligation to accept the advice of public or civil service commissions is more of the nature of a convention but an indirect statutory safeguard also exists in some. For example, in the United Kingdom, the Superannuation Act of 1859 contains a provision under which no civil servant can draw pension unless his appointment had been made with the concurrence of the Civil Service Commission. The Commission consider that some such statutory safeguard should be provided by Parliament to minimise the possibility of increase in the number of occasions in which government may seek to depart from the advice of the Commission.

During the period under review, the Ministries and departments of Government have adhered to the convention on the whole. Minor differences of opinion have always been adjusted by mutual discussion; but in a few cases Government did not accept the Commission's advice. The Commission feel that departure from their advice in some of them was not in the public interest. In view of the provisions of clause (i) of article 323 of the Constitution, a separate statement of these cases is added (*vide* paragraphs 31-44).

## EXAMINATIONS

11. Before dealing with individual examinations a brief reference may be made to certain general features of them.

The Commission have to conduct open competitive examinations for recruitment to the two All-India Services (the Indian Administrative Service and the Indian Police Service) and to the several Central Services (*vide* Appendix III). For the convenience of candidates the examination is held at suitable centres (generally the headquarters) in the Part A States except Assam where the number of candidates is too small. Supervisors for these centres are appointed by the Commission and the State Public Service Commissions and State Governments kindly undertake to provide all local facilities for conducting the examination at the centres.

The Commission employ examiners out of members of the staff of colleges and universities drawn from all over India. They are authorities of high standing in their subjects. The Commission themselves lay down the standard and define the syllabus and curriculum for each examination in consultation with the Ministries and educationists of recognised standing.

12. *Viva voce examination or interview.*—Candidates competing for the two all-India Services and the Central services (including the Indian Foreign Service) have also to pass a *viva voce* examination. Those failing to reach a prescribed minimum standard at the *viva voce* examination are deemed to fail in the whole examination, even though they might have attained a high standard in the written test. There have been cases of candidates scoring high marks in the written test but failing to reach the minimum standard in the *viva voce* test. On this ground, the *viva voce* test has recently come in for a certain amount of criticism both in the press as well as in Parliament. There have been complaints that something must be wrong with a system of interview in which candidates scoring high marks in the written examination fail to qualify. The Commission have considered such criticism with great care and thoroughness.

Cases of candidates scoring high marks at the written test and mediocre and extremely poor marks at the *viva voce* test are almost a normal feature of such competitive tests combining a written examination and a *viva voce* examination or interview. They have occurred in similar tests held by bodies like public service or civil service commissions in the past and they are also occurring now in such tests held both in India and other countries.

The criticism is based on the assumption that the scoring of high marks in the written test is a decisive evidence of the candidate's mental calibre. The Commission's experience—supported by other bodies discharging similar functions—does not bear this assumption out and that is the main reason why the Commission had to think of some more conclusive test of the mental calibre and personal qualities of candidates. That is how a minimum qualifying mark in the *viva voce* first came to be made compulsory about the year 1943—particularly in connection with the Indian Audit and Accounts Service Examination—after full consultation with Government. A written test is no doubt some evidence of the intellectual development of the candidate but with the widely acknowledged deterioration in the standards of our university degrees, it has become, in many cases, more an evidence of the power to memorise book knowledge than of genuine mental qualities. The shortcomings of the written examination are now recognised by educationists not only in this country but also in the United Kingdom and other countries. Our University Commission devoted a whole chapter to the shortcomings of the written examinations as conducted in the universities. The *viva voce* test is, therefore, designed primarily to assess those mental qualities which together may be said to constitute "personality", "brain or intellect" being left to be assessed by written examinations.

The whole question of the efficacy of interviews as a test for assessing mental qualities has been reviewed more than once by committees and even Royal Commissions in the United Kingdom. There the interview was first introduced as a means of selection as early as 1910. Since the end of the first world war, however, it has been used much more widely and increasingly in civil service competitions. Increasingly greater weight continues to be given to the interview, for purposes of personnel selection, in countries like the U.S.A. and Canada also. The Commission, therefore, feel that it is too late in the day to question the utility of the system of *viva voce* examination or interview as part of the technique of selection employed in civil service competitions.

The real issue is: Should a minimum standard in this "personality" test be made compulsory? In view of the public criticism, this issue has again been reviewed by the Commission carefully and thoroughly in consultation with the representatives of the various Ministries of Government. The Commission are satisfied that the standard of education reflected in the written results shows a progressive deterioration in the standard of education imparted in our universities. After discussing the matter fully with Government, the Commission have, therefore, had to take the decision to retain for the present a compulsory minimum standard in the *viva voce* test for these examinations.

The Commission, however, have an open mind on the subject and will continue to review the matter in the light of the results of the examinations in future.

The board of examiners for these interviews is constituted by the Commission with great care. The chairman of the Commission presides over the board which generally consists of one more member of the Commission, an educationist of high standing and representatives (including one or more senior officers of the Indian Civil Service) of the Ministries. No human judgment can claim to be completely free from the element of subjectivity but, after carefully reviewing the matter, the Commission have come to the conclusion that a board of this kind can be expected to size up the trend of the personal qualities of young people even after a conversation of 15 to 20 minutes.

In order to enable the candidates to undergo this test in an atmosphere and setting most congenial to them, the interview is now held generally at the regional centres where they had sat for the written examination.

13. The Commission obtain from their examiners an assessment of the standard of knowledge and education reflected in the papers which they examine. They have been much concerned to note that only a very small fraction of the candidates displays real grasp of their subjects and a reasonable level of mental development. This state of things has been brought to the notice of the Ministry of Education for being taken up with the universities. The chairman and members of the Commission have also been drawing the attention of universities and educationists to the matter in the course of their unofficial contacts with the latter.

14. During the period under review the Commission held 25 examinations. 24,680 candidates applied for these examinations but 18,342 actually sat for them (*vide* Appendix III).

