

ESTIMATES COMMITTEE (1969-70)

HUNDREDTH REPORT

(FOURTH LOK SABHA)

MINISTRY OF HOME AFFAIRS

Action taken by Government on the recommendation contained in the Forty-Seventh Report of the Estimates Committee (Fourth Lok Sabha) on the Ministry of Home Affairs-Union Public Service Commission



सत्यमेव जयते

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(1969-70)

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1969-70

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Shri B.B. Tewari—*Deputy Secretary.*

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INTRODUCTION

I, the Chairman of the Estimates Committee having been authorised by the Committee, present this Hundredth Report of the Estimates Committee on the action taken by Government on the recommendations contained in the Forty-seventh Report of the Estimates Committee (Fourth Lok Sabha) on the Ministry of Home Affairs—Union Public Service Commission.

2. The Forty-seventh Report was presented to the Lok Sabha on the 19th March, 1968. Government furnished their replies indicating the action taken on the recommendations contained in this Report between 23rd September, 1968 and 25th September, 1969. The replies were examined by the Study Group 'D' of the Estimates Committee (1969-70) at their sittings held on the 16th July and 2nd December, 1969. The draft Report was adopted by the Estimates Committee (1969-70) on the 24th December, 1969.

3. The Report has been divided into the following chapters :—

I. Report

II. Recommendations which have been accepted by the Government.

III. Recommendations which the Committee do not desire to pursue in view of the Government's reply.

IV. Recommendations in respect of which replies of the Government have not been accepted by the Committee.

V. Recommendations in respect of which final replies of the Government are still awaited.

4. An analysis of the action taken by Government on the recommendations contained in the Forty-seventh Report of the Estimates Committee (Fourth Lok Sabha) is given in Appendix. It would be observed therefrom that out of a total of 63 recommendations made in the Report, 46 recommendations, *i.e.*, 73 per cent, have been accepted by the Government and the Committee do not desire to pursue 11 recommendations, *i.e.*, 18 per cent, in view of the Government's reply. Replies of the Government in respect of 2 recommendations, *i.e.*, 3 per cent have not been accepted by the Committee. Government have not been able to furnish final replies in respect of 4 recommendations, *i.e.*, 6 per cent, upto the time this Report was finalised.

M. THIRUMALA RAO,
Chairman,
Estimates Committee.

NEW DELHI ;
January 14, 1970

Pausa 24, 1891 (S).

CHAPTER I

REPORT

Recruitment by Interview

Recommendation at Sl. No. 41, Para 4.64

According to the procedure being observed by the Union Public Service Commission at present, in cases of appointment by interview, the select-list for interview prepared by the Commission is referred to the Ministry concerned inviting their comments and suggestions for modification. Subsequently, at the time of interview, the Commission also invites a representative of the Ministry/Department concerned to take part in such interviews in an advisory capacity.

2. The desirability of continuing the above procedure was discussed by the Estimates Committee with the Chairman of the Commission during oral evidence. In regard to the procedure of sending the select-list for interview to the Ministry concerned inviting their comments and suggestions for modifications, the Chairman of the Commission had explained that the Commission thought it best that Government might also be given an opportunity to indicate their views on the preliminary selection of candidates who would be called for interview so that any matter which related to the requirement of the Government was not left out. Explaining the basis of the procedure of inviting the representative of the Ministry/Department concerned to take part in interviews in an advisory capacity, he maintained that the representative of the Ministry was there to indicate to the Interview Board the special needs of the Ministry and the type of work that the officer would be required to perform. Moreover, according to him, there were departmental candidates also and he was able to say something about their previous work. It was pointed out to him that in case a departmental candidate called for interview was selected by the Interview Board which was assisted by a representative of the same Ministry/Department, the selection would not give an impression of being entirely free from influence. The Chairman of the Commission appreciated that justice should not only be done but also appear to have been done and agreed that Commission could easily exclude Ministry's representative. He, however, maintained that the procedure to send the select-list for interview to the Ministry concerned for their suggestions and modifications was really useful because, according to him, it was a process of consultation. The Committee had, accordingly, in para 4.64 of their 47th Report (Fourth Lok Sabha) on the Ministry of Home Affairs—Union Public Service Commission, recommended that, in order to avoid an impression that the selections by Interview Boards were not made independently because of the presence of a representative of the Ministry in an advisory capacity, the Commission should not in future invite any representative of the Ministry/Department concerned to participate in the proceedings of the Interview Boards.

3. The Ministry of Home Affairs had, on the suggestion of the Commission, invited the views of the Ministries/Departments on the recommenda-

tion of the Committee before taking a decision in the matter. In their final reply received on the 31st July, 1969, Government have stated that the Union Public Service Commission have since intimated that in the light of the views expressed by the various Ministries/Departments, the Commission do not propose for the present to discontinue the existing practice of associating departmental representatives with Interview Boards set up by them. It is stated that the U.P.S.C. would, however, review the position in the light of their experience over the next year or so.

4. Government have not furnished any reasons for not accepting the recommendations of the Estimates Committee and have merely stated that in the light of the views expressed by various Ministries/Departments, U.P.S.C. do not propose to discontinue the existing practice for the time being. It is expected of the Government to furnish adequate reasons if they are unable to accept any recommendation of the Estimates Committee. In the present case, in the absence of any reasons for not accepting the recommendation, the Committee are unable to examine the validity of the Government's decision in regard to the recommendation.

The Committee feel that the presence of representatives of the Ministry in an advisory capacity in the Interview Boards vitiates the independent character of selections. The Committee, therefore, reiterate that the Commission should not invite the representatives of the Ministry/Department concerned to participate in the proceedings of the Interview Boards, as was agreed to by the Chairman of the U.P.S.C. before the Estimates Committee at the time of oral evidence.

Recruitment for Statutory Bodies

Recommendation at Sl. No. 52 of Report, para 6.8

5. The Estimates Committee had, in Para 6.8 of their Report, noted that the Central Government and the Statutory Bodies/Public Sector Undertakings under their control were the biggest employers in the country. The Union Public Service Commission were however being consulted only in regard to appointments in the higher services and posts, principally those in the gazetted ranks. The Committee had felt that for recruitment to statutory Bodies/Public Sector Undertakings there was no set uniform procedure and each body/undertaking was recruiting its personnel in its own way. With a view to put an end to the unsatisfactory state of affairs in that regard, the Committee had urged that adequate machinery and procedures should be devised and brought into operation before long under the broad supervision of the Commission to regulate recruitment for the increasing number of statutory bodies and the steadily growing public sector of our economy.

6. In their reply, the Government have cited the report of the Administrative Reforms Commission that the setting up of a Personnel Commission for the public sector units would not only abridge the autonomy of public enterprises but also result in delays in manning of the posts in the undertakings. They have further stated that on the basis of the recommendations of the Administrative Reforms Commission, the panels maintained by the Bureau of Public Enterprises are revised from time to time and kept up-to-date. The Bureau's services, it is stated, are also available in the matter of assisting the deployment of the persons from one undertaking

to another. It is also stated that Government have decided that the fullest possible use should be made of the panels maintained by the Bureau and in cases in which a particular Ministry deems it necessary to appoint to a top level executive post a person who is not already borne on the panel, full justification therefor has to be furnished to the Appointments Committee of the Cabinet. Having regard to all these considerations and specially the recommendations of the Administrative Reforms Commission, the Government are of the view that there is no need at present to revise the existing procedure in regard to recruitment to Statutory Bodies and Public Undertakings or to devise fresh procedures or machinery.

7. The Committee note that the Bureau of Public Enterprises only maintains panels of names for appointments to top level posts in the Public Undertakings which can be drawn upon by the various Ministries while considering names for appointment to such posts. There is as yet no satisfactory system for recruitment of middle and junior level executives by the Public Undertakings, etc. The Committee, therefore, recommend that suitable machinery and procedures should be devised for the recruitment of such personnel on a centralised or regional or industry-wise basis. This would, besides ensuring uniform standard of selection and eliminating competitive bidding for specialised categories of staff, save the time and work of the Public Undertakings. The Committee feel that instead of abridging the autonomy of Public Undertakings such a step will have the effect of toning up their administrations.

CHAPTER II

RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Serial No. 1 Para No. 2·4)

Under the Constitution, the President is empowered to determine by regulations the number of members of the Commission and their conditions of service. There is no constitutional obligation upon the Government to lay these regulations before the Houses of Parliament. The Committee however suggest that a convention may be set up whereby Government lay these regulations and any modifications thereto before the Houses of Parliament so as to keep them informed in this regard.

Reply of Government

Government have accepted the suggestion made by the Estimates Committee for evolving a convention that, though there is no constitutional obligation for doing so, the regulations governing the conditions of service of Members of the Union Public Service Commission may be placed before Parliament for their information.

[*Ministry of Home Affairs O.M.No. 23/12/68-Ests. (B) dated 23-9-1968*]

Recommendation (Serial No. 2, Para No. 2·9)

The Committee agree with the opinion expressed by the Chairman of the Commission with regard to giving the Commission the same financial powers as the Ministries of the Government of India and suggest that the relations between the Ministry of Home Affairs and the Commission should be established on the pattern of those existing between the Ministry of Finance and the Comptroller and Auditor General's organisation which has the same official status in relation to the Ministry of Finance as the Commission has in relation to the Ministry of Home Affairs.

Reply of Government

On an examination of the relationship existing between the Ministry of Finance and the Comptroller and Auditor General of India on the one hand and the relationship between the Union Public Service Commission and the Ministry of Home Affairs on the other, it has been found that the latter is more or less analogous to that obtaining between the Ministry of Finance and the C. & A.G. For example Ministry of Finance is ordinarily the channel of communication for all administrative and official business relations of the C.&A.G. with Government and all his proposals requiring sanction and the orders of the President are ordinarily made to that Ministry and decisions on them communicated to him by it. In matters of day-to-day administration the C.&A.G. is free to correspond direct with the other Ministries and vice-versa. This corresponds generally to the prac-

tice obtaining in regard to the relationship of the Union Public Service Commission and the Government. In the matter of budget estimates also, the position is identical in as much as the budget of the Union Public Service Commission is attended to by the Ministry of Home Affairs just as the budget of the C.&A.G. is attended to by the Ministry of Finance. In the field of disciplinary control over staff, the powers exercisable by the Commission under the C.C.S. (Conduct) Rules, 1964, and the C.C.S. (C.C.A.) Rules, 1965, are more or less analogous to those exercised by the C. &A.G. In the field of financial powers and the powers exercisable under the Fundamental Rules and the Supplementary Rules the powers enjoyed by the Commission, are by and large similar to those enjoyed by the C.&A.G. The Union Public Service Commission, who were informed of this position, have sent on the 28th August, 1969, certain proposal for further delegation of financial powers to the Commission and revision of the procedure for finalisation of their budget estimates. These proposals will be examined, keeping in view also the report of the Administrative Reforms Commission received recently on delegation of financial and administrative powers, and the decision taken thereon will be communicated to the Estimates Committee separately.

