

THIRTEENTH REPORT

ESTIMATES COMMITTEE

(1985-86)

(EIGHTH LOK SABHA)

MINISTRY OF PERSONNEL & TRAINING, ADMINISTRATIVE REFORMS AND PUBLIC GRIEVANCES AND PENSION (DEPARTMENT OF PERSONNEL AND TRAINING)

Action Taken by Government on the Recommendations contained in the 77th Report of Estimates Committee (Seventh Lok Sabha) on the Ministry of Home Affairs—All India Services]



Presented to Lok Sabha on

27 NOV 1985
November, 1985

LOK SABHA SECRETARIAT
NEW DELHI

September, 1985/Bhadra 1907 (S)

Price : Rs. 1.75

Corrigenda to Thirteenth Report
of Estimates Committee (1985-86)
on All India Services.

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(1985-86)

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INTRODUCTION

I, the Chairman of the Estimates Committee having been authorised by the Committee to submit the Report on their behalf present this Thirteenth Report on action taken by Government on the recommendations contained in the Seventy-seventh Report of Estimates Committee (7th Lok Sabha) on the Ministry of Home Affairs—All India Services.

2. The 77th Report was presented to Lok Sabha on 17th April, 1984. Government furnished their replies indicating action taken on the recommendations contained in that Report by 29th April, 1985. The replies were examined by the Committee at their sitting held on 4th September, 1985 and the draft Report was adopted by the Committee on the same date.

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

I. Report

II. Recommendations|Observations which have been accepted by the Government.

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

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

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

4. An analysis of action taken by Government on the recommendations contained in the 77th Report of Estimates Committee is

given in Appendix. It would be observed therefrom that out of 20 recommendations made in the Report 10 recommendations *i.e.* 50 per cent have been accepted by the Government and the Committee do not desire to pursue 2 recommendations *i.e.* 10 per cent in view of Government's replies. Replies of Government in respect of 2 recommendations *i.e.* 10 per cent have not been accepted by the Committee. Final replies in respect of 6 recommendations *i.e.* 30 per cent are still awaited.

NEW DELHI;
September 5, 1985
Bhadra 14, 1907 (S)

CHINTAMANI PANIGRAHI,
Chairman,

Estimates Committee

CHAPTER I

REPORT

1.1 This Report of the Estimates Committee deals with Action Taken by Government on the recommendations contained in their Seventy-seventh Report (7th Lok Sabha) on the Ministry of Home Affairs (Department of Personnel and Administrative Reforms)—All India Services, presented to the Lok Sabha on the 17th April, 1984.

1.2 Action Taken Notes have been reviewed in respect of all the 20 recommendations contained in the Report.

1.3 Action Taken notes on the recommendations of the Committee have been categorised as follows:

- (i) Recommendations|Observations that have been accepted by Government:—
Sl. Nos. 4, 5, 6, 10, 11, 12, 13, 16, 19, 20
(10 recommendations—Chapter II)
- (ii) Recommendations|Observations which the Committee do not desire to pursue in view of Government's reply:—
Sl. Nos. 9, 14
(2 Recommendations—Chapter III).
- (iii) Recommendations|Observations in respect of which Government's replies have not been accepted by the Committee:—
Sl. Nos. 1, 17
(2 Recommendations—Chapter IV)
- (iv) Recommendations|Observations in respect of which final replies of Government are awaited:—
Sl. Nos. 2, 3, 7, 8, 15, 18.
(6 Recommendations—Chapter V)

1.4 The Committee will now deal with the action taken by Government on some of their recommendations.

Recommendation Sl. No. 1 (Para 1.12)

1.5 The Committee had noted that at present there are three All India Services viz. IAS, IPS and IFS (Indian Forest Services). Although it was decided to create All India Services in the fields of Engineering and Medicine and Health as far back as 1963, these Services could not be constituted due to hesitation on the part of some of the States on the ground that new All India Services would infringe on their autonomy. The Committee had hoped that the efforts being made by the Central Government to convince the States of the advantages in larger national context to accept the new Services would continue with greater rigour. Meanwhile, the Committee desired the Government to examine whether these services could be constituted covering the States which had already signified their consent, leaving the remaining States to join the scheme later.

1.6 The Department of Personnel and Training have in their reply *inter-alia* stated that after the present Government assumed office, Members of Parliament and others showed interest in creation of these two Services. In view of this, the matter was reconsidered and it was decided that the State Governments might be informally consulted and their views ascertained. Accordingly, the informal consultations were being made with the State Government for constitution of the Indian Service of Engineers and reconstruction of Indian Medical & Health Service. Nine State Governments agreed to participate in the Indian Service of Engineers and two State Governments did not agree to participate in the Service. Other States have not expressed their views so far. So far as Indian Medical & Health Service was concerned, seven State Governments agreed to participate in the Service and four did not agree to participate in the Service. Other State Governments have not expressed their views so far.

1.7 The Department have further stated that legally and constitutionally it is possible to constitute the two Services, for which the necessary legislation has already been passed by Parliament, leaving out, for the time being the States which have not so far agreed to participate in these Services. However, the Central Government feel that it would be desirable to carry as far as possible all the States with it before constituting the cadres of the two Services in such of the States as have

already agreed to participate therein because the All India Services being common to the State and the Central Administration, their efficient working would depend upon the spontaneous cooperation of the State Government to agree to participate in the two Services.