Details of each competition are available in the rules which are published before each examination is held, but a brief reference is made in the following paragraphs to the individual examinations.

15. *Combined competitive examination for the Indian Administrative Service, Indian Police Service and Central Services.*—Recruitment for the All-India and Central Services stopped after 1943 owing to the war. The last open competition for the Indian Civil Service was held in 1943 simultaneously in the United Kingdom and in India. The Indian Administrative Service has now taken the place of the Indian Civil Service. The need for recruitment for these services was acutely felt in 1946. Owing to the dislocation caused by the disturbances in 1947, preliminary action for resuming the examinations could not be taken in time. One combined examination for the two all-India and the eight Central Services was, therefore, held in December 1947.

Whether, in order to attract the best recruits, separate examinations should be held for the two all-India services, for the Indian Foreign Service and also for the important Central services has been under active consideration; but, very largely, owing to shortage of staff, pressure of other kinds of work and serious practical difficulties in organising and conducting more than one examination on such scale, a combined examination for all the ten services has had to be held so far.

During the period under report 2,797 candidates actually competed for the examination, out of whom 806 were called for the *viva voce* test and 240 were declared to be eligible. The first 34 candidates in order of merit were appointed to the Indian Administrative Service and Indian Foreign Service.

16. *Emergency recruitment by the Special Recruitment Board for Indian Administrative Service, Indian Police Service and Central Services.*—It would perhaps be appropriate at this stage to make a brief reference to the emergency recruitment which was initiated for these services in 1948 although it did not involve holding of written examinations. As a result of the constitutional changes of 1947, an Indian Foreign Service had to be constituted for the first time. Large gaps were also created in the two all-India services and the central services by the departure of British and Muslim officers. In July 1948, a Special Recruitment Board was set up, with the concurrence of the Federal Public Service Commission, for the recruitment of over-age (from 27 to 45 years) personnel for filling the gaps in the Indian Administrative and the Indian Police Services. This Board completed their work in the Part 'A' states in September 1949 but with the integration of the old Indian states the Board had also to undertake similar recruitment in the Part 'B' and 'C' states as well in respect of the areas of the old states which were merged in Part 'A' states. As a result of the integration, the Government of India also



took over the administration of their central departments such as railways, income tax, central excise, posts and telegraphs and audit and accounts. It was part of the terms of the integration that the officers of the constituent states should be absorbed in suitable posts in the Central services. The suitability of these officers for appropriate places in the Central services, class I or class II, was assessed by the Special Recruitment Board on the results of a scrutiny of their records of service and of an interview.

Since the close of the period under review Government have decided under the proviso to clause (3) of article 320 of the Constitution, that it is not necessary to consult the Commission about the absorption of these officers in the central services except those of the Audit and Accounts department. This matter will be dealt with further in the Commission's next report.

Prior to the year under report, a decision had been taken to organise a Central Secretariat Service which should consist of personnel required to man all posts in the Central Secretariat up to the grade of Under Secretaries and perhaps also provide a reserve to be drawn upon for filling posts above the rank of Under Secretaries. The recruitment for this service was also conducted by the Special Recruitment Board.

A few officers were recruited for the Indian Audit and Accounts Service also out of candidates interviewed by the Special Recruitment Board from the open market and from certain temporary officers in the Military Accounts Department.

The details of the work of this Board will form the subject matter of a separate report which will be compiled after the Board have completed their labour. It is, however, necessary to mention that the chairman and one member of the Commission remained pre-occupied with the work of this Board and completed a great deal of additional recruitment for these services during the period under report (*vide Appendix V*).

17. *Engineering Services Examination.*—A combined competitive examination for recruitment to the engineering services in the Railways, Central Public Works Department and the Telegraphs Department is held generally every year.

The candidates who qualify at the written test are interviewed by the Commission and the order of merit of the candidates is determined by the aggregate of the marks obtained in both the tests.

In the examination held during the period under review 387 candidates actually completed, out of whom 270 were called for interview and 149 were declared to be eligible.

18. *Selection of Special Class Railway Apprentices.*—A selection of special class railway apprentices for the Mechanical Engineering and Transportation (Power) Department of the Superior Revenue Establishment of State Railways is made every year. The candidates have to sit for a written examination to test their general intelligence and those who qualify at this test are interviewed by the Commission. The order of merit of successful candidates is determined by the quality of their performance at the interview. The apprentices finally selected undergo a training for four years before they are appointed to the service.

During the period under report 622 candidates appeared at the selection, out of whom 149 qualified for interview, the first seven being actually appointed.

19. *Military Wing, Joint Services Wing, Indian Air Force and Indian Navy Examinations.*—Recruitment of cadets for the land forces, Indian Air Force and Indian Navy was resumed in 1946 and the Commission were entrusted by Government with conducting the examination. The first post war examination for admission to the Indian Military Academy was held by the Commission in 1949. The

Commission are also concurrently holding examinations for admission to the Joint Services Wing of the National Defence Academy. The scheme of the examinations consists of a written test by the Commission and a test of personal qualities conducted by Services Selection Boards constituted by the Ministry of Defence. The candidates are classified into two groups by the Services Selection Boards—"suitable" or "unsuitable"—and awarded marks. The final order of merit of the "suitable" candidates is determined by the aggregate of the marks obtained by them in the written and personality tests.

The final results are published by the Commission.

It is of interest to note that at these examinations also candidates scoring high marks in the written test often fail in the personality test.

During the period under report 7 examinations were held for admission to the three institutions—Military Wing, Joint Services Wing and Indian Navy. 13,013 candidates applied for the examinations, but 10,103 actually competed. In all 519 candidates were successful at five of these examinations. The results of two were not ready by the 31st March, 1951.

20. *Ministerial Service (Assistants' Grade) Examination.*—The Commission have been holding an annual competitive examination for recruitment to the Ministerial Service (Assistants' Grade) except during the war when all examinations were suspended. The first post-war examination was held in 1947.