[Ministry of Home Affairs O.M.No. 23/12/68-Ests. (B) dt. 30-8-1969]

Recommendation (Serial No. 4, Para No. 2 24)

The Committee feel that it would be generally beneficial if persons are appointed on the Commission at an age when they can render at least six years of service before they attain the prescribed age of superannuation *i.e.*, sixty-five. The Committee are inclined to agree with the opinion expressed before them that the Constitutional ban on future employment under Government for the Chairman and members of the Commission tends to discourage able and competent men from joining the Commission at a younger age. The Committee suggest that this aspect of the matter should be specially borne in mind by the Government while finalising the conditions of service of members of the Commission which are stated to be under their active consideration.

Reply of Government

Government have taken note of the observations made by the Committee. Incidentally it may be mentioned that five members of the Commission who have recently been appointed will be able to serve for the full tenure of six years.

[Ministry of Home Affairs O.M. No. 23/12/68-Ests. (B) dt. 23-9-1968]

Recommendation (Serial No. 5, Para No. 2 31)

The Committee welcome the assurances given by the Minister of States in the Ministry of Home Affairs in Parliament that Government will consider the question of appointing a non-official as Chairman of the Commission in future and hope that it will be implemented.

Reply of Government

The observations made by the Estimates Committee have been noted by Government.

[Ministry of Home Affairs O.M. No. 23/12/68-Ests. (B), dt. 12-5-1969]

Recommendation (Serial No. 7, Para No. 2·41)

The Committee regret that Government have not been able to finalise the regulations regarding conditions of service of members of the UPSC under Article 318 (a) of the Constitution even after a lapse of 18 years, though the Commission initiated action and submitted the draft regulations in the very first year of the commencement of the Constitution. While appreciating that Government is trying to reach agreement with the Commission in the matter, the Committee feel that it is not desirable to leave the conditions of service of members of the Commission uncertain for an unlimited period. The Committee, therefore, urge that the Government and the Commission should apply themselves seriously to the task of finalising the regulations without further loss of time and iron out their divergent view points by mutual discussions rather than by protracted correspondence.

Reply of Government

The Union Public Service Commission (Conditions of Service) Regulations have been finalised in consultation with the Ministries of Finance and Law, and are being notified shortly. A copy thereof will be sent separately (Copy of Regulations issued under Ministry of Home Affairs No. 19/2/64-Estt. (B), dated the 19th September, 1969 received but not printed).

[Min. of Home Affairs O.M.No. 23/12/68-Ests. (B), dated 30-8-1969]

Recommendation (Serial No. 8, Paras Nos. 2·45 & 2·46)

The Committee are surprised to note that the UPSC (Conditions of Service) Regulations are not in conformity with the provisions of the Constitution or orders issued by the President from time to time. They regard the explanation offered by the Ministry that these regulations "have become inoperative by reason of the Constitutional provisions and the orders issued by the President" as unsatisfactory.

The Committee would like Government to take immediate steps to bring these regulations up-to-date by including also the provisions of the orders issued by the President from time to time.

Reply of Government

Amendments to the UPSC (Conditions of Service) Regulations were issued *vide* Ministry of Home Affairs Notification No. 19/1/68-Estt. (B), dated 15th Feb., 1968, a copy of which is attached. (not printed) This amendment amends paragraph 3 and omits paragraphs 5, 6 and 6A.

A draft of comprehensive Regulations including all orders issued about the conditions of service of Chairman and members of the Union Public Service Commission has been prepared and the same has been referred to the Union Public Service Commission.

[Min. of Home Affairs O.M.No. 23/12/68, dated 23-9-1968]

Further Information called for by the Estimates Committee

The Study Group of the Estimates Committee has desired that the Ministry should indicate the latest position or the final action taken.

[LSS O.M. No. 5/11/ECI/69, dated 17-7-1969]

Further Reply of Government

The U. P. S. C. (Conditions of Service) Regulations have been finalised in consultation with the Ministries of Finance and Law and are being notified shortly. A copy thereof will be sent separately. (Copy of Regulations issued under Ministry of Home Affairs O.M.No. 19/2/64-Estt. (B), dated the 19th September, 1969 received but not printed).

[Ministry of Home Affairs O.M. No. 23/12/68-Ests. (B), dated 30-8-1969]

Recommendation (Serial No. 9, Para No. 2.51)

The Committee are glad to note that provision has now been made for the grant of pension to non-officials appointed as members of the Commission. It has however been represented to the Committee that the scale of pay attached to the office of the Chairman or a Member of the Commission is not adequate being, in the case of a member, even less than the scale admissible to a Secretary to the Government or that applicable to Schedule A posts in the public sector undertakings. They feel that the emoluments and other perquisites of office of the Chairman and members of the Commission need re-examination considering that it is necessary to attract men of high calibre with independence and impartiality to the Commission. The Committee therefore recommend that the Government while finalising the conditions of service of members of the Commission, should pay due regard to these considerations.

Reply of Government

This recommendation has been noted and will be borne in mind while finalising the conditions of service of the Chairman and members of the Union Public Service Commission.

[Min. of Home Affairs O.M. No. 23/12/68-Estt. (B), dated 4-1-1969]

Recommendation (Serial No. 10, Para No. 2.56)

The Committee observe that there is no consolidated self-contained and up-to-date set of instructions regarding consultation with the Commission. They feel that some of the breaches of instructions in this regard could have been avoided if these were readily available for guidance of officers concerned. The Committee, therefore, recommend that Government should take urgent steps to consolidate the instructions issued by them from time to time in regard to consultation with the Commission extension of their functions and the procedure for consultation with the Commission.

Reply of Government

A draft of the instructions has been prepared and this is proposed to be included in the revised edition of the Hand Book for Establishment officers. The revised edition will be sent to the Lok Sabha Secretariat as soon as it is issued.

[*Min. of Home Affairs O.M. No. 23/12/68-Ests. (B), dated 23-9-1968*]

Recommendation (Serial No. 13, Para No. 2.87)

The Committee regret that cases of delayed references and of irregular appointments by the Ministries/Departments of Government are persisting and were, in fact, until recently, on the increase. The Committee feel that the instructions issued in April, 1964 have not had the desired effect and recommend that Government should urgently devise some effective system of keeping these delays and irregularities under strict check.

Recommendation (Serial No. 14, Para No. 2.84)

The Committee further recommend that clear instructions should be issued by the Government to the Ministries/Departments of Government laying down definite time Schedule for initiating the examination of the question whether the person appointed is likely to hold the post for more than one year, for completing the examination and for making a reference to the Commission, if necessary.

Reply of Government

The recommendations have been carefully considered by Government in consultation with the Union Public Service Commission. Suitable instructions have been issued to all Ministries/Departments with a view to ensure that cases of delayed references and irregular appointments are reduce to the minimum. A copy of Ministry of Home Affairs O.M. No. 23/27/68-Ests (B), dated 25th December, 1968 is enclosed (not printed)

[*Min. of Home Affairs O.M. No. 23/12/68-Estt. (B), dated 4-1-1969.*]

Recommendation (Serial No. 15, Para No, 2.89)

The Committee are surprised to note that most of the bad cases of delayed references to the Commission and of irregular appointments specifically mentioned by the Commission in their 16th Report (1965-66) per-

tain either to Ministry of Home Affairs or Departments/Bodies for which they are administratively responsible. The Committee hope that the Ministry of Home Affairs would exercise stricter control to avoid recurrence of such cases.

Reply of Government

The observations of the Committee have been noted and brought to the notice of all Officers and Sections in the Ministry of Home Affairs and they have been advised to take steps to ensure prompt and timely references to the Commission in respect of all cases where consultation with the Commission is necessary under the Rules.

[*Min. of Home Affairs O.M. No. 23/12/68-Ests. (B), dated 23-9-1968*]

Recommendation (Serial No. 16, Para No. 3·9)

The Committee note that the Commission are satisfied with the present arrangement whereby the officers and staff of the Commission are drawn from the organised service of the Government of India and that the Commission are of the opinion that there is not likelihood of the independent functioning of the Commission being in any way affected on this account.

Reply of Government

The Committee's observations have been noted.

[*Min. of Home Affairs O.M. No. 23/12/68-Ests. (B), dated 23-9-1968*].

Recommendation (Serial No. 18, Para No. 3·26)

“In view of the fact that the number of representations under the States Reorganisation Act, 1956, has gone down appreciably, the Committee recommend that the existing arrangement for handling this work in the Commission should be reviewed early in the interest of proper utilization of surplus staff.”

Reply of Government

The recommendation has been considered by the Union Public Service Commission who have indicated that while the inflow of representations from States had decreased in recent months, on the basis of work pending in the Commission's office and the likelihood of more representations being received, there is need for continuance of some staff for the Committee's work. They have however carried out a review of the staff requirements and have proposed that the following posts may be abolished :—

Under Secretary	1
Section Officer	1
Stenographer	1
Assistant	1
L.D.Cs	2

With the abolition of these posts only the following staff will be left in the Commission's office for attending to the work of the Central Advisory Committee.

Secretary of the Central Advisory Committee (in class I junior scale)	1
Assistant	1
L.D.C.	1

[*Min. of Home Affairs O.M. No. 23/12/68-Estt. (B), dated 4-1-1969*].

Recommendation (Serial No. 19, Para No. 3-33)

The Committee recommend that Government should urgently consider, in consultation with the Commission, the question of taking away from the Commission such portions of their existing functions as may be of minor nature so as to enable them to concentrate on spheres which are comparatively more important.

Reply of Government

The first part of the recommendation contained in paragraph 3-33 is accepted in principle. The Union Public Service Commission have already taken up with the Ministries concerned the question of the U.P.S.C. divesting themselves of the responsibility for holding certain examinations for certain lower categories of posts and are pursuing the matter with the Ministries concerned.

[*Min. of Home Affairs O.M.No. 23/12,68-Ests, dated 12-5-1969*]

Recommendation (Serial No. 22, Para No. 3-50)

The Committee recommend that the Ministry of Home Affairs should keep a strict watch on the progress of framing of Recruitment Rules in regard to services and posts under the different Ministries/Departments of Government. They would suggest that the copies of quarterly returns may be called by the Commission to enable them to watch the progress in this regard.

Reply of Government

The recommendation is accepted. A copy of the instructions issued [*vide Ministry of Home Affairs O.M. No. 2/74/68-Estt. (D), dated 5-6-68* on the subject, is enclosed (not printed)].