1.8 In view of the position explained above, the Government have felt that it might not be possible to fix any time limit for the constitution of the cadres of the two Services.

1.9 The Committee note that even though necessary legislation was passed by Parliament way back in September 1963, the Indian Medical and Health Service and the Indian Service of Engineers could not be constituted|reconstituted despite protracted correspondence with the State Governments on the subject. They would like the Central Government to take persuasive steps for the Constitution of these Services, if possible, initially covering those States which have already given their consent.

Indian Educational Service

Recommendation Sl. No. 2 (Para 1.16)

1.10 The Committee were of the view that All India Service in the field of education, which is a subject in the Concurrent List could be of immense help in bringing about uniformity in approach to education and in educational standards all over the country, besides being a firm step in the common endeavour to bring about national integration. The Committee, therefore, had desired that the Central Government should commence the process of consultations with the States in regard to the constitution of the Indian Educational Service for which the Rajya Sabha had already passed a Resolution in March, 1965.

1.11 In their reply the Ministry have stated that though the "Creation of new All India Services" is allocated to the Ministry of Home Affairs, Department of Personnel and Administrative Reforms now Ministry of Personnel & Training, Administrative Reforms & Public Grievances and Pension (Deptt. of Personnel & Training) in the Government of India (Allocation of Business) Rules, 1961, it is primarily for the administrative Ministries to consider the proposals in the first instance, take a decision in principle and approach the Department of Personnel & Training for creation of an All India Service. Accordingly the Department of Education, now Ministry of Education, who is administratively concerned with the subject, were requested to consider the recommendations of the Estimates Committee and take action in the matter.

1.12 The Ministry of Education intimated that they had set up two National Commissions on Teachers to advise the Government on various aspects relevant to the teaching community including creation of Indian Education Service. The Commission submitted their report on the 26th March, 1985. The question of creation of All India Service is, therefore, pending examination of reports of the Commission.

1.13 The Committee would like the Government to consider the relevant recommendation of the National Commission on Teachers on a priority basis and inform the Committee of the decision taken in the matter within the next six months.

Cadre Strength

Recommendation Sl. No. 3 (Paras 2.18 to 2.20)

1.14 The Committee were constrained to observe that there seemed to be no clear criteria for determining the cadre strength of IAS Officers for each State. The statement brought out in paragraph 2.3 of the Original Report would show that the cadre strength did not bear any relationship to area, population and Budgetary outlay of the States, even granting there has to be some fixed strength irrespective of these factors.

1.15 The Committee also found that during the last ten years from 1975—84, the Senior Duty Posts under the State Governments had increased considerably the highest increase being in the State of Haryana (57 per cent). From the evidence of the Secretary DP&AR the Committee had come to the conclusion that the increase in the Senior Duty Posts in various State cadres of the IAS and consequently in the authorised strength of cadres had been irrational and for this not only the State Government but also the Department of Personnel and Administrative Reforms was equally responsible. In fact, it appeared to the Committee that there had been a deliberate attempt to indiscriminately expand the IAS cadre strength atleast in some States. As such increase in strength of Cadre especially of small States was bound to result in stagnation and thereby frustration among the officers after some years, the Committee had taken a very serious view of this matter and had strongly recommended that a high-powered Committee might be appointed to review and rationalise the authorised strength of the various cadres of the IAS on the basis of population, area and budget of the State concerned. The Committee had further desired this body to evolve a measure of uniformity as between the various cadres in classifying posts under the State Government as

Senior Duty Posts to be manned by the officers belonging to the IAS. A similar review and adjustments in regard to IPS and IFS having regard to relevant factors was also recommended. One of the relevant factors for the IFS, the Committee has suggested, could be the forest areas in each State.

1.16 The internal deputation reserve element of the authorised cadre strength was at present calculated at the rate of 22.5 per cent of the number of direct recruitment posts in the cadre. The Committee had, however, observed that the DP&AR had been permitting *ad-hoc* increase in the deputation reserve over and above the admissible percentage. The percentage of *ad-hoc* increases over the admissible deputation reserve so authorised by the Central Government had been to the extent of 135 per cent in Haryana cadre, 122 per cent in Tamil Nadu Cadre, 120 per cent in Karnataka Cadre, 114 per cent in Gujarat Cadre, and so on. The Committee had regarded the *ad-hoc* increases of deputation posts of this magnitude as *prima facie* highly irregular and desired the Department of Personnel and Administrative Reforms to consciously check this unbridled increase in the internal deputation reserve element of the authorised cadre strength and bring it to the level admissible in the shortest possible time.

1.17 In their reply the Ministry have stated that the Central Government have decided to accept the recommendation of the Committee to appoint a Committee to review the procedure regarding fixation of authorised strength of various cadres of the All India Services. The Government have accordingly decided to appoint a Committee consisting of Secretaries to the Government of India and Chief Secretaries of some States to conduct the review. The Committee will also examine measures to bring down *ad-hoc* increase in the state deputation reserve. The Government have also decided to ask the Committee to make an analysis of promotion opportunities from State Services to the All India Services as well as to suggest ways and means to correct the imbalances in promotion prospects as between different cadres of All India Services in pursuance of recommendation Nos. 4 and 13 of the Estimates Committee.