3,869 candidates applied for the examination, but 2,219 actually competed. 937 candidates were declared successful.

21. *Stenographers' Test.*—In 1947 it was decided to centralise recruitment of stenographers by means of a competitive examination. The first examination under this scheme was, however, limited to temporary stenographers and they were given two chances to pass a qualifying test. The first of the series of qualifying tests was held in May 1949, the second in March/April 1950 and the third and final in September 1950, at Delhi, Simla and embassies and missions abroad.

2,011 candidates applied for these tests, out of whom 1,548 actually competed. 786 candidates were successful at the first two tests. The result of the third test was not ready by 31st March 1951.

22. *Typewriting Tests.*—Candidates appointed as Assistants on the results of the Commissions' examination have to pass an examination in typewriting at the minimum speed of 30 words per minute before they can earn their second increment and those recruited as typists and routine grade clerks have to pass this examination at the same speed before they can be confirmed in their appointments. For this purpose, the Commission hold quarterly tests in typewriting at Delhi, Simla and in our embassies abroad.

During the period under report 4 typewriting tests were held, 755 candidates applied for these tests, out of whom 530 actually appeared and 170 were declared successful.

#### DIRECT RECRUITMENT BY INTERVIEW

23. There are a large number of posts for which more or less ready-made personnel has to be obtained for undertaking responsible duties immediately after appointment. With the increase of Governmental activities after the attainment of independence their number has been rapidly on the increase. The recruitment for such posts, which are created *ad hoc* and which cannot be filled by promoting persons already in any organised services, is made by a system of competitive interview conducted by the Commission. A representative of the Ministry concerned also takes part in such interviews in an advisory capacity.

For posts requiring technical, scientific or specialised qualifications, one or more specialists or experts of standing, un-connected with the Ministry concerned, are also associated with the interview as advisers to the Commission.

Advertisements for posts of this category are often so drafted by Ministries as to tend to restrict the recruitment to the limited circle of persons already holding the posts advertised or analogous posts. One of the main functions of the Commission is to so draft the advertisement—without sacrificing the real requirements of the post—as to ensure a truly competitive selection for the post from the widest field. Reference has already been made to the public criticism of Ministries seeking to obtain permanent status for nominees already appointed by them temporarily without reference to the Commission (*vide* paragraph 9). The Commission are fully seized of such complaints and use their best endeavour to ensure fair competition in such cases.

24. Proceedings for recruitment to 1,134 posts were pending on the 26th January 1950. During the period under report, requisitions were received for recruitment to 967 engineering, technical and non-technical posts (*vide* Appendix IV). During the period 93,000 application forms and other connected documents were supplied to candidates for these posts. In all 18,047 applications were, however, received actually, 6,484 candidates were called for interview for 1,018 posts out of whom 5,501 appeared and were interviewed actually. Out of those interviewed, 883 were recommended for appointment and 660 were kept in reserve for being drawn upon for possible vacancies in identical or similar posts within the next six months or so.

25. For 120 posts, the Commission were unable to find suitable candidates. This is a feature of recruitment which has been causing increasing anxiety to the Commission and Government. The scales of pay offered, particularly for posts requiring technical or specialised qualifications, are generally most un-attractive as compared with emoluments offered by private employers.

Indians with adequate technical or specialised qualifications are also not available at present in sufficient numbers. In such cases, the Commission have not hesitated to recommend the recruitment of experts from abroad, necessary arrangements being made for the training of suitable Indians by such experts during their tenure.

26. Advertisement is no doubt the usual method of obtaining personnel for administrative and other non-technical or non-professional posts. There are, however, certain classes of experts and professional persons who do not care to apply for Government service in response to the Commission's advertisements. They are generally persons who have made their mark in certain spheres and are already well-placed in life. The only way of attracting such persons for superior posts, requiring mature experience and knowledge of high standard is to make personal contacts with them. The Commission have also adopted this method of recruitment in certain cases.

## PROMOTION -

27. Many of the superior posts, particularly in the regularly organised services, are filled by the promotion of officers who have acquired a certain standard of experience in junior posts in those services. Recommendations for such promotion are made initially by a departmental promotion committee consisting of a member of the Commission as chairman and senior officers of the Ministry or department who generally have personal knowledge of the work of the officers out of whom the selection has to be made. The recommendations of the departmental promotion committees are placed before the Commission for ratification.

18 cases involving the consideration of 109 officers for promotion were pending on the 26th January 1950. 146 references involving the consideration of 3,106 officers for promotion were received during the period. Owing to the Commission being under strength they could not depute a member to attend all departmental promotion committees.

In one case the advice of the Commission was not accepted by Government (*vide* paragraphs 36—38).

#### TEMPORARY APPOINTMENTS, EXTENSION OF SERVICE, RE-EMPLOYMENT, REGULARISATION OF APPOINTMENT:

28. The Commission are consulted about certain minor forms of recruitment such as temporary appointment for periods exceeding one year but not exceeding three years, grant of extension of service to Government servants who have attained the age of superannuation and re-employment of retired Government servants. Temporary appointments of this type generally arise out of cases in which Ministries make initial appointment without consultation with the Commission (*vide* paragraph 9).

Owing to the suspension of recruitment during the second world war and the depletion of the services as a result of the partition, an acute dearth of senior and experienced personnel has occurred in many services. The position has been particularly unsatisfactory as regards scientific and technical personnel. The Commission have, therefore, concurred in the grant of extension of service and re-employment of retired officers in all suitable cases in which the officers concerned were physically and mentally fit and no serving officer was deprived of legitimate promotion (for details *vide* Appendix VI).

A very large number of appointments made by different departments during the war were continued without reference to the Commission. It was considered desirable to regularise certain categories of these appointments in which the incumbents had made good. The appointment of 754 such officers was referred to the Commission for regularisation.