[*Min. of Home Affairs of O.M. No. 23/12/68-Ests (B), dated 23-9-1968*].

Recommendation (Serial No. 23, Para No. 3-57)

The Committee observe that one of the causes for delay in recruitment is the time taken in finalising the qualifications for posts where the requisition is not preceded by personal discussion between the authorities concerned and the officers of the Commission. The Committee note the observation of the representative of the Commission that the position has now improved. They nevertheless feel that the matter needs constant review.

Recommendation (Serial No. 24, Para No. 3·63)

“The Committee regret that Government did not specify the qualifications for the I.T.O.’s posts precisely and clearly. The expression ‘5 years experience in a responsible capacity’ is an ambiguous expression and capable of varying interpretations. The Commission could have scrutinized the requisition carefully and detected the lacuna. The result has been a lot of unnecessary inconvenience and suspense to a very large number of applicants besides the huge waste of manpower and loss of valuable time in the office of the Commission itself. They expect that the authorities concerned will learn from this experience and will in future ensure that advertisements for recruitment are drafted by Government more precisely leaving no scope for any ambiguity and that these are also scrutinised by the Commission carefully.”

Reply of Government

These recommendations have been examined in consultation with the Union Public Service Commission and all Ministries/Departments have been requested to take steps to ensure that advertisements for recruitment are drafted carefully and precisely leaving no scope for any ambiguity. The attention of the Ministries/Departments has also been invited to the need for ensuring that before sending requisitions to the Commission for recruitment to posts the instructions regarding prior personal discussion between the authorities concerned and officers of the Commission are carefully observed. A copy of Ministry of Home Affairs O.M. No. 23/37/68-Ests. (B), dated 23rd October, 1968 is enclosed (not printed).

[*Min. of Home Affairs O.M. No. 23/12/68-Estt. (B), dated 4-1-1969*].

Recommendation (Serial No. 25, Para No. 3·64)

The committee agree with the view expressed by the representative of the Commission during the evidence that the normal pattern of recruitment should be a regular intake on an annual basis. They recommend that suitable instructions should be issued by Government enjoining upon the Ministries/Departments not to make bulk and sporadic recruitment as has been done in the present case, save in exceptional cases where the circumstances make it absolutely necessary to do so.

Recommendation (Serial No. 26, Para No. 3·72)

The committee recommended that suitable procedure should be evolved for ensuring that a reasonably accurate estimate of the vacancies is reported to the Commission well in advance so that there is no cause for complaint by the Commission in this regard.

Reply of Government

Recommendation No. 25 has been accepted by Government and a copy of Ministry of Home Affairs O.M. No. 23/88-68-Estt. (B), dated 13-3-1969 addressed to Ministries/Departments is enclosed (not printed).

As regards Recommendation No.26, in Ministry of Home Affairs O.M No. 23/11/67-Estt. (B), dated 14-7-67 all Ministries/Departments were advised *inter alia*, to carefully assess the number of vacancies required to be filled in a particular recruitment year with due regard to all relevant considerations and to report these vacancies to the Commission in time for being notified in their notices for the information of prospective candidates. They were also advised to ensure that firm requirements (including subsequent changes if any) are intimated to the Commission well before announcement of the results. Attention of the Ministries/Departments has again been invited to this Office Memorandum in the communication sent to them on the basis of Recommendation No. 25.

[*Min. of Home Affairs O.M. No. 23/12/68-Ests. (B), dated 12-5-1969*]

Recommendation (Serial No. 27, Para No. 3.75)

The Committee are unhappy that requisitions continue to be cancelled at a late stage causing not only inconvenience to the Commission and the candidates but also embarrassment to the Government. They therefore recommend that Ministries/Departments should be required to explain to the Commission in adequate details the reasons for the requisition being cancelled stating why the attendant circumstances could not be foreseen at the earlier stages. Cases where the Commission are not satisfied with the explanation given by the Ministries/Departments should be reported by them to the Ministry of Home Affairs who should take up the matter with the Ministry/Department concerned.

Reply of Government

A copy of the instructions issued on the subject is enclosed. [Ministry of Home Affairs O.M. No. 23/40/68-Ests.(B), dated the 7th November, 1968 (not printed)]. Cases where the Commission is not satisfied with the replies given by the Ministries/Departments would be reported by the Commission to the Ministry of Home Affairs who would take up the matter with the Ministries/Departments concerned.

[*Min. of Home Affairs O.M. No. 23/12/68, Estt. (B), dated 4-1-1969*]

Recommendation (Serial No. 28, Para No. 3.82)

The Committee recommend that research work, studies and collection of statistics on various aspects of the working of the Commission including methods of recruitment should be systematically organised on a centralised basis and the Research and Statistics Section of the Commission suitably strengthened so that the responsibilities in this regard are entrusted to persons who are competent and qualified for the job.

Reply of Government

The recommendation of the Estimates Committee has been examined in consultation with the Union Public Service Commission. It has been decided to accept in principle the Recommendation of the Committee and

to set up an enlarged Research and Statistics Section. However, the top secret work in the Commission will not be entrusted to the proposed enlarged Research and Statistics Unit.

[*Min. of Home Affairs O.M. No. 23/12/68-Ests. (B), dated 30-8-1969*]

Recommendation (Serial No. 29, Para No. 4.8)

The Committee note that while World History, European History and British History have been included among the optional subjects in the syllabus of I.A.S. etc. examination, histories of countries nearer home or in the South-East Asian region do not find any place therein. Similarly, linguistics which, it is said, is being taught in many a university in the country finds no mention in the syllabus for the I.A.S. etc. examination. The Committee desire that the feasibility of including in the syllabus for the I.A.S. etc. examination these and such other subjects as are being taught in the universities may be considered by the Commission in consultation with the Ministry of Home Affairs and academic authorities e.g., U.G.C. and Vice-Chancellors of Universities, at an early date.

Reply of Government

The recommendation has been noted.

The Union Public Service Commission have been requested to examine the recommendation and communicate their views to Government in the Home Ministry. A decision will be taken after the views of the UPSC are received.

[*Min. of Home Affairs O.M. No. 23/12/68-Estt. (B) dated 4-1-1969*]

Further Information Called for by the Committee

Government may state the latest position/final action taken by them in pursuance of the recommendation.

[*LSS O.M. No. 5/11/ECI-69, dated 17-7-1969*]

Further Reply of Government

Action has already been initiated in this regard by the Union Public Service Commission who are in touch with the Universities and have also invited the comments of the University Grants Commission on certain aspects of the suggestion. The Commission would consider further the question of inclusion of such subjects in the syllabus of the I.A.S. etc. examination on receipt of the views of the various academic authorities keeping in view all relevant considerations including the extent to which the subjects are being taught at the Honours/Master's degree level in various Universities in the country.

[*Min. of Home Affairs O.M. No. 23/12/68-Ests (B), dated 30-8-1969*]

Recommendation (Serial No. 30, Para No. 4.9)

The Committee are glad to note that the Commission have recommended the inclusion of all the languages mentioned in the Eighth Schedule

to the Constitution as optional subjects in the syllabus for the I.A.S. etc. examination to be held this year and in future. They hope that a decision will be taken in the matter early.

Reply of the Government

It has since been decided to include all the languages mentioned in the 8th Schedule to the Constitution as optional subjects in the scheme of IAS etc., examination. Proposals regarding syllabi for the languages concerned are under consideration by the UPSC in consultation with the appropriate academic authorities.

[Min. of Home Affairs O.M. No. 23/12/68-Ests. (B), dated 23-9-1968]

Recommendation (Serial No. 33, Para No. 4.15)

The Committee are constrained to observe that on account of inadequate information furnished to them in regard to the mode of appointment of examiners and remuneration payable to them, they are unable to offer any comments or suggestions in this regard. They, nevertheless, trust that the examiners are selected from all over India, that they are authorities of high standing in their subjects, that there is a system of rotation of examiners so that a few people do not enjoy the position for long and that the remuneration payable to them is adequate to attract competent men for the job.

Reply of Government

The Union Public Service Commission have confirmed the position as indicated in the latter part of the recommendation of the Estimates Committee and they have added that the position regarding rates of remuneration is under constant review.

[Min. of Home Affairs O.M. No. 23/12/68-Ests. (B), dated 23-9-1968]

Recommendation (Serial No. 34, Para No. 4.17)

The Committee trust that the procedure adopted by the Commission for ensuring uniformity of standard in assessing the scripts is the best possible. They hope that the Commission will constantly endeavour to improve upon their methods in this regard in the light of experience gained and latest techniques evolved in other advanced countries.

Reply of Government

The recommendation has been noted by the Commission.

[Min. of Home Affairs O.M. No. 23/12/68-Ests. (B), dated 23-9-1968]

Recommendation (Serial No. 35, Para No. 4.28)

The Committee appreciate the complexity of the problems involved in conducting the examinations with all the languages mentioned in the Eighth Schedule to the Constitution, besides English, being allowed as alternative

media. They hope that the Government as well as the Commission will not venture to introduce the scheme unless the Commission have properly worked out the details of the arrangements to ensure that the existing standards of the examinations are maintained and there is uniformity in the standard of assessments of scripts in different languages. They apprehend that a wrong move in the matter will destroy the competitive nature of the examinations and will lead to other serious complications.

Reply of Government

The recommendation has been noted.

[*Min. of Home Affairs O.M.No. 23/12/68-Ests.(B) dt. 23-9-1968.*]

Recommendation (Serial No. 36, para. 4.41)

The Committee note the point of view of the Commission that it would not be desirable to prescribe any rigid principle in the matter of tenure of members of the Personality Test Boards. They would, however, like to point out that some of the members have been there far too long. While agreeing that there is need to maintain some continuity in the membership of the Board from year to year the Committee feel that it would be desirable to induct from time to time fresh members whose experience in the field of administration, technology or public affairs may be more recent. They also feel that the Personality Test Boards for the I.A.S. etc. examination should consist of eminent members selected from various walks of life, including high ranking military officers.

Reply of Government

The observations of the Estimates Committee have been noted by the Commission.

[*Min. of Home Affairs O.M.No. 23/12/68-Ests. (B) dt. 23-9-1968.*]

Recommendation (Serial No. 37, Para 4.44)

The Committee appreciate the difficulty of the Commission in securing the services of distinguished and competent men for their Personality Test Boards because of the meagre remuneration they can offer to them under the existing rules. They are surprised that no honorarium is admissible to members of these Boards for an intervening Sunday or a non-working day. They are on those days entitled to D.A. only at a maximum rate admissible to Grade I officers of the Central Government which is less than Rs. 20. The Committee are convinced that in the interest of maintaining a high standard of selection for our public services it is essential that the rate of remuneration is adequate so that the persons who agree to serve on the Personality Test Boards are not put to unnecessary inconvenience and expense to themselves as appears to be the case at present. In the opinion of the Committee this is one way to attract eminent men in public life, business and commerce, high ranking retired diplomats and civil and military officers and educationists from all over the country. Unless this is done only persons residing in and

around Delhi are likely to be available to the Commission for the purpose. The Committee, therefore, recommend that the question of raising the rates of remuneration to members of the Personality Test Boards should be taken up by Government with the least possible delay.