1.18 The Committee trust that the Body appointed to make the Review has been directed to complete their work within a specified time. They would like to be apprised of the salient recommendation of the Reviewing Body, and the action taken by the Government in pursuance thereof maximum within six months time.

Pattern of Civil Services Examination

Recommendation No. 7 (Para 3.18)

1.19 The new pattern of Civil Service Examination was introduced in 1979. As 5 examinations had been held under the revised pattern, the Committee had observed that it was time to review and evaluate the new system of Civil Service Examination to find out whether it was really an improvement over the previous system and in the light of the study to make such changes in the system of examination as might be necessary and desirable.

1.20 The Department of Personnel have stated in their reply that the Central Government have decided to accept the recommendations of the Committee and to undertake a review of the new system of Civil Services Examination introduced in 1979. Since the new system of Civil Services Examination was based on the recommendations of the Committee appointed by the Union Public Service Commission known as "Committee on Recruitment Policy and Selection Methods", the Government consider it appropriate to request the UPSC to initiate such a review. The Government have addressed the UPSC in the matter and after the recommendations of the UPSC are available, the Government will bring about such changes in the system of examination as would be necessary and desirable.

1.21 The Committee would like their recommendation, which has been accepted by Government, to be followed up energetically. The Reviewing Body should be appointed promptly with clear cut terms of reference and directed to report within a prescribed time frame. The Committee may be informed of the concrete steps taken in this direction.

Coaching facilities to Backward Classes Candidates

Recommendation No. 8 (Para 3.24)

1.22 The Committee had emphasised the need for creation of conditions in which the larger masses of the people, particularly those living in the rural areas who did not have the benefit of education through the medium of English, have an equal opportunity to compete in the Civil Services Examination with the candidates belonging to urban elite. In this connection the Committee had welcomed the various measures introduced in this behalf in the examination system and had hoped that these measures would be actually implemented in the spirit in which they had been conceived. The Committee had suggested that the scheme for coaching of SC/ST candidates to take the civil services examination could be extended to other Backward

Classes also so that larger number of candidates belonging to weaker sections of our society could come out successful in the examinations.

1.23 In their reply the Deptt. of Personnel have stated that the Second Backward Classes Commission (Mandal Commission) has made recommendations for extending coaching facilities to students from other Backward Classes (OBC). The question of improving the level of education, general awareness and skills of OBCs by providing pre-examination coaching, on the same lines as for SC and ST candidates for competing for recruitment is under consideration of Government.

1.24 The Committee trust that Government will take a favourable view on the question of pre-examination coaching of candidates for Civil Service Examinations belonging to "other Backward Classes" which, besides being recommended by the Estimates Committee, has been suggested by the Mandal Commission also. They would like to be apprised of the final decision taken by the Government in the matter.

Post Training Test

Recommendation No. 14 (Para 6.4)

1.25 The Kothari Committee had *inter alia* recommended a Civil Service Post Training Test on the completion of foundational course at the National Academy of Administration to assess personal qualities and attributes relevant to the Civil Services on the basis of which final ranking and allotment of probationers to different Civil Services was to be determined. While introducing the new pattern of Civil Services Examination in 1979, this stage of the Civil Service Examination was "deferred". The Committee had felt that it was necessary to reorient the foundational training and implement the recommendation of the Kothari Committee in this regard. They trusted that this would be done early.

1.26 The Department of Personnel have stated in their reply that the Government have carefully considered the recommendation of the Estimates Committee regarding the implementation of the Kothari Committee's recommendation about a Civil Service Post-Training Test and that they envisaged the following difficulties in the implementation of this recommendation.

- (1) Allocation of candidates to the various services on the basis of the marks obtained by the candidates at the Main Examination and the Post-Training Test as contemplated by the Kothari Committee will result in a situation

wherein candidates will get to know about the service to which they will be allocated only after completion of foundational training for about a year. In case a candidate does not want to be in the Service to which he gets allocation finally, he will resign from Service thus leading to wastage of training resources. This will also result in a large number of vacancies remaining unfilled in different Services.

- (2) The Kothari Committee envisaged that the Post Training Interview will spread over a period of two months. It might be extremely difficult to allocate two months time for the purpose of this interview alone.
- (3) There are physical limitations in taking a large number of probationers and keeping them in Mussoorie for a period of one year.
- (4) After the Post Training Test, it will take some time for the results to be announced and the service allocations of candidates to be known. During this period it may not be possible to provide adequate work for the probationers, since the Service to which they will be allocated will not be known at this stage.
- (5) Foundational Course of one year duration will delay addition to the cadres by 8 or 9 months in each batch as at present the Foundational Course is of 3 to 4 months duration. The period of probation also may have to go up from 2 years to 3 years.

1.27 However, the Ministry have added, keeping in view the recommendation of the Estimates Committee, the Central Government have requested the Union Public Service Commission to take up the question relating to Stage III of the Civil Service Examination, decision on which was deferred by the Government while examining the Kothari Committee's recommendations as a part of the overall review of the scheme of the Civil Services Examination. The Government will take a final view in the matter after obtaining the recommendation of the Union Public Service Commission.

1.28 The Committee would like to be apprised of the final outcome of the steps taken in pursuance of their recommendation.

