

**GOVERNMENT OF INDIA  
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
LOK SABHA**

UNSTARRED QUESTION NO:4729  
ANSWERED ON:08.12.2010  
ADMINISTRATIVE REFORM COMMISSION REPORT  
Chaudhary Shri Jayant

**Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:**

- (a) whether the Second Administrative Reforms Commission in the Tenth report titled `Refurbishing of Personnel Administration-Scaling New Heights` flagged the `need to induct outstanding skills and talents from outside the Government to staff some position in Government departments;
- (b) if so, the details thereof;
- (c) whether the Government has taken any concrete steps to implement the recommendations contained in the Report;
- (d) if so, the details thereof; and
- (e) if not, the reasons therefor?

**Answer**

Minister of State in the Ministry of Planning and Minister of State in the Ministry of Parliamentary Affairs; and Minister of State in the Ministry of Personnel, Public Grievances and Pensions. (SHRI V. NARAYANASAMY)

(a): Yes, Sir.

(b): The details of the recommendations as given in the 10th Report are as follows:-

"After evaluating the pros and cons of a position-based Senior Executive Service model for India, the Commission agrees with the view that there is need for introducing an element of competition in appointments to the top posts both in the State Governments and Government of India. What is proposed is not an abandonment of the idea of career-based system altogether, but introduction of a combination of a career-based and a position-based systems in which the career-based system could be opened up to encourage competition for appointment to senior civil service position in Government of India. For creating a senior management or leadership pool in Government of India, competition can be infused through two main mechanisms:

(i) Opening up the senior management cadre to all existing Services, and

(ii) Lateral entry by opening the senior management cadre to aspirants from the private sector who can bring new skills into government."

(c), (d) &(e): The matter is yet to be considered by the Group of Ministers (GoM).