Recommendation (Serial No. 43, Para No. [4.70])

Since the rate of remuneration admissible to advisers is at present the same as in the case of members of the Personality Test Boards, the Committee believe that any revision of the rate of remuneration in their case would be made applicable to advisers also.

Reply of Government

Government have accepted the principle of an increase in the remuneration of persons who serve on the Personality Test Boards set up by the Union Public Service Commission in connection with the selection of candidates for various services/posts. The exact amount of increase is however under consideration.

[*Min. of Home Affairs O.M.No. 23/12/68-Ests.(B) dt. 30-8-1969.*]

Recommendation (Serial No. 39, Para No. 4. 54)

"The Committee are not convinced by the reasons advanced by the Ministry of Railways for the marks for Personality Test in the case of Special Class Railway Apprentices' Examination being fixed as high as 500 as against 700 for the written part of the examination. It is not as if the Railway Engineering Institute, Jamalpur is the only institute which produces mechanical engineers. There are other very good engineering colleges and institutes in the country which admit students for mechanical engineering course on the basis of higher secondary results or competitive examinations without a viva voce or aptitude test. The Committee have no reason to believe that mechanical engineers coming out of those are of lesser calibre than those coming out of the Railway Engineering Institute, Jamalpur. Nor is it fact that mechanical engineers coming out of engineering colleges and institutes other than the Jamalpur Institute are not taken by Railways in their superior services. In these circumstances, the Committee apprehend that allocation of such high marks for interview for recruitment of Special Class Railway Apprentices is bound to create misgivings in the public mind. They accordingly recommend that the scheme of this examination should be reviewed so as to place greater reliance on the written part of the Examination".

Reply of Government

The Ministry of Railways have formulated their proposals in the light of the above recommendations. The proposals have been sent by them to the Union Public Service Commission and their concurrence is awaited.

[*Min. of Home Affairs O.M. No. 23/12/68-Estt. (B) dated 4-1-1969.*]

Further information called for by the Government

The Study Group of the Estimates Committee have desired that the Ministry should indicate the latest position or the final action taken.

(LSS O.M. No. 5/11/ECI/69 dated 17-7-1969.)

Further reply of Government

The Ministry of Railways have stated that it has been decided in consultation with the UPSC to revise the scheme of the Special Class Railway Apprentices Examination from the next examination to be held in 1970 as indicated below :—

1. English	150 Marks
2. General Knowledge and Current Affairs	150 „
3. Mathematics (two papers)	300 „
4. Intelligence & Aptitude Test and Interview	400 „

Only a part of the 400 marks allotted to item 4 above will be earmarked for interview.

[Min. of Home Affairs O.M. No. 23/12/68-Ests. dt. 30-8-1969.]

Recommendation (Serial No. 40, Para No. 4.58)

The Committee are of the opinion that the marks at present allocated for viva voce test/evaluation of record of service in the case of Central Information Service (Grade III) Limited Departmental Examination and Grade IV Examination are on the high side. They are not sure if a viva voce test for the aforesaid examination is at all necessary. They, therefore, desire that the schemes for these examinations may be reviewed by Government in consultation with the Commission for rationalisation.

Reply of Government

The viva voce marks for Grade IV Examination of the Central Information Service have already been reduced from 200 to 100. The duties and responsibilities devolving on Grade IV officers of the Service involve desk work as well as field work. The desk work primarily includes preparation and maintenance of material for news-stories, feature articles, translation of English language publicity material into Indian languages and *vice versa*, editing of news for radio and the Press etc. Field work on the other hand comprises publicity in the field through film shows, song and drama performances, meetings, group discussions, seminars etc., in collaboration with non-official organisations, e.g. university/college forums, citizens' councils etc. and ascertaining of public reactions to programmes and policies of Government. The Field Publicity Officers thus constitute a direct link between Government and the masses. A large number of posts in Grade IV fall in the category of field posts and as such it is essential that candidates aspiring to these posts should possess not only a facile pen but also fluency in speaking, alertness of mind and impressive personality in order to enable them to function effectively as public relation officers of the

Government of India. It is therefore necessary to retain viva voce tests for candidates for Grade IV examination. The Union Public Service Commission agree with the view.

As regards the Limited Departmental Examination for Grade III of the Information Service, Government have, in consultation with the Union Public Service Commission, decided to accept the advice of the Estimates Committee and delete viva voce test from the scheme of the examination.

[*Min. of Home Affairs O.M. No. 23/12/68-Estt.(B) dt. 4-1-1969.*]

Recommendation (Serial No. 42, Para No. 4.69)

The Committee recommend that before drawing up a panel of names of suitable persons for being invited as advisers to Interview Boards, the Commission should observe a proper system of consultation with appropriate authorities and that in placing names on the panel as also in inviting persons to assist the Interview Boards, due regard should also be paid to the need not only of continuity but also of inducting fresh blood from time to time.

Reply of Government

The recommendation has been noted.

[*Min. of Home Affairs O.M. No. 23/12/68-Estt. (B) dt. 23-9-1968.*]

Recommendation (Serial No. 44, Para No. 4.86)

The Committee feel that the results of the scheme for interviews abroad have, in the past, not been encouraging or commensurate with the expenditure involved and hope that the revised scheme would attract a larger number of candidates to posts in India. They recommend that the revised scheme may be tried for a couple of years and then reviewed.

Reply of Government

Government have approved the scheme of interviews abroad forwarded by the Commission in October, 1966. It has been decided that the revised scheme may be tried out for one year and the question of its continuance examined after a proper assessment of the results achieved.

[*Min. of Home Affairs O.M.No. 23/12/68-Ests.(B) dt. 23-9-1968.*]

Recommendation (Serial No. 45, Para No. 4.91)

The committee are perturbed to note a sizable number of cases of delayed offers of appointments. In this connection, they reiterate the suggestion made by them in paragraph 41 of their 93rd Report (Third Lok Sabha) on Public Services that cases of delay beyond a specified period should be reviewed by the Secretary of the Ministry/Head of the Department concerned and that the Ministry of Home Affairs may also review the position once in six months to make sure that no holdups occur.

Reply of Government

The recommendation has been accepted by Government. A copy of O.M.No. 23/97/68-Estt.(B) dated 26-2-69 addressed to all Ministries/Departments is enclosed (not printed).

[Ministry of Home Affairs O.M.No. 23/12/68-Ests.(B) dated 12-5-1969.]

Recommendation (Serial No. 46, Para No. 4.92)

The Committee are also unhappy to learn about the misunderstanding between the Commission and Government regarding the responsibility for the attestation forms for verification of character and antecedents and would like that this matter as also any other snags in the procedure are sorted out without any further loss of time.

Reply of Government

The UPSC had been verifying in the past the character and antecedents of the candidates selected by them on the results of the Combined Competitive Examinations for recruitment to the IAS and Allied Services and Central Services Class I. The UPSC pointed out some time back that they were not concerned with the verification of character and antecedents of candidates selected by them and that this work should be done by the Ministries/Departments concerned with the recruitment. This view has since been accepted and from the examination for the year 1967, the verification of character and antecedents is not being done by the UPSC. In respect of other Services also, the UPSC is not handling the verification of character and antecedents of the candidates selected by them. There is, thus, no misunderstanding between the Ministry of Home Affairs and the UPSC in this respect.

2. The procedure for verification of character and antecedents is constantly under review to ensure that there is not much delay in this process. If any Ministry/Department points out inordinate delay in the matter of verification of character and antecedents by the State authorities the matter is taken up at a sufficiently high level with the State Government concerned.

[Ministry of Home Affairs O.M.No. 23/12/68-Ests.(B) dated 23-9-1968.]

Recommendation (Serial No. 47, Para No. 4.93)

From a perusal of the Sixteenth Annual Report of the Commission for 1965-66, the Committee note that in order to reduce the time lag between the declaration of the final results of the I.A.S. etc. examination by the Commission and the appointment of selected candidates, arrangements were made by Government as in the previous two years, for the medical examination of all candidates called for interview simultaneously with the progress of interviews. This, in the opinion of the Committee, is a step in the right direction and helps in the early placement of the selected candidates. The Committee commend the arrangements made by Government to reduce the delay in the case of I.A.S. etc. examination and would like them to consider the feasibility of applying this system to other examinations conducted by the commission as well.

Reply of Government

The recommendation of the Estimates Committee has been brought to the notice of all Ministries/Departments for taking suitable action in respect of the recruitment through the U.P.S.C. for services/posts controlled by them.

[Ministry of Home Affairs O. M.No. 23/12/68-Ests.(B) dated. 12-5-1969.]

Recommendation (Serial No. 49, Para No. 4 107 & 108)

The Committee need hardly emphasise the importance of regular submission, by the appointing authorities to the Commission, of assessment reports of work done by officers recruited on their recommendation so as to enable the Commission to keep the schemes and procedures of recruitment under constant review and undertake studies in depth with a view to improve their *modus operandi*.

The Committee also consider that if the Commission are to really profit by these reports, those should be properly drawn up so that information on various aspects of the performance of an officer is available for analysis in the Commission. They, accordingly recommend that the Commission should devise a suitable proforma for calling assessment reports on the work and performance during the first five years of their service in the case of candidates recruited on the basis of a competitive examination and first two years in the case of those recruited on the basis of interview alone. The proforma should be circulated to all the Ministries/Departments of the Government who should be asked to submit the reports to the Commission regularly in the prescribed manner.

Reply of Government

The Committee's recommendation in paragraph No.4 107 has been noted by Government. Instructions had already been issued impressing upon the Ministries/Departments the need for regular and timely submission of assessment reports on candidates recruited by the Commission through competitive examinations. A copy of the instructions is enclosed

[Ministry of Home Affairs O.M.No.23/11/67-Ests.(B) dated the 14th July, 1967 (not printed).]

Forms of Assessment Reports to be used by the Ministries/Departments for sending the reports to the Union Public Service Commission in regard to the candidates recruited by interview as well as those recruited through competitive examinations, have also been finalised in consultation with the Commission and sent to the various Ministries/Departments. A copy of the O.M. issued in this connection is attached. (Ministry of Home Affairs O.M.No. 23/62/68-Estt.(B) dated the 15th March, 1969 not printed). It has also been reiterated therein that the assessment reports should be sent regularly and in time.