Career Development of IAS Officers

Recommendation Sl. No. 17 (Paragraph 7.13)

1.29. In June 1976 guidelines for career development of direct recruits to the IAS were sent to all the State Govts. According to these guidelines, after the first year of the probationary training, the IAS direct recruits should spend about 2 or 3 years in a sub-divisional charge. After completion of the sub-divisional charge the officer could be posted as ADM in some important district or brought over to the Secretariat in Department dealing with social services/development works. During 6 to 10 years of service, the officer, depending upon the ability and aptitude, could be posted as District Collector or, if the officer had already completed about 4 years of combined field experience in the post of SDO/ADM, he could be posted to the Secretariat. It was, however, admitted before the Committee by the representative of the DP&AR that a sizeable percentage of officers with 4 or 5 years of service "had not been allowed to work as sub-divisional officer for full two years." The position regarding district experience at a later stage of the career of IAS Officer would be similar. The Committee were informed that the State Governments have taken the plea that a tenure in offices which are rural development oriented and which involve frequent tours to the rural areas is as useful an experience as that of a sub-divisional officer. The Committee, however, felt that posting as a sub-divisional officer secures for the young IAS officer a multi-functional experience which posting to development oriented offices in rural areas could not supplant. The Committee had, therefore, urged that the Central Government should persuade the State Governments to observe the 1976 guidelines regarding career development of IAS Officers.

1.30 The Department of Personnel have stated in their reply that the Government of India constantly endeavour to persuade the State Governments to follow the guidelines in regard to the career development of direct recruits to the Indian Administrative Service. The Secretary (Personnel) and the Establishment Officer periodically review the career development of the IAS officers with the Chief Secretaries of various State Governments and where necessary give suitable suggestions.

1.31 In a letter to the Chief Ministers of all the States in August, 1979, the then Deputy Prime Minister and Home Minister requested the Chief Ministers to take personal interest in the career development of directly recruited IAS officers. The Home Minister is considering to write again to the Chief Ministers to take steps for proper career development of IAS officers in accordance with the guidelines.

1.32 The Committee are surprised that despite the passage of more than one year since the presentation of their Report, the Department of Personnel could not think of any concrete steps in pursuance of the recommendation of the Committee, except reminding State Governments of the Central guidelines of 1976 in regard to career development of IAS officers enjoining a stretch of field experience at the initial stage of their career. Even this mild action is said to be receiving consideration from the Home Minister. It shows that the Department has not considered the recommendation of the Committee with the seriousness, importance and urgency that it deserved. The Committee would like the Ministry to take concrete action in the matter without any further delay under intimation to them.

Implementation of Recommendations

1.33 The Committee would like to emphasise that they attach the greatest importance to the implementation of the recommendations accepted by Government. They would, therefore, urge that Government should keep a close watch so as to ensure expeditious implementation of the recommendations accepted by them. In cases where it is not possible to implement the recommendations in letter and spirit for any reasons, the matter should be reported to the Committee in time with reasons for non-implementation.

1.34 The Committee desire that reply in respect of the recommendations contained in Chapter V of the Report may be finalised and final reply of the Government furnished to Committee expeditiously.

CHAPTER II

RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation Sl. No. 4 (Paras 3.6 to 3.7)

The Committee note that the time taken by State Civil Service Officers for getting included in the Select List for promotion to IAS varies from the one extreme of 28 and 25 years in Uttar Pradesh and West Bengal Cadres to the other extreme of 10 and 9 years in Andhra Pradesh and Kerala Cadres respectively. The Committee recommend that the D.P. & A.R. should assist the State in systematising the recruitment to Civil Services on a scientific basis so that uniform opportunities are available to the State Civil Service Cadres of all the States for promotion to IAS.

The Committee would also await an analysis of the promotional opportunities available to State Service Officers to IPS and IFS and the action taken to ensure availability of uniform opportunities in all the States in respect of these All India Services also.

Reply of Government

The Central Government have decided to accept the recommendation of the Committee to appoint a committee to review the procedure regarding fixation of authorised strength of various cadres of the All India Services. The Government have accordingly decided to appoint a committee consisting of Secretaries to the Government of India and Chief Secretaries of some States to conduct the review. This Committee will also examine measures to bring down *ad-hoc* increase in the State deputation reserve. The Government have also decided to ask the committee to make an analysis of promotion opportunities from State Services to the All India Services as well as to suggest ways and means to correct the imbalances in promotion prospects as between different cadres of All India Services in pursuance of recommendation Nos. 4 and 13 of the Estimates Committee.

[Department of Personnel & Training O.M. No. 28013/2/83-
AIS(I) dated 20-4-1985]

Recommendation Sl. No. 5 (Para 3.12)

The Committee are alarmed at the gap between the authorised cadre strength of the Indian Forest Service and the number of officers in position which is currently as high as 523 in the total authorised cadre strength of all the cadre of 1996. The Committee feel that unless the annual intake in respect of this Service is substantially increased, it will not be possible to cover this gap for a long time to come. This would naturally affect adversely the Forest Administration in the country. The Committee do not fully agree with the Government's view that a larger intake would be at the cost of the quality of recruits. They recommend that the rate of recruitment to the Service should be increased to such level as will enable the existing cadre gap to be covered substantially, if not fully within the next 5 years.