#### DISCIPLINARY CASES

29. In disciplinary cases the Commission have to be consulted before the President imposes the penalty of censure or any more serious penalty on a Government servant. The Commission are also consulted before the President passes an order on an appeal, petition or memorial against any disciplinary order passed by any authority subordinate to the President. All such cases have to be referred to the Commission before the President commits himself to any opinion on the merits of the case.

16 cases were pending on the 26th January 1950 and 56 cases were referred to the Commission during the period under report. The Commission communicated their advice on 53 cases and 19 cases remained pending receipt of further information from the Ministries.

In two cases the Commission's advice was not accepted by Government (*vide* paragraphs 42—44).

#### MISCELLANEOUS CASES

30. Details of miscellaneous cases dealt with during the period are given in Appendix VI.

## CASES OF NON-ACCEPTANCE OF COMMISSION'S ADVICE

31. In order to facilitate the preparation of the memorandum explaining the reasons for non-acceptance of the advice of the Commission, all the cases where the advice of the Commission was not accepted during the year are brought together and enumerated below.

### GRANT OF EXTENSION TO THE INCUMBENT OF THE POST OF DIRECTOR GENERAL OF HEALTH SERVICES

32. The incumbent of the post of Deputy Director General of Health Services was to attain superannuation on the 19th August 1948. In April 1948 Government considered it necessary to retain him in service only for a period of one year after his superannuation mainly on the ground that his services might be useful for implementing the recommendations of the Health Survey & Development Committee (Bhore Committee) of which he had worked as Secretary. On the 9th July 1948, the Commission conveyed their inability to concur in the proposal as it would block the promotion of deserving officers but indicated that they had no objection to his being re-employed for one year after superannuation. His retention in the post of Deputy Director General was apparently not considered by Government to be essential as, in the meanwhile, he was appointed to officiate as Director General of Health Services on the 1st June 1948 without any further reference to the Commission. On the 4th September 1948, Government, however, repeated that it was essential to retain his services for another year (with effect from the 19th August, 1948) and that such an extension was not likely to affect prejudicially any serving officer. In the Commission's opinion, there were other qualified officers out of whom a successor for the post of Director General could be selected but in view of Government's insistence they concurred in granting one year's extension as a special case hoping that a proper successor would be appointed thereafter.

33. In spite of this position, however, Government proceeded to confirm the officer in the post of Director General of Health Services and on the 18th July 1949 requested the Commission's concurrence in the grant of a further extension to him for two years till the 19th August 1951. Government pleaded inability to indicate precisely to what extent the prospects of the senior officers of the Central Health cadre would be affected by the proposed extension as the selection might not be confined to such officers but might cover also Provincial Medical Administrative Officers. They, however, added that on the expiry of the proposed extension of two years, these officers would be considered for appointment to the post. The Commission did not consider that this was a justifiable arrangement; but in view of Government's insistence on the officer's indispensability for sometime longer and in order to avoid possible dislocation of the Ministry's programme of work, they agreed to an extension for only one year till the 19th August 1950 and also to the officer's confirmation.

The basic reason for which this extension was considered to be desirable was to make the officer's services available long enough to enable Government to make suitable arrangements for filling the post in a convenient and leisurely manner. Therefore, the Commission also suggested that Government should initiate action immediately for selecting a successor to the officer in good time.

34. On the 3rd June 1950, Government, however, requested the Commission's concurrence in a proposal for granting the officer a third extension till the 31st May, 1952.

Government practically conceded that any further extension granted to him would be unfair to the legitimate prospects of other officers in the Health Services. Nevertheless the proposal to grant the extension was pressed mainly on two grounds, *viz.*, that Government had recently decided that extension might be granted for

liberally to scientific and technical personnel, if desirable in the public interest, and that before the 15th August 1947, officers of the Indian Medical Service used to hold the post of the Director General, Indian Medical Service, for four years or until the age of sixty whichever was earlier. The post of the Director General, Indian Medical Service, has been replaced by the post of the Director General of Health Services and the officer concerned is not a member of the Indian Medical Service.

The Commission could not agree that a special tenure which had been part of the service rights of officers of the Indian Medical Service in the past could be granted retrospectively to a non-Indian Medical Service officer. The Commission also explained that Government's decision for granting extension to scientific and technical personnel could not be said to apply to a post which is the highest open to existing members of a regular service and for which a suitable member of the service is available.

The Commission did not also see any grounds for holding that this officer was really so outstanding and indispensable a specialist. The Commission was much handicapped by the fact that the officer's confidential reports, prior to the year 1948 were not made available. The officer had spent the earlier part of his career in posts in a Provincial Service and had never worked as a Director of Public Health or Inspector General of Hospitals in any province, an experience which may be said to be a very essential qualification for the incumbent of the present post. He had done some teaching and statistical work in the Institute of Public Health and in the Health Ministry he had not been long in any post of special responsibility. His field experience as a public health officer did not thus appear to be of a high order. On going through the records of the other officers—and their full records were available—the Commission felt that there was no material on the basis of which it could be held that the officer's record as a public health officer was comparable to that of some of those officers who had held responsible medical and public health posts. Merely on the Ministry's report of 1948 (when the controversy regarding the propriety of his extension started) and without any reference to his past record of service, the Commission were therefore unable to agree that the officer was so outstanding.

In the correspondence, Government also admitted the necessity of ensuring that the legitimate and reasonable prospects of officers in their employ and eligible for promotion are safeguarded. Government also admitted that there was at least one such officer who was very suitable for the post. The Commission therefore, urged that, in any case, a third extension was thus bound to have undesirable repercussions on the morale and contentment of the services. Incidentally, Government contended in connection with this case that promotion could not be decided on the basis of confidential records alone. The Commission had therefore to emphasise that it would be an unsound precedent to disregard the recognised principle of deciding the suitability of an officer for promotion on an overall assessment of the record of his entire service.

35. For the reasons indicated above, the Commission were unable to concur in the proposed extension but the Government did not accept the Commission's advice and granted the extension to the officer.