[Ministry of Home Affairs O.M.No. 23/12/68-Ests.(B) dated 12-5-69.]

Recommendation (Serial No. 50, Para No. 5.14)

The Committee consider that it is necessary to bring the system of Departmental Promotion Committees on a regular footing and lay down uniform procedures for their internal working. With that end in view, the Committee recommend that Ministry of Home Affairs should, in consultation with the Commission, lay down and circularise detailed instructions in regard to basic matters such as nature of cases to be referred to the Departmental Promotion Committees, cases where the Commission should be associated, authority empowered to appoint D.P. Cs., their precise functions and composition, any provisions regarding chairmanship, terms of office of Chairman/Member, quorum, interview of candidates by the D.P.Cs., mode of taking decisions, casting vote, record of decisions and of reasons in cases of suppressions etc.

Reply of Government

The recommendation has been considered by Government and a consolidated office memorandum covering all aspects of the functioning of the Departmental Promotion Committees has been prepared for circulation to Ministries/Departments. The draft O.M. has been referred to the Union Public Service Commission and will be issued as soon as the Commission's concurrence is received.

[*Min. of Home Affairs O.M. No. 23/12/68-Ests. (B) dt. 12-5-1969*]

Further Information called for by the Committee

Government may state the latest position/final action taken by them in pursuance of the recommendation.

[*LSS O.M. No. 5/11/ECI/69 dt. 17-7-1969*]

Further Reply of Government

An Office Memorandum containing in a consolidated form the more important instructions on the subject is being issued after consulting the U.P.S.C. A copy thereof will be sent separately. (Ministry of Home Affairs O.M. No. 1/16/68-Estt. (D) dated 30-8-1969 not printed). In the meanwhile, the Report of the Administrative Reforms Commission on Personnel Administration has been received in which the Commission have made recommendations about the constitution of Departmental Promotion Committees, maintenance of Performance Records any methods of promotion. These recommendations are under examination and further instructions on matters relating to the Departmental Promotion Committees would be issued as soon as the Government take decisions on these recommendations.

[*Min. of Home Affairs O.M. No. 23/12/68-Estt. (B) dt. 30-8-69*]

Recommendation (Serial No. 53 Para No. 6.11)

The Committee are of the view that notwithstanding the absence of any constitutional link between the Union and the State Public Service Commissions, such conferences do serve a useful purpose in that they facilitate exchange of views on matters of common interest and pooling of experience. Further, those conferences help to evolve a uniform approach and common work procedures in the Commissions throughout the country which is desirable, particularly because the Constitution envisages a single pattern for both the Union and the State Commissions and the functions of both are of similar character. The Committee commend the idea of periodical conferences of Chairman of the UPSC and State Public Service Commissions, say once in three years. A simultaneous meeting of the Secretaries of the Union and State Public Service Commissions is also desirable.

Reply of Government

The recommendation has been brought to the notice of the UPSC who have generally concurred in the views expressed by the Committee. They have already initiated action for holding a conference of Chairmen of Public Service Commissions in November, 1968.

[Min. of Home Affairs O.M. No. 23/12/68-Ests. (B) dt. 23-9-1968]

Recommendation (Serial No. 54 Para No. 6.16)

The Committee need hardly emphasise the importance of early presentation by the Commission of their annual reports to the President. They recommend that the Commission should so organise their work that their annual report is normally presented to the President not later than July of the following year.

Reply of Government

The recommendation has been noted.

[Min. of Home Affairs O.M. No. 23/12/68-Ests. (DB) dt. 23-9-1968]

Recommendation (Serial No. 55, Para No. 6.19)

The Committee are not satisfied with the explanation furnished by the Ministry and consider that the preparation of the memorandum in regard to a single case should not have taken so long. The Committee need hardly emphasise that annual reports of the Commission should be placed before the Houses of Parliament promptly & recommend that Government should endeavour to reduce the time lag between the presentation of the annual report by the Commission to the President and the laying of copies thereof before Parliament. They would suggest that every effort should be made by Government to lay the annual report of the Commission before the Houses of Parliament preferably in the autumn session of the following year.

Reply of Government

Noted

[*Min. of Home Affairs O.M. No. 23/12/68-Ests. (B) dt. 23-9-1968*]

Recommendation (Serial No. 56, Para No. 6.20)

The Committee attach great importance to discussion of annual report of the Commission in Parliament because the salient points made therein are highlighted during discussion and public attention focussed on them. Assessment of the facts mentioned in the report and a searching examination of the irregularities committed by the executive on the floor of the Legislature is, the Committee feel, a most effective safeguard against bureaucratic indiscretions. They hope that adequate time would invariably be found by Government for discussion in the Houses of Parliament, preferably in the winter session of the following year.

Reply of Government

The recommendation has been noted. A copy of the communication [Ministry of Home Affairs O. M. No. 23/69/68-Estt. (B) dated 30-8-68] addressed to the Department [of Parliamentary Affairs is enclosed (not printed)].

[*Min. of Home Affairs O. M. No. 23/12/68-Ests. (B) dt. 23-9-1968*]

Recommendation (Serial No. 57, Para No. 6.23)

The Committee consider that information showing University-wise classification of successful candidates in the I.A.S. etc. and Engineering Services Examinations would serve a useful purpose in that it would give to general public an idea of the performance of the universities *inter-se*, besides infusing a spirit of competition in the Alumni and stimulating thinking among universities to so adapt their curricula as to turn out a larger number of successful candidates at the examinations by the Commission. The Committee are unable to appreciate the difficulties pointed out by the Chairman of the Commission in this regard. They feel that those should not be insurmountable particularly when such information was already being given in the annual reports of the Commission during 1950-55. They, therefore, recommend that the previous practice of giving such information in the annual reports may be resumed even though it might involve some additional work for the Commission.

Reply of Government

The recommendation has been noted by the Commission.

[*Min. of Home Affairs O. M. No. 23/12/68-Ests. (B) dated 23-9-1968*]

Recommendation (Serial No. 61, Para No. 6.41)

The Committee further recommend that the Commission should arrange to have their advertisements announced on the Radio. The Chairman and members of the commission should also utilise the forum of Radio for publicising by talks and discussions, the activities of the Commission and focussing public attention on the personnel problems experienced by them from time to time.

Reply of Government

The Recommendations have been considered by the Union Public Service Commission who have requested the Ministry of Information and Broadcasting to announce the substance of the advertisements issued by the Commission in All India Radio broadcasts. As for utilisation of the forum of Radio for publicising the activities of the Commission and focussing public attention on the personnel problems experienced, the recommendation has been noted by the Commission.

[*Min. of Home Affairs O. M. No. 23/12/68-Ests. (B) dt. 12-5-1969*]

Recommendation (Serial No. 62, Para No. 6.47)

The Committee are glad to note that the incidence of cases of non-acceptance of advice of the Commission by the administrative Ministries and Departments of Government of India is very small. They nevertheless hope that in years to come Government would endeavour to ensure that the Commission do not have even a single such case to report.

Reply of Government

The recommendation has been noted.

[*Min. of Home Affairs O. M. No. 23/12/68-Ests. (B) dt. 23-9-1968*]

Recommendation (Serial No. 63, Para No. 6.51)

The Committee consider that there is need for focussing greater attention on cases of irregular appointments and delayed references to the Commission regarding temporary and *ad hoc* appointments made by administrative Ministries/Departments. Besides, the Committee feel that Parliament should be informed of the view point of Government also in regard to such cases cited in the annual report of the Commission. They, therefore, recommend that the Ministry of Home Affairs may lay on the Table of each House of Parliament, before the report is discussed in either House, a statement explaining as respect the cases/ if any, of irregular appointments and delayed references cited in the annual report, the reason for such appointment and delays.

Reply of Government

The recommendation is accepted. However, preparation of statements explaining the reasons for such cases of delayed references and irregular appointments would take considerable time as information would have to be

collected and clarifications obtained where necessary from various Ministries/ Departments. Because of these reasons it may happen that the statement may not always be fully complete in respect of all the cases at the time the Annual Reports come up for discussion.

2. This procedure would be adopted in regard to the annual reports which would be placed before Parliament in future.

[Min. of Home Affairs O. M. No. 23/12/68-Ests (B) dated 4-1-1969]

Comments of Committee

The Committee are unable to appreciate why it is not possible for the Government to lay on the Table of the Houses of Parliament a complete statement regarding cases of irregular appointment and delayed references before the discussion on the Annual Report of the U.P.S.C. which generally takes place much after its presentation. They would, therefore, urge that such statements complete in all respects should invariably be made available before the report is discussed in either House.

CHAPTER III

RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF GOVERNMENT'S REPLY

Recommendation (Serial No. 3, Paras No. 2·17 & 2·18)

The Committee note that there have been delays ranging from 5 to 28 months in filling up vacancies in the Commission since July, 1964 which must have adversely affected the speed of the Commission's work. * From a perusal of the earlier Report of the Commission also it is evident that vacancies in the membership of the Commission have remained unfilled for considerably long periods. The Committee consider this state of affairs as very unsatisfactory. They are not satisfied by the reasons given by the representatives of the Government during evidence that consultation and examination of various proposals took time.

The Committee recommend that with a view to avoid delays in filling up vacancies in the membership of the Commission, the procedure in this regard should be brought on a formal footing and time schedule laid down for each stage in the process. In this connection, the Committee would like to make the following suggestions :

- (i) action to fill up a vacancy in the membership of the Commission should be initiated by the Commission in a formal communication to the Government at least six months before it occurs;
- (ii) the process of consultation, obtaining approval of the Home Minister, the Prime Minister and the President should be completed by the Ministry of Home Affairs at least two months in advance of the occurrence of the vacancy;
- (iii) the offer of appointment should be sent out to the person selected two months before the occurrence of the vacancy so that adequate margin is left for consideration of alternative names, in the event of the person selected expressing his inability to join;
- (iv) The Commission should keep a close watch on the action taken by Government in pursuance of their request for filling up the vacancy.

Recommendation (Serial No. 6, Para No. 2·37)

The Committee consider that the present arrangement for locating suitable persons for appointment as Chairman or members of the Commission is not satisfactory. In the absence of any definite procedure for selection of suitable names, the Committee feel, the procedure for appointment of members of the Commission cannot be considered as methodical. In

order that appointments to these important positions are made after due consideration of the relative merits of persons of eminence in different fields, the Committee recommend that Government should devise some formal procedure of consultation with persons in high authority and of eminence such as the Chief Justice of India, the Chairman and ex-Chairman of UPSC., Chairman of U.G.C., a few Vice Chancellors of Universities etc. for the purpose of drawing up a panel before names are submitted for consideration by the Minister of Home Affairs and the Prime Minister.