Reply of Government

Out of the gap between the authorised cadre strength and the number of IFS officers in position on 1-1-1984, the gap in the direct recruitment quota was 472. Against this gap, 108 probationers who completed training in June, 1984, have already joined the States. In addition, 252 probationers recruited on the basis of the IFS Examinations conducted in 1982 and 1983 are under training.

Taking into account the remaining gap which will further be increased due to retirements and resignations and likely additions to the cadre strength as a result of the triennial reviews of various cadres, it has been proposed to step up the annual intake through the IFS Examination to 200 per year from 1984 onwards. It may be mentioned that the annual intake through direct recruitment has been of the order of 100 from 1976 to 1980, 120 during 1981 and 1982 and the same was raised to 150 in 1983.

[Department of Personnel & Training O.M. No. 28013/2/83-AIS(I) dated 20-4-1985]

Recommendation Sl. No. 6 (Para 3.16)

The Committee find that whereas in the case of Civil Services Examination, which is the source of recruitment to IAS and IPS, the weightage of marks for Personality test is 12.2% of the total marks, in the case of IFS and weightage of marks for interview remains as 22.2% of the total marks. The Committee feel that there is need to maintain uniformity in the weightage for Interview Test, more so, in the case of IFS Examination, as the Service to which it caters; has

technical orientation. They therefore recommend, that steps be initiated at the earliest, to review the pattern of examination for IFS, with a view *inter-alia*, to bring down the percentage of marks for the interview test, to the level of those earmarked for Personality test in the Civil Service Examination.

Reply of Government

The matter has been examined in consultation with the Department of Personnel and Administrative Reforms and a proposal has been made to the Union Public Service Commission, to reduce the marks for the Personality test in the Indian Forest Service Examination from 200 to 150, which would work out to only about 17.7% of the total marks. Necessary amendment in the Indian Forest Service Examination Rules will be carried out on receipt of the concurrence of the Union Public Service Commission.

[Department of Personnel & Training O.M. No. 28013/2/83-AIS(I) dated 20-4-1985]

Recommendation Sl. No. 10 (Para 4.10)

The Committee see merit in a gradual increase in the percentage of outsiders in the State cadres. This would enable the cadre officers serving within the State to be largely above local pressures. Moreover this would also lead to national integration, which is the need of the hour.

Reply of Government

After careful consideration of the matter and the recommendations of the Estimates Committee, mentioned above, the Government has decided that in order to ensure better efficiency in administration and to promote national integration the 'outsider' 'insider' ratio in the allocation of direct recruits to the All India Services to different State cadres should be raised from 1:1 to 2:1.

[Department of Personnel & Training O.M. No. 28013/2/83-AIS(I) dated 20.4.1985]

Recommendation Sl. No. 11 (Para 4.16)

The Committee find that during the 5 years from 1979 to 1983, 50 IAS officers and 17 IPS officers have been permitted a change of their cadre, between 1981 and 1983 only two officers of the IFS were permitted change of cadre. The grounds on which the permission was granted were marriage, compassionate grounds, health and in public

interest. The Committee trust that requests of transfer from one cadre to another are considered strictly on merit and no extraneous influences are allowed to determine the decision of the Government in the matter.

Reply of Government

Requests from All India Services officers for transfer from one cadre to another are examined very carefully by the Central Government with reference to the merits of each individual case. The Central Government normally agrees for inter-cadre transfer only when such a transfer is in public interest or is sought on grounds of marriage between two All India Service officers. Even when a transfer takes place on grounds of marriage, no officer is allowed to go to his or her home State. As far as transfer on health grounds or on compassionate grounds are concerned, a very strict policy is being adopted since January, 1983, and requests for transfer based on health or compassionate grounds are considered only in rare cases of genuine hardship. Since January, 1983, the number of inter-cadre transfers of IAS officers agreed to by Government on health or on compassionate grounds (i.e. excluding public interest and marriage grounds) is only two. Each individual case is decided strictly on merit and extraneous considerations do not influence the decision of the Government.

[Department of Personnel & Training O.M. No. 28013/2/83-AIS(I)
dated 20.4.1985]

Recommendation Sl. No. 12 (Para No. 5.6)

“The Committee feel that the pay scales applicable to the All India Services are not attractive enough to draw talented persons to the Services. Since 1960, there has been little change in the Junior, Senior and Selection grade and absolutely no change in the Super time Scales. It is admitted that serious anomalies have developed as a result of many State Governments having revised upward the scales of pay of the State Civil Service Officers which has resulted in the State Civil Service Officers’ pay being more than that of All India Service Officers of the corresponding level. The Committee feel concerned at this state of affairs and recommend that these facts should be duly placed before the Fourth Pay Commission and trust that the Commission would keep these in view while recommending the new pay structure for the All India Services.”

Reply of Government

This recommendation has been brought to the notice of the Fourth Central Pay Commission. A detailed note has also been submitted to the Pay Commission explaining the problems faced by the IAS officers in the matter of pay scale, other facilities etc.