#### APPOINTMENT OF DIRECTOR GENERAL OF ARCHÆOLOGY

36. The incumbent of the post of Director General of Archaeology attained the age of superannuation on the 30th June 1948 and was given two extensions which expired on the 30th June 1950. This time the Government of India recommended another officer for appointment to the post. This officer had not presumably been considered suitable for the post on the two previous occasions.

37. On a scrutiny of the officer's record of service, the Commission could not consider him suitable for this responsible post. Government contended that the Director General who had recorded the adverse remarks on the officer in the past was prejudiced against him and that the Ministry had now decided to amend them as they were not justified in the light of the assessment made by the Ministry of the officer's work recently.

In the opinion of the Commission such an approach to cases of promotion to selection (and particularly key) posts is unsound. Adverse remarks in a character roll can be expunged or amended in accordance with the prescribed procedure at the time, or soon after, the remarks are recorded; but, without such contemporaneous review, it would be risky to explain away adverse remarks—duly and regularly recorded in the ordinary course on an officer in the past—as having been due to bias or not being justified by the Ministry's assessment of the officer's recent or present work. Such a procedure would be particularly unfair and undesirable if a Ministry or department seeks to discount or over-ride the past record at a time when the question of the officer's promotion on the basis of that very record is at issue. At that rate, it would be open to any Ministry to urge that, in spite of adverse confidential reports, duly recorded on an officer, the Ministry has found his work to be superior. If such an *ipse dixit* from a Ministry, put forth just when the adequacy—for purposes of promotion—of an officer's record is at issue, is held to be valid, the Commission would be precluded from discharging their important function of making a just recommendation about promotion on the basis of the confidential records of the various officers who are entitled to be considered for promotion. The Commission are also unable to agree that, for purposes of promotion to key posts on the principle of selection, the Ministry's favourable appraisal of the recent or present work of an officer should outweigh his definitely adverse record of the past.

38. Incidentally, the officer concerned was also to attain the age of superannuation within less than a year from the date of the vacancy. The Commission could not, therefore, agree that the appointment of this officer would solve Government's problem of finding a suitable head for this important department. The Commission advised that the best course for filling the post would be to give the previous incumbent some further extension and, in the meanwhile, obtain a really competent person by recruitment from abroad, if necessary, action being taken at the same time to ensure that some suitable Indian is trained by him for taking charge of the post in a reasonable time. The Commission considered this course to be particularly in the public interest, as no other expert in Indian archaeology of the standing of the last incumbent is available in India at present and as Government retained him in the department in another post.

Government did not, however, accept this advice and promoted to this responsible post the officer who was to attain superannuation after ten months.

#### CONTINUED EMPLOYMENT OF A SUPERANNUATED OFFICER IN POST OF LEGAL ADVISER AND SOLICITOR IN OFFICE OF HIGH COMMISSIONER FOR INDIA IN LONDON

39. A superannuated and retired officer (who had not held his previous post in a substantive capacity) was appointed in September 1947 to the post of Legal Adviser and Solicitor in the office of the High Commissioner for India in London without consultation with the Commission. The High Commissioner now proposed that this officer although in his sixtieth year, should be retained on a fresh contract for 3 years. Government requested the Commission's concurrence in the retention of the officer for so long as he was physically and mentally fit—presumably for not more than 3 years—as it was not easy to get people of the qualifications and experience of this officer. The Commission explained that the grant of extension on the ground of a superannuated officer having good qualifications for, and long experience of, a particular

kind of work in the post he holds would strike at the root of the principle of superannuation the object of which is to entrust the performance of public duties to persons who may be in a position, both physically and mentally, to give of their best to Government. The Commission emphasised that after full consideration Government themselves had decided not to raise the age of superannuation of Government servants beyond 55 years and that the age limit of 60 years for the retirement of even judges of high courts had been retained in the Constitution. The Commission, therefore, advised that the best course would be to obtain a suitable lawyer and solicitor for the post—which has now become permanent to all intents and purposes—either by advertisement or by making personal contacts.

Government agreed that it might not be difficult to secure the services of another experienced lawyer and solicitor but pressed for the officer's retention in the post of Legal Adviser and Solicitor as he "has been functioning during the last three years as Senior Adviser to the High Commissioner in regard to all kinds of matters, political, commercial and other . . . Government have also utilised his services for advice in matters concerning other missions in Europe...and to represent Government at international conferences !

The grounds on which it was proposed to continue the officer in the post of Legal Adviser and Solicitor having thus shifted, the Commission rather got the impression that continued employment of the officer was considered to be necessary not so much for the performance of the duties of the post of Legal Adviser and Solicitor as for other duties which apparently fall to be discharged by the Deputy High Commissioner and other senior administrative advisers of the High Commissioner.

40. The Commission were, therefore, unable to agree to be a party to the grant of further extension in this post to a person who is in his 60th year. Government have, however, granted him the extension till the end of February 1954.

#### RE-EMPLOYMENT OF A RETIRED MEMBER OF THE INDIAN POLICE AS INSPECTOR GENERAL OF POLICE, ASSAM

41. A British officer of the Indian Police who was holding the post of the Inspector General of Police in Assam went on leave preparatory to retirement on the 10th October 1949 when the senior most Indian officer of the Indian Police was appointed to officiate in the post. In November 1949, the Government of Assam communicated to the Government of India that they proposed to re-employ the British Officer, on return from leave, as Inspector General in view of the exceptional circumstances created by the partition. In February 1950, the Government of India explained to the Government of Assam that the re-employment of a retired officer in the post would be contrary to the Indian Police Cadre rules according to which every cadre post in the cadre has to be filled by an officer who is a member of the Indian Police or the Indian Police Service which the retired officer would not be and that, in any case, the Union Public Service Commission must be consulted in the first instance on the proposal to re-employ the retired officer. In spite of the correct position being explained to them, the Government of Assam re-employed the retired officer with effect from the 9th March 1950 as Inspector General of Police and represented the Government of India with a *fait accompli*.