Reply of Government

The recommendations have been carefully examined by Government. Government are fully alive to the need for filling urgently vacancies in the membership of the Commission. As soon as vacancies occur, urgent steps are initiated. But some time necessarily elapses before matters are finalised as various authorities have to be consulted. The time-schedule suggested by the Estimates Committee in paragraph 2.18 of the 47th Report would be observed as a guideline and every endeavour will be made to adhere to it as far as possible, though, occasionally with the best of effort, it may not be possible to complete action at the different stages exactly in accordance with the time-schedule.

The recommendation contained in paragraph 2.37 of the Report that Government should devise some formal procedure of consultation with persons in high authority and of eminence, such as the Chief Justice of India, the Chairman and the ex-Chairman of UPSC., Chairman of U.G.C., a few Vice-Chancellors of Universities etc., for the purpose of drawing up a panel before names are submitted for consideration by the Minister of Home Affairs and the Prime Minister, has been carefully considered by Government. Such a formal procedure, it is felt, would hardly be in keeping with the spirit of the provisions of article 316 of the Constitution. Moreover, very often eminent persons of the type suggested by the Estimates Committee for formal consultation may themselves be those to be considered for appointment to the Commission. It would, therefore, be neither practicable nor desirable to lay down any such formal procedure of consultation. However, Government have noted the suggestion of the Estimates Committee in regard to the authorities to be consulted. In practice, the Chairman of the Commission keeps in touch with a wide circle of personages, eminent in their respective fields, in so far as this matter is concerned.

[Ministry of Home Affairs O.M. No. 23/12/68-Estt.(B) dt. 4-1-1969.]

Recommendation (Serial No. 11, Para 2.65)

The Committee feel that the constitutional validity of provision on the lines of that contained in item 17 of the Schedule to the UPSC (Exemption from Consultation) Regulations, 1958 is not free from doubt. Further, such a provision appears undesirable in so far as it has the effect of abridging the right of Parliament to review the exceptions that may be made by the President to the express provisions of clause (3) of Article 320 of the Constitution. The view of the Government that the regulations, together with the schedule containing the provision in question, were duly laid before Parliament is too legalistic. They suggest that Government should reconsider the question of retaining such a provision in the schedule to the regulations.

Reply of Government

The above recommendation has been carefully considered by Government. Government consider, as already pointed out to the Estimates Committee, that entry No. 17 in the Schedule to the U.P.S.C. (Exemption from Consultation) Regulations, is legally valid.

2. As regards the observations of the Estimates Committee that such a provision appears undesirable in so far as it has the effect of abridging the right of Parliament to review the exceptions that may be made by the President to the express provisions of clause (3) of article 320 of the Constitution, it is stated that the Annual Reports of the Union Public Service Commission, which are placed before both the Houses of Parliament, in pursuance of article 323(1) of the Constitution contained an up-to-date Appendix listing the posts which had been excluded from the purview of the U.P.S.C., since the issue of the U.P.S.C. (Exemption from Consultations) Regulations, 1958. This list also contains an item which specifies the posts/services to the exclusion of which the Commission had agreed under item 17 of the Schedule to the UPSC (Exemption from Consultation) Regulations. Since these reports are laid before both Houses of Parliament and are subject to discussion, the Parliament has an opportunity to discuss such exceptions. Having regard to the position explained above and the fact that frequent amendment of the UPSC (Exemption from Consultation) Regulations, 1958, to provide for temporary expedients is not desirable, it is considered that this provision does not require modification.

[Ministry of Home Affairs O.M. No. 23/12/68-Estt.(B) dt. 23-9-1968.]

Recommendation (Serial No. 12, Para No. 2.71)

The Committee recommend that in cases where appointments are required to be made in consultation with a foreign Government or a non-governmental or international organisation, Government should consult the Commission and obtain from them a panel of names out of which appointment could be made in consultation with the agency concerned. They further recommend that procedure in this regard may be evolved in consultation with the Commission.

Reply of Government

The recommendation was brought to the notice of the Union Public Service Commission who have intimated that they are not in a position to accept the same. The Commission consider that in respect of any post for which they make selections it would be clearly inadvisable to accept a procedure which compromises any of the basic principles followed by them. The main features of the procedure followed in respect of posts falling within their purview are :

- (i) the selections are made on a competitive basis;
- (ii) the Commission recommend only as many names as the number of vacancies reported and it is not the practice for obvious reasons to give a panel of names for each vacancy; and
- (iii) acceptance on the part of Government of the recommendations of the Commission save in exceptional cases.

The Commission feel that no difficulty should normally arise in the case of recruitment to posts which are required to be filled in consultation with foreign Governments or agencies if the selections are made by the Commission according to the usual procedure followed by them.

However, the question of evolving a suitable procedure for regulating cases in which appointments have to be made in consultation with foreign Governments/agencies is being further pursued with the Union Public Service Commission.

[*Min. of Home Affairs O. M. No. 23/12/68-Estt. (B) dt. 2-8-1969*]

Recommendation (Serial No. 17, Para No. 3.21)

The Committee suggest that the Commission should get the staff strength of their Secretariat examined, if necessary by an agency other than that of the Commission or the Ministry of Home Affairs, or experts well-versed in work-study methods.

Reply of Government

The following reply was sent earlier to the above recommendation :

“The recommendation of the Estimates Committee has been examined in consultation with the Union Public Service Commission. The Union Public Service Commission have accepted the recommendation that the staff strength of the Commission’s Secretariat should be examined comprehensively. They, however, consider that it is neither necessary nor would be feasible for such an examination to be carried out effectively by an outside agency and they propose to entrust the work to their Work Study Unit, which would, if necessary be suitably strengthened for the purpose by inducting some more persons specially well-versed in work-study methods. In consultation with the Ministry of Finance, the question whether this work should not preferably be entrusted to the staff Inspection Unit has again been referred to the Union Public Service Commission for consideration. A final decision will be taken as soon as the Union Public Service Commission’s reply is received.”

[*Ministry of Home affairs O.M. No. 23/12/69-Estt. (B) dated 4-1-1969*]

The Union Public Service Commission have subsequently sent their final reply in the matter and they have again expressed themselves against work-study by outside agencies. The Main reasons mentioned by them in this regard are as follows :—

“A single review (whether by an outside agency or otherwise) is not what is required since such conclusions as are reached as a result of a single review cannot be expected to hold good for any appreciable period in view of the peculiar nature of work in the Commission and it is obviously not possible for

any outside agency to be always available for the frequent reviews that are necessitated by the nature of work in the U.P.S.C. In this connection the Commission have stated that the real purpose of such examination cannot be served by isolated or sporadic reviews and that what are really required are regular reviews at frequent intervals especially since the Commission have no control over the work entrusted to them from time to time nor on the increasing complexity of some of the processes of selections and examinations. The Commission are taking steps to reinforce their existing work-study unit by taking in it persons specially trained in work-study methods, and do not therefore consider it necessary to seek assistance of any outside agency for reviewing their staff requirements."

In view of the position stated by the U.P.S.C. no further action on the part of Government is considered necessary.

[Min. of Home Affairs O.M. No. 23/31/68-Estt. (B) dated 3-6-1969]

Recommendation (Serial No. 31, Para No. 4.10)

The Committee observe that the work of reviewing the schemes and syllabi of the various examinations held by the Commission is of a continuous and complicated nature and calls for constant watch on the developments and changes taking place in the teaching programmes of schools and universities as also in the Socio-economic scene in the country. The Committee therefore suggest that a standing committee may be set up by the Commission to review the syllabi of the various examinations periodically and, if necessary, suggest amendments or revisions of the same. The Committee may be composed of a member of the Commission as Chairman and a representative each from the U.G.C. and the Ministry of Home Affairs. A representative of the Ministry concerned and a few experts from academic bodies and/or technical institution may be associated with the standing committee when the syllabus for a particular examination is under review.

Reply of Government

The recommendation has been carefully considered in consultation with the Union Public Service Commission. Government agree with the observation made by the Committee that the work of reviewing the schemes and syllabi of the various examinations held by the Union Public Service Commission is of a continuous and complicated nature and calls for a constant watch on the developments and changes taking place in the teaching programmes of the educational institutions in the country as also the socio-economic developments in the country. This aspect has been kept in view by the Commission, as will be observed from paragraphs 4.2 and 4.5 of the Estimates Committee's report which indicate broadly the existing procedure for a constant review of the schemes and syllabi for various examinations, and the action taken from time to time by the Commission in so far as the I.A.S. etc. examination is concerned. It seems, however, that the Estimates Committee envisage a somewhat more positive role on the part of the Commission in regard to this matter.

While considering the suggestion for setting up a Standing Committee of the type suggested, the following main points have to be kept in view:

- (a) The schemes for the various competitive examinations are widely different, being related to the requirements of the different services.
- (b) As a result, the subjects included in the schemes of the different examinations form a very wide spectrum, covering arts, humanities, sciences and technology.
- (c) It is, therefore, impracticable for any single Committee, of reasonable size, to deal effectively, with the large amount of schemes and subjects covered by the Commission's examinations with varying requirements, particularly in the context of the different academic standards prescribed for the various examinations.
- (d) While it is obviously desirable for a representative or representatives of Government to be associated with any Committee that may be set up for the purpose, such representatives will have to be invited by the Commission from the Ministries and Departments primarily concerned with the Service-cadre for which a particular examination is conducted by the Commission.
- (e) So far as the *Scheme* for any examination is concerned, it is reviewed as a matter of course—before an examination is announced—by the Commission and the Ministries/Departments concerned. Such review may not necessarily entail consultation with outside experts; but where it is considered necessary, such consultation is ensured by the Commission before changes in the schemes of examinations are proposed by them. As regards the *syllabi*, however, the matter necessarily requires consultation with experts on various subjects; this process continues almost throughout the year, and the Commission take the advice of several experts when considering revision of the syllabus for a particular subject for an examination.

In the context of the main considerations mentioned above the Commission are of the view that it will not be practicable for a Standing Committee to be entrusted with the task of review and revision of the various schemes and syllabi for all the examinations conducted by the Commission. The Commission, however, agree that the existing procedure for the purpose could profitably be systematised further to provide that a Committee presided over by the Chairman or a Member of the Commission and including, among others, suitable experts from the Universities, University Grants Commission etc. and representative (s) of the Ministry/Department primarily concerned with the examination should review, once in out three years, the scheme and syllabus for each examination or a group of examinations conducted by the Commission.

[Ministry of Home Affairs O.M. No. 23/12/68-Estt. (B) dated 30-8-1969]

Recommendation (Serial No. 48, Para No. 4 100)

From the information furnished to the Committee it is evident that the number of cases where on the results of the IAS etc., examinations appointments were denied on account of unsatisfactory character and antecedents is almost negligible. In view of this, the Committee consider that no serious harm would be done if offers of appointment are made immediately subject to the character and antecedents of the candidate being found satisfactory. Before, however, giving this new experiment a trial, the Committee would like Government to examine the matter in all its ramifications in consultation with the Commission and come to a decision as early as possible.