[Department of Personnel & Training O.M. No. 28013/2/83-AIS(I)
dated 20.4.1985]

Recommendation Sl. No. 13 (Para 5.13)

The Committee note that a short study conducted by the Department of Personnel and Administrative Reforms in 1980 on the comparative management of the All India and Central Group 'A' Services found variability in promotion prospects for various cadres in all the three All India Services. According to a statement furnished to the committee by the Department of Personnel and Administrative Reforms the variability as between different cadres for promotion to posts was as follows:

Selection Grade (Rs. 2000-2250)	varies between 13 years in Andhra Pradesh and Himachal Pradesh to 16 years in Assam, Meghalaya and Orissa and 18 years in Sikkim.
Super-time Scale Rs. 2500—2750	varies between 16 years in Bihar, Himachal Pradesh, Nagaland and Uttar Pradesh and 19 years in Haryana and Punjab and 22 years in Maharashtra.
Rs. 3000 (fixed)	varies between 21 years in Himachal Pradesh and 31 years in Manipur.
Rs. 3500 (fixed)	varies between 28 years in Punjab and 35 years in Gujarat.

The Department of Personnel and Administrative Reforms have stated that the Central Government gives due consideration to this problem while examining the proposal of the State Governments for upgradation and or encadrement of posts at higher levels and efforts are made to correct the imbalances as between various cadres. The

Committee find that despite the observance of this method to get over this problem the imbalances in promotion prospects in different cadres of the IAS persist. The Committee believe that such imbalances would also be there in the case of the IPS and IFS. They would like the Department of Personnel and Administrative Reforms to study the problem in depth and find effective ways and means to correct the imbalances in promotion prospects as between different cadres of the All India Services.

Reply of Government

The Central Government have decided to accept the recommendation of the Committee to appoint a committee to review the procedure regarding fixation of authorised strength of various cadres of the All India Services. The Government have accordingly decided to appoint a committee consisting of Secretaries to the Govt. of India and Chief Secretaries of some States to conduct the review. This Committee will also examine measures to bring down ad-hoc increase in the state deputation reserve. The Govt. have also decided to ask the committee to make an analysis of promotion opportunities from State Services to the All India Services as well as to suggest ways and means to correct the imbalances in promotion prospects as between different cadres of All India Services in pursuance of recommendation Nos. 4 and 13 of the Estimates Committee.

[Department of Personnel & Training O.M. No. 28013/2/83-AIS(I)
dated 20.4.1985]

Recommendation Sl. No. 16 (Para 6.17)

The Committee attach great importance to the need for imparting periodic refresher training to IFS Officers on account of fact technological development in the field of Forestry but regret to note that although three training courses for IFS Officers with eight years service, 15 years services and for those promoted to IFS from State Forest Service have been proposed by the Government, these could not be carried out so far due to lack of response from State Governments who have not been sparing the officers to undergo the training. The Committee understand that this lack of response from the State is due to the continuing wide gap between cadre strength and actual number of officers in position. With the increase in the quantum of recruitment to the service in recent years and further increase contemplated the Centre should now be able to persuade the States to spare a fixed number of IFS Officers every year for imparting training in all, the three above mentioned categories of courses.

Reply of Government

A refresher course for IFS Officers, who have completed eight years of service was conducted in the Forest Research Institute and Colleges, Dehra Dun, in November, 1984. Fifteen IFS Officers participated in the course. It is proposed to conduct such refresher courses for IFS Officers at various levels on a regular basis every year.

[Department of Personnel & Training O.M. No. 28013/2/83-AIS(I)
dated 20.4.1985]

Recommendation Sl. No. 19 (Para 8.5)

The Secretary, DP & AR, admitted before the Committee that as many as 708 directly recruited IAS officers with a service of 9 years or more have never come on deputation to the Centre. He also expressed a feeling that "some more officers should come". The Committee felt that the opportunities for deputation to the Centre should be available to officers belonging to each IAS/IPS cadre on the equitable basis. The number of officers belonging to a particular cadre on Central Deputation should be as close as possible to the Central deputation quota of the State Cadre strength.

Reply of Government

Indian Administrative Service:

The Central deputation reserve is a constituent of the total authorised strength fixed for a state cadre. The factual position, however, is that the actual strength of all the state cadres is always much less than the total authorised strength. Necessarily, therefore, the Central deputation reserve for operational purposes gets proportionately reduced for borrowing officers from the state cadres for central deputation.

2. One of the factors responsible for under-utilisation of the central deputation reserve by some States is the inability of the states concerned to offer sufficient number of suitable officers for central deputation. The Government of India continuously attempts to ensure equity in the matter of utilisation of the central deputation reserve by different state cadres. However, at a given point of time, some state cadres may over-utilise their proportionate central deputation

reserve and some cadres may under-utilise their proportionate central deputation reserve.

Indian Police Service:

IPS officers on the various cadres can be deputed for services under the Central Government or any other State Government or Government Public Undertakings with the concurrence of the cadre authorities and the Central Government. In this connection posts of each cadre contain Central Deputation reserve to the extent of 40 per cent of senior posts under the State Cadres. The main Criteria for selection of IPS officers for Central deputation posts is their suitability for the respective assignment in light of their academic pursuits and professional training and work experience background. In the beginning of each year various cadre authorities are requested for sponsoring names of suitable IPS officers who can be considered for deputation during the year. In the case of officers to be appointed to posts of the rank of and above the rank of DIG a special screening of such officers is conducted by Central Police Establishment Board, and panels are prepared out of which alone DIG and higher appointments are made.