After fully examining the matter the Commission explained to Government that there was no substance in the case which the Government of Assam had sought to make out for passing over the senior most serving officer and re-employing the retired Officer. On the contrary, the Commission considered that the arrangements made—specially in the present emergency in the State—were particularly inappropriate. The Commission emphasised that, in view of the provisions of article



314 of the Constitution, the action of the Government of Assam was likely to have unfortunate repercussions on the morale and contentment of the services and advised that the re-employment of the officer should be terminated, on payment of compensation, if necessary.

The Government of India agreed in the view taken by the Commission of the action of the Government of Assam and informed that Government accordingly. The Government of India, however, acquiesced in the action of the Government of Assam as they thought that acceptance of the course suggested by the Commission would seriously embarrass the Government of Assam.

#### APPEAL OF AN OFFICER OF THE INDIAN POLICE AGAINST AN ORDER OF CENSURE PASSED BY THE GOVERNMENT OF BIHAR

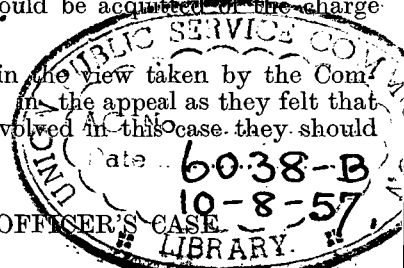
42. A serious communal riot took place in a village in Bihar on the 24th November 1947. After holding an enquiry the Government of Bihar were of the opinion that as the Deputy Inspector-General in charge of the area "knew the deficiencies of the Deputy Superintendent of Police (in charge of the Police Station in which the village lies) it would have been wise precaution on his part to have warned the Superintendent of Police of the necessity of some personal supervision of the arrangements in the area". Government also expressed the view that they expected senior officers like the Deputy Inspector General of Police to visit the area. Government, therefore, censured the Deputy Inspector-General for inadequate supervision of Moharram arrangements in the district in his charge.

43. It was practically admitted that no charge was regularly framed against the officer and that he was not given an opportunity to explain any allegations made against him. The Government of Bihar have justified their omission to offer such an opportunity by urging that rule 55-A of the Civil Services (Classification, Control and Appeal) Rules, which require such an opportunity to be given in a case of this nature, came into force after the order of censure had been passed. It is a well recognised convention in all disciplinary proceedings to give notice to the accused officer of the charge against him and to give him opportunity to offer his explanation before he is condemned. This may be said to be a "natural right" of an accused person. The order of censure was, therefore, vitiated by this omission and there was a case for *de novo* enquiry in which the accused officer should have an opportunity to explain any allegations made against him. This was, however, not necessary in this case inasmuch as the enquiry officer who made the enquiry and submitted his report to the Government without giving the officer a chance for an explanation—exonerated the officer from any blame in the matter of the riot. The Commission, therefore, advised that the officer should be acquitted of the charge and his appeal allowed.

The Government of India practically agreed in the view taken by the Commission of the case; but decided not to interfere in the appeal as they felt that in such comparatively trifling matters as were involved in this case they should trust the judgment of the State Government.

#### WEST BENGAL GOVERNMENT OFFICER'S CASE

44. An officer of a State government while on deputation in a post in the Government of India was found guilty of fraudulently drawing house rent allowance without paying any rent. The Commission advised that the officer should be reverted to his permanent post in the State and that two increments should be withheld in his substantive post with cumulative effect. The Government of India agreed with the Commission but stated that the State Government took the view that the reversion of the officer would be an adequate punishment and no further action was required. According to an established convention, the view of the lending authority



has to prevail in such cases and the Government of India did not, therefore, consider it desirable to pursue the matter further and move beyond what the State Government was prepared to accept. Government's attention has been drawn to the desirability of rectifying this anomalous position.

### CONCLUSION

45. Apart from the few isolated instances referred to in the preceding paragraphs, Ministries and departments generally observed the provisions of the Constitution and regulations in their dealings with the Commission. The Commission take this opportunity of expressing their appreciation and thanks to them for their cooperation.

Governments and Public Service Commissions of the States have readily extended their assistance and cooperation in conducting the examinations at the various centres. The Commission place on record their grateful thanks to these Governments and Commissions.

The Commission also record their thanks to the large number of official and non-official advisers who spared their time for the Commission's interviews.

All ranks of the staff of the Commission worked at high pressure and the Commission record their appreciation of the work done by them. A special word of commendation is due to Mr. Bishan Das, the Commission's officiating Secretary, whose indefatigable vigilance kept all important work up-to date in spite of inadequate staff.

R. N. Banerjee, Chairman.  
 Javad Hussain, Member.  
 W. R. Puranik, Member.  
 G. C. Chatterji, Member.  
 N. Govindaraian, Member,  
 C. B. Nagarkar, Member.  
 N. K. Sidhanta, Member

D. C. DAS,

*Secretary,*

Union Public Service Commission

## APPENDIX I,

*Comparative statement showing Recruitment by written examination, Recruitment by interview, Service Matters and Nos, of Receipts and Issues from calendar years 1938 to 1950,*