Reply of Government

Government have considered the recommendation of the Estimates Committee carefully. The purpose of verification of character and antecedents before a candidate is appointed to Government service is to assemble sufficient information about the candidate, particularly his background, character, interests and associations, to enable the authorities concerned to judge that he is suitable for government employment and that he would prove to be loyal, upright and impartial while in public service. Although the number of cases where appointments were not offered on grounds of unsatisfactory character and antecedents may be very small it is not considered desirable to do away with the prior verification of character and antecedents for the following reasons :

- (i) Even a single person whose character and antecedents are not satisfactory, if admitted to the public service, may cause considerable harm especially if his appointment is one in which he will have access to classified information;
- (ii) it would be very embarrassing to all concerned if appointments once made were to be terminated because of the character and antecedents of the candidate subsequently turning out to be unsatisfactory;
- (iii) even now, the Ministry of Home Affairs are permitting the administrative Ministries/Departments to offer appointments to candidates pending verification of character and antecedents where the appointments are to be made urgently and where the posts involved are not of a security nature. The appointments in such cases are made on a temporary basis, so that the services of those who are not found suitable, could be terminated without assigning any reasons under the Temporary Service Rules; and
- (iv) whenever Ministries/Departments bring to the notice of the Home Ministry any inordinate delay in the verification of character and antecedents of the candidates on the part of district authorities, the matter is taken up with the State Government(s) concerned to expedite the verification.

Since the Union Public Service Commission are not concerned with the question as to whether the verification of character and antecedents should

be done after the offer of appointment or before, which is entirely for the Government to decide taking all relevant factors into consideration, it has not been considered necessary to consult the Commission.

[*Min. of Home Affairs O.M. No. 23/12/68-Ests. (B) dated 23-9-1968*]

Recommendation (Serial No. 51, Para No. 5.25)

The Committee would emphasise the need for early disposal of disciplinary cases by the Commission. They recommend that internal procedures of the Commission should be streamlined to enable them to tender their advice normally in about a month's time.

Reply of Government

The recommendation of the Estimates Committee has been carefully considered by the Union Public Service Commission. The Commission are of the view that from the date of receipt of complete documents the various stages of work involved in the consideration of disciplinary cases require on an average approximately 3 months. However, in a number of comparatively simple cases, the Commission can communicate their advice in less time and this is being done already in such simple cases. It has been stated by the Commission that having regard to the need for the most careful and thorough consideration of such cases and the complexity of the work involved in most cases of this type it is not possible without serious detriment to the nature of the consideration bestowed by them on the disciplinary cases to communicate their advice generally in about a month. The Commission have stated that they will nevertheless continue to endeavour to ensure that the overall time taken in the handling of such cases is the minimum necessary for a proper consideration.

[*Min. of Home Affairs O. M. No. 23/12/68-Ests. (B) dt. 23-9-1968*]

Recommendation (Serial No. 58 Para No. 6.29)

The Committee consider that the Commission should have an adequate system of collection of statistics in regard to course in medicine and different specialities in the field of engineering conducted by the various institutions in the country. In cases where the Commission are unable to find suitable candidates by advertising the posts, they should address the heads of these institutions requesting them to contact the qualified candidates and ask them to apply for the posts.

Reply of Government

The Union Public Service Commission have carefully considered this recommendation. The intention of the Estimates Committee, in so far as the suggestion regarding collection of statistics is concerned, seems to be that the Commission should be equipped with the requisite data regarding different courses in scientific, medical and technical subjects as taught in the various institutions in the country. This information is compiled by the

Ministry of Education in respect of scientific and technical subjects and by the Central Bureau of Health Intelligence in respect of medical subjects, and up-to-date copies of such literature are obtained by the Commission from time to time. This literature meets the normal requirements of the Commission. In case it becomes necessary to gather detailed information in regard to syllabi etc. of any courses it can be obtained direct from the institutions concerned whenever necessary. These sources have been found by the Commission to be satisfactory.

¶ When the normal method of recruitment by advertisement for filling of posts fails or wherever the Commission have reasons to believe that the best candidates available in the field would not be attracted or that the response to their advertisement would not be satisfactory, it is their practice to make personal contacts with experts in the field (including where necessary heads of institutions) and request them to suggest suitable candidates to fill such posts. This method of "Personal Contact" broadly covers the suggestion made by the Estimates Committee.

[*Min. of Home Affairs O.M.No. 23/12/68-Estt.(B) dt. 4-1-1969*]

Recommendation (Serial No. 59, Para No. 6.38 & 6.39)

The Committee observe that in a country like India where unemployment is widespread and where Government service still carries considerable prestige value, the task of the Commission is attracting candidates to public service should not be difficult as it is in other industrially advanced countries. Even so, they feel that advertisements in the newspapers and sending circulars to certain institutions are, by themselves, not sufficient to attract as large a number of qualified candidates as may be desired. The prospective entrant to public service must also have a clear idea of the nature of civil service and the opportunities which it can offer.

The Committee, therefore, recommend that the Commission should make vigorous efforts to project a better image of public service in general and of the individual services as against employment opportunities available outside, by designing, producing and widely circulating brochures, pamphlets and other literature in English, Hindi and all the regional languages with a view to educate the public as also inform the intending candidates of the various careers that public service offers. The get-up of the Commission's publications, particularly of the 'Review of Examination' can hardly be described as attractive.

Reply of Government

The observations of the Committee have been carefully considered in consultation with the Union Public Service Commission. Advertisements for posts/services for which recruitment is made by the Commission are widely advertised in over a hundred English and language newspapers in the country. Copies of the advertisements are, in addition, sent by the Commission to the universities and other educational institutions. It is a fact that the material distributed to prospective candidates has hitherto been designed and produced on strictly austerly standards. It is however, felt that the advertisements etc. have been receiving adequate publicity and that the response to these advertisements has also been, generally, very satisfactory.

The suggestion that the get-up of some of the Commission's publications such as the 'Review of Examinations' could be improved, has been noted, and suitable action will be taken in this regard.

Action has already been initiated for bringing out a pamphlet or brochure on the Union Public Service Commission giving a broad picture of the employment opportunities available in the various services and posts for which recruitment is conducted by the Commission.

The Estimates Committee's recommendation that such material may be published in all the regional languages has also been examined. It is considered that the expenditure involved in publication of the material in all the languages may not be commensurate with its actual utility.

[*Min. of Home Affairs O.M.No. 23/12/68-Ests.(B) dt. 30-8-1969*]

Recommendation (Serial No. 60, Para No. 6.40)

The Committee also recommend that the Commission should, instead of leaving the publicity of their advertisements to the Ministry of Information and Broadcasting, themselves ensure that widest publicity is given to the advertisements, not only in the leading English newspapers but also in local and language newspapers and periodicals having wide circulation.

Reply of Government

The recommendation has been carefully considered by the Union Public Service Commission. The Commission have indicated that since the work relating to publication of their weekly advertisements was taken over by the Directorate of Advertising and Visual Publicity of the Ministry of Information and Broadcasting the list of newspapers in which the Commission's advertisements are published has been substantially enlarged. Selection of newspapers—both English and regional languages in the list is made by the Directorate after taking into consideration the circulation that each paper commands in a particular region, the main objective being to give the widest possible publicity and coverage to the advertisements throughout India. In the opinion of the Union Public Service Commission the present system has been functioning smoothly and they favour continuance of the existing publicity arrangements. Moreover it would be uneconomical for the Commission to take up this item of work for which a centralised agency, *viz.*, the DAVP, already exists.

The Commission's advertisements appear in 22 English Newspapers and 44 Indian language papers. The recommendation of the Estimates Committee has, however, been brought to the notice of the Ministry of Information and Broadcasting by the Union Public Service Commission with the request that they may consider whether the existing list of newspapers in which the Commission's advertisements appear needs to be further supplemented.

[*Ministry of Home Affairs O.M.No. 23/12/68-Estt. (B) dt. 4-1-1969*]

CHAPTER IV

RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE

Recommendation (Serial No. 41, Para No. 4.64)

The Committee recommend that in order to avoid an impression that the selections by the Interview Boards are not made independently because of the presence of a representative of the Ministry in an advisory capacity, the Commission should not in future invite any representative of the Ministry/Department concerned to participate in the proceedings of the Interview Boards.

Reply of Government

The following reply was sent earlier to the above recommendation:—

“After consulting the UPSC instructions have been issued in MHA O.M. No. 23/54/68-Ests (B) dated 28th September, 1968 (copy attached) removing certain lacunae in the present practice of participation of representatives of Ministries/departments in the proceedings of Interview Boards constituted by the UPSC. As advised by the Commission the views of Ministries/Departments had also been invited on the above recommendation of the Estimates Committee and these views have been communicated to the Commission. A final decision would be taken shortly in the light of the comments which the Commission might have to make in this regard”.

[Min. of Home Affairs O.M. No. 23/1269-Estt. (B) dated 4-1-1969]

The Union Public Service Commission have since intimated that in the light of the views expressed by Various Ministries/Departments, they (the Commission) do not propose for the present to discontinue the existing practice of associating Departmental Representatives with Interview Boards set up by them. They have at the same time stated that they will review the position in the light of their experience over the next year or so, particularly in the context of the instructions contained in Ministry of Home Affairs' O.M. No. F. 23/54/68-Ests(B) dated 28th September, 1968. (Reproduced below)

[Min. of Home Affairs O.M.No. 23/12/68-Ests.(B) dt. 31-7-1969]

GOVERNMENT OF INDIA

**Ministry of Home Affairs O.M. No. F.23/54/68-Estt(B) dated 28-9-1968
to all Ministries/Departments**

SUB :—Recommendation of the Estimates Committee regarding the participation of representatives of the Ministry/Department in the proceedings of the Interview Boards, constituted by the Union Public Service Commission etc.

The undersigned is directed to say that the Estimates Committee in para 4.64 of their 47th Report (Fourth Lok Sabha) while examining the Estimates relating to the Ministry of Home Affairs—Union Public Service Commission have made the following recommendations :

“The Committee recommend that, in order to avoid an impression that the selections by Interview Boards are not made independently because of the presence of a representative of the Ministry in an advisory capacity, the Commission should not in future invite any representative of the Ministry/Department concerned to participate in the proceedings of the Interview Boards.”

The Commission have suggested that the views of the Ministries/Departments may be invited on the above recommendation before they take a decision in the matter. All Ministries/Departments are accordingly requested to communicate their views on the above recommendation to the Ministry of Home Affairs, urgently. (by 15-10-1968 at the latest).