2. The normal term of deputation of the IPS officers taken on Central deputation varies from four to five years depending upon the nature of the organisation to which they have been taken on deputation. This period is also at times extended in some isolated cases where it becomes necessary to retain an officer in the organisation beyond the permissible limit in public interest. On completion of one deputation at the Centre, the officers are required ordinarily to serve for a minimum period of three years in their respective cadres before they are considered for another deputation at the Centre. The requirement has been provided to ensure that the officers are able to gain further field experience and are in touch with the State Administration before being considered for deputation at the Centre. IPS officers on deputation to the Centre draw their grade pay plus the special pay attached to the post which is equated to any post in the Schedule to IPS (Pay) Rules. They can draw the pay in the scale attached to the deputation post if such a post is exempted from equation to any post in the Schedule.

3. As far as possible every effort is made to see that the Central deputation quota in respect of every Cadre is utilised. Despite all efforts made in this direction, it happens in some cases that this quota is under-utilised due to certain administrative confusions of State Governments to relieve their officers.

4. According to the information available in the Ministry there are as many as 592 directly recruited IPS officers with a service of nine years or more at present who have never come on deputation to the Centre. The utilisation of the Central deputation quota is 476 as against 558 fixed under the rules.

[Department of Personnel & Training O.M. No. 28013|2|83-
AIS(I) dated 20-4-1985]

Recommendation Sl. No. 20 (Para 8.10)

The Committee are averse to any State Government placing on deputation AIS Officers belonging to the State Cadre in excess of the element of Internal Deputation Reserve included in the authorised strength of State Cadre. They are baffled at almost all the officers belonging to the IFS cadre of Haryana being placed on deputation with the Haryana Forest Development Board which will enable them to get the benefit of leave and pension contribution and dearness allowance from the Board while they would be doing the same work as they were doing earlier, under the State Government. The Committee would not like to make any positive recommendations in this regard as the matter is *sub-judice* in the High Court of Punjab and Haryana. They would, however, like the Department to continue persuading the State Government to retrace their steps and if need be take a positive stand before the High Court on the writ petition in which they have been made as one of the Respondents.

Reply of Government

The views of the Estimates Committee in this regard has been brought to the notice of the State Government. As far as the writ petition is concerned, it has not come up for hearing in the High Court of Punjab and Haryana so far. When the petition comes up for hearing, the stand of the Central Government in the matter will be clarified to the Honourable Court.

[Department of Personnel & Training O.M. No. 28013|2|83-
AIS(I) dated 20-4-1985]

CHAPTER III

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

Recommendation Sl. No. 9 (Para 3.29)

The Committee would like to point out that the Kothari Committee in Para 3.60 of their report pointed out:—"We think it wrong that the very first thing a young person should do in entering public services is to ignore his obligation to the service concerned, and instead spend his time and energy in preparation for reappearing at the UPSC examination to improve his prospects. This sets a bad example and should be discouraged". The Committee urge upon the Government to review their decision regarding allowing the probationers to reappear in the Civil Services Examinations to improve their prospects. If it is still considered necessary to allow this, the Committee suggest that it may be limited to only one chance after a person enters a Civil Service.

Reply of Government

The Central Government have considered the recommendation of the Committee regarding allowing probationers appointed to a Civil Service to reappear in the Civil Service Examination. The Govt. have addressed the UPSC to initiate a review of the new system of Civil Service Examination in pursuance of recommendation No. 7 of the Estimates Committee. As a decision regarding allowing a candidate appointed to a Civil Service to reappear in the examination is also linked with other matters concerning the Civil Service Examination, the Government have decided to refer this recommendation also to be specifically considered as part of the review of the scheme of the Civil Service Examination. The Govt. have addressed the Union Public Service Commission in the matter, and after the recommendations of the UPSC are available, the Government will bring about such changes in the matter as may be necessary and desirable.

[Department of Personnel & Training O.M. No. 28013/2/83-AIS(I) dated 20-4-1985]

Recommendations Sl. No. 14 (Para 6.4)

“The Kothari Committee had inter-alia recommended a Civil Service Post Training Test on the completion of foundational course at the National Academy of Administration to assess personal qualities and attributes relevant to the Civil Services on the basis of which final ranking and allotment of probationers to different Civil Services was to be determined. While introducing the new pattern of Civil Services Examination in 1979, this stage of the Civil Services Examination was “deferred”. The Committee feel that it is necessary to reorient the foundational training and implement the recommendation of the Kothari Committee in this regard. They trust that this will be done early.”

Reply of Government

The Government have carefully considered the recommendation of the Estimates Committee regarding the implementation of the Kothari Committee's recommendation about a Civil Service Post Training Test. The following difficulties are envisaged in the implementation of this recommendation.

- (1) Allocation of candidates to the various Services on the basis of the marks obtained by the candidates at the Main Examination and the Post Training Test as contemplated by the Kothari Committee will result in a situation wherein candidates will get to know about the service to which they will be allocated only after completion of foundational training for about a year. In case a candidate does not want to be in the Service to which he gets allocation finally, he will resign from Service thus leading to wastage of training resources. This will also result in a large number of vacancies remaining unfilled in different Services.
- (2) The Kothari Committee envisaged that the Post Training Interview will spread over a period of two months. It might be extremely difficult to allocate two months time for the purpose of this interview alone.
- (3) There are physical limitations in taking a large number of probationers and keeping them in Mussoorie for a period of one year.