Year	Recruitment by written examination.			Recruitment by interview.		Service matters.	Number of		Percentage increase in work of the Commission as compared with the number of Receipts and Issues in 1938.			
	Number of examinations held.	Number of candidates who applied.	Number of candidates interviewed.	Number of posts received.	Number of applications of candidates interviewed.	Number of promotions temporary appointments disciplinary, domicile cases, etc.	Receipts	Issues				
	1	2	3	4	5	6	7	8	9	10	11	12
1938		10	2,552	..	113	2,790	512	209	35,198	30,193	65,391	..
1939		10	4,834	..	59	2,110	421	235	37,174	27,043	64,217	..
1940		9	4,053	..	105	2,616	490	224	37,027	22,185	59,212	..
1941		12	4,573	..	77	1,461	266	196	35,660	25,171	60,831	..
1942		12	3,531	..	195	2,726	894	228	28,938	19,657	48,595	..
1943		10	2,931	..	175	5,311	965	292	33,856	17,191	51,047	..
1944		12	2,795	..	347	4,225	1,585	424	39,108	36,723	75,831	16%
1945		14	3,282	..	505	9,100	1,240	455	41,818	63,674	1,05,492	61%
1946		12	1,629	..	1,034	22,800	4,706	597	60,864	89,042	1,49,906	130%
1947		17	16,813	654	886	13,485	4,798	835	1,13,565	88,242	2,01,807	208%
1948		12	4,610	713	1,559	25,963	5,769	853	1,87,271	1,93,484	3,30,755	482%
1949		18	14,472	752	1,165	21,987	5,271	1,301	2,88,145	2,76,236	5,64,381	763%
1950		24	19,983	1,252	910	16,000	+2,103* 4,577 +1,066*	1,388	2,70,246	2,73,935	5,44,181	732%

NOTE.—It will be observed from the above figures that in 1950, as compared with 1938, there has been an all-round six fold to ten fold increase in the work of the Commission.

\*Interviewed by the Special Recruitment Board.

## APPENDIX II.

Staff of the Commission on 26-1-1950,

Name of Post	Number
<i>Gazetted.</i>	
Secretary (of the status of Deputy Secretary to the Government of India)	1
Deputy Secretary (of the status of Under Secretary to the Government of India)	1
Assistant Secretary . . . . .	4
Private Secretary to Chairman . . . . .	1
<i>Non-gazetted</i>	
Superintendent . . . . .	12
Assistant-in-charge . . . . .	3
Assistant . . . . .	57
Technical Assistant . . . . .	2
Stenographer . . . . .	9
Clerk/Typist . . . . .	81
Stenotypist . . . . .	2
Receptionist . . . . .	1
Telephone Operator . . . . .	1
Record Sorter . . . . .	2
Daftari . . . . .	16
Jamadar . . . . .	7
Peon . . . . .	44

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## PRESENT STRENGTH OF THE STAFF.

<i>Gazetted</i>	
Secretary (of the status of Joint Secretary to the Government of India)	1
Deputy Secretary (of the status of Deputy Secretary to the Government of India)	2
Under Secretary (of the status of Under Secretary to the Government of India)	6
Private Secretary to Chairman . . . . .	1
Superintendent . . . . .	12
<i>Non-gazetted.</i>	
Assistant-in-charge . . . . .	5
Assistant . . . . .	72
Technical Assistant . . . . .	2
Stenographer . . . . .	11
Clerk/Typist . . . . .	103
Stenotypist . . . . .	2
Receptionist . . . . .	1
Telephone Operator . . . . .	1
Gestetner Operator . . . . .	1
Record Sorter . . . . .	2
Daftari . . . . .	17
Jamadar . . . . .	7
Peon . . . . .	49

## APPENDIX III

Summary of the examinations held by the Commission between 26-1-1950 and 31-3-1951

Name of examination	Number of examinations held	Number of candidates who applied	Number of candidates who actually competed	Number of candidates interviewed	Number of candidates declared successful	Number of candidates actually appointed
1	2	3	4	5	6	7
<i>Indian Administrative Service etc. Examination—</i> One combined examination for—	1	3,647	2,797	806	240	
All India Services—						
1. Indian Administrative Service.	..	..	..	..	..	29
2. Indian Police Service.	..	..	..	..	..	31
Central Services—						
3. Indian Foreign Service.	..	..	..	..	..	5
4. Indian Audit and Accounts Service.	..	..	..	..	..	25
5. Indian Railway Accounts Service.	..	..	..	..	..	7
6. Indian Postal Service.	..	..	..	..	..	3
7. Indian Customs and Excise Service.	..	..	..	..	..	2
8. Military Accounts Department.	..	..	..	..	..	10
9. Income Tax Officers' Service.	..	..	..	..	..	4
10. Transportation Traffic and Commercial Departments of the Superior Revenue Establishment of the State Railways.	..	..	..	..	..	5
11. Central Secretariat Service, Class II (Assistant Superintendents)	..	..	..	..	..	11
12. Military Lands & Cantonments Service	..	..	..	..	..	2
<i>Indian Administrative Service 'Probationers' Final Examination, 1950 and 1951.</i>	2	..	44 35	44 35	43 35	
<i>Indian Police Service 'Probationers Supplementary' Final Examination, 1950.</i>	2	..	3 15 +14*	..	3 15	
<i>Combined Engineering Services Examinations—</i>	1	536	387	270	149	
1. Indian Railway Service of Engineers.	..	..	..	..	..	6
2. Stores Department of Railways.	..	..	..	..	..	1
3. Central Engineering Service, Class I.	—	—	..	..	..	9
4. Central Engineering Service, Class II.	..	..	..	..	..	10