2. The Union Public Service Commission have further suggested that, pending a decision being taken by them on the above recommendation, suitable instructions should also be issued to all concerned in regard to the following aspects of the existing practice which have been brought to the notice of Government by them : -

- (a) According to the existing procedure, all applications received for a particular recruitment are referred to the Ministries' representatives for their "personal" information and any suggestion they might have to make on the suitability of the candidates provisionally selected for interview. The letter is marked "confidential". Before the interviews are actually held, another letter is addressed to the Ministry's representatives forwarding the papers for the interview which include the summaries of the qualifications, experience, etc., of the candidates called for interview. This communication is marked "secret." and the Ministries' representatives are specially informed that the "proceedings of the Interview Board are TOP SECRET". In spite of these precautions, the deliberations of the Interview Board have, in certain cases, been known to have been divulged to candidates and others;
- (b) It has been the practice of some of the Ministries to send more than one representative at the interviews ; often an officer from the Secretariat of the Ministry is accompanied by a technical officer. This in the Commission's opinion, is hardly necessary ; as the Estimates Committee have observed, the presence of a non-technical officer

at an Interview Board for recruitment to scientific/technical posts is redundant. The Ministries should, therefore, normally decide which of the two officers would be more appropriate for a particular recruitment ; and the Commission consider that, ordinarily, only one representative of appropriate rank should be deputed ; and

- (c) It has been noticed in certain cases that the Ministries' representatives had no special knowledge of the requirements of the post for which selection was to be made. He had, therefore, no contribution to make at the interviews. It is obviously necessary that the officer deputed for the purpose should be well acquainted with the requirements of the post for which the recruitment is made.

3. The observations of the Union Public Service Commission have been considered by Government. Government agree that the suggestions of the Commission at (a) to (c) in the preceding paragraph should be immediately implemented. It is accordingly requested that the Ministries/Departments should, save in exceptional circumstances, depute only one representative of the appropriate rank for the interviews conducted by the Union Public Service Commission in connection with the requisitions sent to them for recruitment. The Ministry/Department may decide whether the representative should be an officer from the Secretariat of the Ministry/Department, a technical officer or some other duly qualified officer. The officer to be deputed for the purpose should be well acquainted with the requirements of the post for which recruitment is to be made.

The need for (i) ensuring that the particulars of the candidates selected for interview in connection with recruitment to posts are not divulged and (ii) maintaining strict secrecy about the proceedings of the Interview Board can hardly be over-emphasised. The Ministries/Departments are, no doubt, already aware of this. There have, however, been certain instances of violation of these requirements ; and the Ministries/Departments are requested to impress upon their representatives the necessity to maintain the utmost secrecy and observe all necessary precautions in this matter.

Comments of the Committee

Please see paras 1-4 of the Report (Chapter I)

Recommendation (Serial No. 52, Para No. 6.8)

The Committee note that the Central Government and the statutory bodies public sector undertakings under their control are today the biggest employers in the country. Out of the total jobs available in this field, only a small percentage of the Central Government employment is processed by the Commission. This is because the Commission are being consulted only in regard to appointments in the higher services and posts, principally those in the gazetted ranks. For recruitment to statutory bodies/public undertakings there is no set uniform procedure and each body/undertaking recruits its personnel in its own way. With a view to put an end to the unsatisfactory state of affairs in this regard, the Committee urge that adequate machinery and procedures should be devised and brought into operation before long

under the broad supervision of the Commission to regulate recruitment for the increasing number of statutory bodies and the steadily growing public sector of our economy.

Reply of Government

The recommendation of the Estimates Committee has been carefully examined by Government. In this connection the observations made by the Administrative Reforms Commission have also been taken into account. The A.R.C. have in their report on public sector undertakings agreed with the Study Team appointed by them that the setting up of a Personnel Commission for the public sector unit would not only abridge the autonomy of public enterprises but also result in delays in manning of the posts in the undertaking.

In their report referred to above the Administrative Reforms Commission have made certain recommendations regarding the functioning of the Bureau of Public Enterprises. These relate to (i) maintaining of panels of suitable persons with a view to assist the administrative Ministries in making appointments to the Boards of Public Undertakings and providing consultation for such senior posts under the Corporation, (ii) drawing up of panels of suitable persons for Board appointments, etc. On the basis of these recommendations of the Administrative Reforms Commission the panels maintained by the Bureau of Public Enterprises are revised from time to time and kept up-to-date. The Bureau's services are also available in the matter of assisting deployment of persons from one undertaking to another. It has been decided that the fullest possible use should be made of the panels maintained by the Bureau and in cases in which a particular Ministry deems it necessary to appoint to a top level executive post a person who is not already borne on the panel, full justification therefore has to be furnished to the Appointments Committee of the Cabinet.

Having regard to all the considerations and especially the recommendations of the Administrative Reforms Commission Government are of the view that there is no need at present to revise the existing procedure in regard to recruitment to statutory bodies and public sector undertakings or to devise fresh procedures or machinery.

[*Min. of Home Affairs O.M. No. 23/12/68-Ests. (B) dt. 31-7-1969*]

Comments of the Committee

Please see paras 5-7 of the Report (Chapter I)

CHAPTER V

RECOMMENDATIONS IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT HAVE NOT BEEN RECEIVED

Recommendation (Serial No 20, Para No 3-33)

The Committee note that the Commission do not normally figure in recruitment to class III and class IV services and posts. The recruitment to the bulk of these services and posts is at present done by the Ministries/Departments independently of each other. Apart from the fact that such a procedure tends to compromise the merit system, it would be more economical and conducive to efficiency if the recruitment needs of different Ministries/Departments for these categories of staff are served by a central agency like the Railway Service Commissions which have been established for centralised recruitment to class III and class IV categories of staff in the Railways. The Committee accordingly suggest that a Service Selection Board should be set up on the pattern of the Railway Service Commission to make selections for recruitment to class III services and posts under the Government of India. This Board could take over from the Commission the conduct of examinations for lower categories of services and such of the existing functions of the Commission as may be of minor nature. The appointment of members of such a Board should be made in consultation with the Commission.

Reply of Government

As regards recommendation No. 20 (second para of para 3.33) the Administrative Reforms Commission are also considering this matter. Government are of the view that it would be advisable to await the recommendations of the Administrative Reforms Commission before taking further action in this regard.

[Min. of Home Affairs O.M. No. 23/12/68-Ests(B), dated 12-5-1969] -

Further Information called for by the Committee

The Study Group of the Estimates Committee have desired that the Ministry should indicate the latest position or the final action taken.

(LSS O.M. No. 5/11/ECI/69 dated 17-7-1969)

Further Reply of Government

The Administrative Reforms Commission have made certain recommendations on this subject in their report and they are being examined.

[Min. of Home Affairs O.M.No. 23-12-68-Ests. (B) dt. 30-8-1969]

Recommendation (Serial No 21, Para No 3.43)

The Committee feel that the procedures of work of the Commission and the time taken by them for completing the various stages of work connected with recruitment and other matters needs to be examined. However, in view of the fact that the Administrative Reforms Commission may soon report about it, they consider that the question of re-examining the organisation and methods of work be decided in the light of the report and recommendations of the Administrative Reforms Commission on the subject.

Reply of the Government

The recommendation has been noted. Further action would be taken in the light of the recommendations of the Administrative Reforms Commission.

[*Ministry of Home Affairs OM No. 23/12/68-Ests. (B) dt. 23-9-1968.*]

Further information called for by the Committee

The Study Group of the Estimates Committee have desired that the Ministry should indicate the latest position or the final action taken.

(*LSS O. M. No. 5/11/ECI/69 dt. 17-7-1969.*)

Further Reply of Government

The Administrative Reforms Commission have made certain recommendations on this subject in their report and they are being examined.

[*Min. of Home Affairs O.M No. 23/12/68/Estt. (B) dt. 30-8-1969.*]

Recommendation (Serial No. 32, Para No. 4.12)

“THE COMMITTEE are unhappy that the revision of schemes and syllabi of the Engineering Services Examination has not yet been finalised although the matter has been under correspondence between the Commission and the Ministry of Railways since 1964. They trust that energetic steps will be taken by the Ministry of Railways in consultation with the Ministries/Departments concerned and the Commission and the matter finalised without further delay.”

Recommendation (Serial No. 38, Para No. 4.51)

The Committee consider that the interview marks in the case of the examinations for the various Engineering Services appear to be on the high side. They suggest that these should be reduced so that greater reliance is placed on the result of the written examination for these services.

Reply of Government

The two recommendations have been examined in the Ministry of Railways, who are primarily concerned with the Engineering Services Examination, in consultation with the Union Public Service Commission. That Ministry have sent their final proposals in the matter to the Union Public Service Commission for their consideration. The proposals will be finalised by the Ministry of Railways as soon as the advice of the Commission is received.

[Ministry of Home Affairs O.M. No. 23/12/68-Estt. dated 4-1-1969]

Further information called for by the Committee

The Study Group of the Estimates Committee have desired that the Ministry should indicate the latest position or the final action taken.

(LSS O.M. No. 5/11/ECI/69 dated 17-7-1969)

Further reply of Government

The Ministry of Railways have stated that the advice of the Union Public Service Commission on the proposals of the Ministry of Railways is still awaited.

[Ministry of Home Affairs O.M.No. 23/12/68-Estt.(B) dt. 30-8-1969]

NEW DELHI,
January 14, 1970

Pausa 24, 1891 (S)

M. THIRUMALA RAO,
Chairman,
Estimates Committee.

APPENDIX

(Vide Introduction)

Analysis of the action taken by Government on the recommendations contained in the 47th Report of Estimates Committee (Fourth Lok Sabha) on the Ministry of Home Affairs—Union Public Service Commission.

I.	Total Number of recommendations	63
II.	Recommendations which have been accepted by the Government (<i>vide</i> recommendations at S. Nos. 1, 2, 4, 5, 7-10, 13-16, 18, 19, 22-30, 33-37, 39, 40, 42-47, 49, 50, 53-57, 61-63) .	
	Number	46
	Percentage to total	73
III.	Recommendations which the Committee do not desire to pursue in view of Government's reply (<i>vide</i> recommendations at S. Nos. 3, 6, 11, 12, 17, 31, 48, 51, 58-60)	
	Number]	11
	Percentage to total	18
IV.	Recommendations in respect of which replies of Government have not been accepted by the Committee (<i>vide</i> recommendations at S. Nos. 41 and 52)	
	Number	2
	Percentage to total	3
V.	Recommendations in respect of which final replies of Government have not been received (<i>vide</i> recommendations at S. Nos. 20, 21, 32, and 38)	
	Number	4
	Percentage to total	6

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