\*Hyderabad probationers

## APPENDIX III—contd.

1	2	3	4	5	6	7
5. Electrical Engineering Department of Railways.	..	..	..	..	..	2
6. Central Electrical Engineering Service, Class II.	..	..	..	..	..	2
7. Signal Engineering Department of Railways.	..	..	..	..	..	1
8. Telegraph Engineering Service, Class I.	..	..	..	..	..	10
<i>Selection of Special Class Railway Apprentices in the Mechanical Engineering and Transportation (Power) Department of Superior Revenue Establishment of State Railways.</i>	1	824	622	149	..	7
<i>Joint Services Wing examination.</i>	3					
1. February, 1950 . . . . .		1,318	1,030	368	109	109
2. July 1950 . . . . .		1,423	1,077	423	160	160
3. January, 1951 . . . . .		1,972	1,653	Interview not yet held		
<i>Military Wing and Indian Air Force Examination</i>	3					
1. February, 1950 . . . . .		2,910	2,264	450	87	87
2. July, 1950 . . . . .		3,214	2,441	770	142	88
3. February, 1951 . . . . .		1,672	1,315	Interview not yet held		
<i>Indian Navy Examination November, 1950.</i>	1	504	323	65	21	
<i>Ministerial Service (Assistants' grade) Examination.</i>	1	3,869	2,219	..	937	Appointments not yet made.
<i>Stenographers' Test . . . . .</i>	3					
1. March/April, 1950 . . . . .		1,205	961	..	541	Appointments not yet made.
2. September, 1950 . . . . .		628	451	..	245	Appointments not yet made.
3. November, 1950 . . . . .		178	136	..	Result not yet ready.	Appointments not yet made.
<i>Typewriting Tests . . . . .</i>	4					
1st Test . . . . .		155	108	..	50	..
2nd Test . . . . .		181	117	..	25	..
3rd Test . . . . .		266	223	..	72	..
4th Test . . . . .		153	82	..	23	..
<i>Reporters' Test (English, Hindi and Urdu Reporting).</i>	2					
1st Test . . . . .		9	9	..	Nil	..
2nd Test . . . . .		11	11	..	6	..
<i>Indian Mercantile Marine Training ship 'Dufferin' Examination</i>	1	5	5	3	3	3
TOTAL . . . . .	25	24,680	18,342	3,383		

## APPENDIX IV

*Number of technical, engineering and non-technical posts for which recruitment was made between 26-1-1950 and 31-3-1951*

Name of Ministry/Department from which requisition received	Number of Posts		
	Technical	Engineering	Non-technical
Agriculture . . . . .	54	8	13
Chief Commissioner's Province . . . . .	2	..	7
Commerce . . . . .	2	3	24
Communications . . . . .	34	36	..
Council of Scientific and Industrial Research . . . . .	..	..	1
Defence . . . . .	35	35	44
Education . . . . .	8	1	43
External Affairs . . . . .	..	..	12
Finance . . . . .	1	2	21
Health . . . . .	24	7	14
Home Affairs . . . . .	1	2	4
Industry and Supply . . . . .	9	16	35
Information and Broadcasting . . . . .	9	140	63
Labour . . . . .	14	2	78
Law . . . . .	..	..	3
Railways . . . . .	4	7	2
Rehabilitation . . . . .	..	2	1
States . . . . .	6	..	1
Transport . . . . .	..	28	..
Works, Mines and Power . . . . .	30	71	8
<b>TOTAL . . . . .</b>	<b>233</b>	<b>360</b>	<b>374</b>
<b>Total number of posts for which recruitment made . . . . .</b>			<b>967</b>

APPENDIX V

Statement showing the number of candidates interviewed by the special recruitment Board between 26th January 1950 and 31st March 1951

State	State Civil Service Officers	State Police Service Officers	Ex-State Officers.		Open market candidates	Members of Ruling Families	Audit Service Officers	State Railway Officers	Income Tax Officers	Central Excise Officers	Central Sectt. Service	Temporary Officers of Military Accounts Department
			Civil	Police								
Uttar Pradesh .	5	2	5	2	..	..	1	..	..	..	..	..
Oisrsa .	32	2	18	2	..	..	..	..	..	..	..	..
Madras .	1	..	1	..	..	..	..	..	..	..	..	..
Madhya Pradesh	1	..	1	..	..	..	..	..	..	..	..	..
Bombay .	10	8	10	8	..	..	..	..	..	..	..	..
Patiala and East Punjab States Union.	55	28	..	..	5	..	..	..	..	..	..	..
Himachal Pradesh.	5	..	..	..	..	..	..	..	..	..	..	..
Madhya Bharat.	42	1	..	..	12	..	..	..	..	..	..	..
Hyderabad .	108	23	..	..	9	..	47	94	26	9	..	..
Mysore .	114	32	..	..	..	..	..	..	..	..	..	..
Other Part. B States.	..	..	..	..	73	31	..	..	..	..	298	38
<b>TOTAL</b>	<b>373</b>	<b>96</b>	<b>35</b>	<b>12</b>	<b>99</b>	<b>31</b>	<b>48</b>	<b>94</b>	<b>26</b>	<b>9</b>	<b>298</b>	<b>38</b>

Total number of Candidates interviewed 1,159.



APPENDIX VI  
Miscellaneous Cases

	Number of cases pending on 26-1-50	Number of cases referred between 26-1-50 and 31-3-51	Number of cases on which advice communicated	Number of cases pending on 1-4-51	Number of cases on which Government have taken decision	Number of cases on which Government have not yet taken decision	Whether the advice were accepted by Government
1 Temporary appointments for periods not exceeding 3 years ( <i>Vide</i> paragraphs 9 and 28).	94	489	468	115	360	108	Accepted except in two cases ( <i>vide</i> paragraphs 39—41).
2 Grant of extension of service to superannuated officers ( <i>vide</i> paragraph 28).	4	50	51	3	46	5	Accepted except in one case ( <i>vide</i> paragraph 32).
3 Re-employment of retired officers ( <i>vide</i> paragraph 28).	5	45	46	4	43	3	Accepted.
4 Regularisation of appointments made without consultation with the Commission ( <i>vide</i> paragraph 28).	34	754	294	494	294	nil	do.
5 Claims for re-imbursement of legal expenses incurred by Government servants in defending legal proceedings instituted against them in respect of acts done or purporting to be done in the execution of their duties ( <i>vide</i> paragraphs 8 and 30).	2	8	8	2	6	2	do.
6 Claims for the award of a pension in respect of injuries sustained by persons while serving Government in a civil capacity ( <i>vide</i> paragraphs 8 and 30).	11	219	188	42 +8*	158	30	*As Govt. have not entirely accepted Commission's advice the 8 cases are under consideration.
7 Determination of domicile ( <i>vide</i> paragraph 30).	4	34	30	8	25	5	Accepted.
8 Disciplinary cases ( <i>vide</i> paragraphs 29).	16	56	53	19	50	6*	Accepted except in 2 cases ( <i>vide</i> paragraphs 42—44).

23

1000

1000

1000



6