- (4) After the Post Training Test, it will take some time for the results to be announced and the service allocations of candidates to be known. During this period it may not be possible to provide adequate work for the probationers, since the Service to which they will be allocated will not be known at this stage.
- (5) Foundational Course of one year duration will delay addition to the cadres by 8 or 9 months in each batch as at present the Foundational Course is of 3 to 4 months duration. The period of probation also may have to go up from 2 years to 3 years.

However, keeping in view the recommendation of the Estimates Committee, the Central Government have requested the Union Public Service Commission to take up the question relating to Stage III of the Civil Services Examination, decision on which was deferred by the Government while examining the Kothari Committee's recommendation, as a part of the overall review of the scheme of the Civil Services Examination. The Government will take a final view in the matter after obtaining the recommendation of the Union Public Service Commission.

[Department of Personnel & Training O.M. No. 28013|2|83-AIS(I)
dated 20.4.1985]

CHAPTER IV

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

Recommendation Sl. No. 1 (Para 1.12)

The Committee consider that All India Services in vital sphere would contribute to modernisation of administration for rapid socio-economic development of the country besides strengthening national integration. At present there are three All India Services viz., IAS, IPS and IFS. Although it was decided to create All India Services in the fields of Engineering and Medicine and Health as far back as 1963, these Services could not be constituted due to hesitation on the part of some of the States on the ground that new All India Services would infringe on their autonomy. The Committee hope that the efforts now being made by the Central Government to convince the States of the advantages in larger national context to accept the new Services will continue with greater vigour. Meanwhile, the Committee would like Government to examine whether these services could be constituted covering the States which have already signified their consent, leaving the remaining States to join the scheme later.

Reply of Government

The All India Services Act, 1951 was amended in September, 1963, to provide for the creation of, *inter-alia*, Indian Medical & Health Service and the Indian Service of Engineers. The present position regarding these Services is as follows:

Indian Medical & Health Service

Orders were issued, under Section 2A of the All India Services Act, 1951, constituting the Service w.e.f. 1st Feb., 1969. Basic rules regarding recruitment and cadre management were also finalised in consultation with the State Governments and the Union Public Service Commission and notified in Gazette of India. However, no ac-

tion could be taken so far either to constitute the State Cadres of the Service or make initial recruitment thereto because some State Governments who had earlier agreed to participate in the Service, subsequently either withdraw their consent to participate in the Service or expressed their reservations regarding the need for the formation of this Service.

Indian Service of Engineers

No formal orders constituting the Service have so far been issued because some State Governments who had earlier agreed to participate in the proposed Service specifically stated that they did not want to participate in the Service. These State Governments were requested to reconsider the matter and agree to participate in the proposed Service in the larger national interest.

In the meantime, the Government changed and question of constituting the new Services was examined afresh. In March, 1978, the then Government decided that the question of constituting cadres of the Indian Service of Engineers and Indian Medical & Health Services should not be pursued. At the same time no amendment should be made to the All India Services Act, 1951. The State Governments were informed accordingly in April, 1978.

After the present Government assumed office, Members of Parliament and others showed interest in creation of these two Services. In view of this, the matter was reconsidered and it was decided that the State Governments may be informally consulted and their views ascertained. Accordingly, the informal consultations are being made with the State Government for constitution of the Indian Service of Engineers and reconstitution of Indian Medical & Health Service. 9 State Governments have agreed to participate in the Indian Service of Engineers and 2 State Governments have not agreed to participate in the Service. The other States have not expressed their views so far. So far as Indian Medical and Health Service is concerned, 7 State Governments have agreed to participate in the Service and 4 have not agreed to participate in the Service. The other State Government have no expressed their views so far.

Legally and constitutionally it is possible to constitute the two Services, for which the necessary legislation has already been passed by Parliament, leaving out, for the time being, the States which have not so far agreed to participate in these Services. However, the Central Government feel that it would be desirable to carry as far as possible all the States with it before constituting the cadres of the two Services in such of the States which have already agreed to participate herein because the All India Services being common to the State and the Central Administration, their efficient working would

depend upon the spontaneous cooperation of the States with the Central Government. Efforts are, therefore, being continued to persuade the dissenting State Governments to agree to participate in the two Services.

In view of the position explained above, the Government feel that it may not be possible to fix any time limit for the constitution of the cadres of the two Services.

[Department of Personnel & Training O.M. No. 28013|2|83-AIS(I) dated 20-4-1985]

Recommendation Sl. No. 17 (Para 7.13)

The Committee note that in June 1976 guidelines for career development of direct recruits to the IAS were sent to all the State Govts. According to these guidelines, after the first year of the probationary training, the IAS direct recruits should spend about 2 or 3 years in a sub-divisional charge. After completion of the sub-divisional charge the officer could be posted at ADM in some important district or brought over to the Secretariat in Department dealing with social services|development works. During 6 to 10 years of service, the officer, depending upon the ability and aptitude, could be posted as District Collector or, if the officer had already completed about 4 years of combined field experience in the post of SDO|ADM, he could be posted to the Secretariat. It was, however, admitted before the Committee by the representative of the DP&AR that a sizeable percentage of officers with 4 or 5 years of service "had not been allowed to work as sub-divisional officer for full two years". The position regarding district experience at a later stage of the career of IAS officer would be similar. The Committee are informed that the State Government have taken the plea that a tenure in offices which are rural development oriented and which involve frequent tours to the rural areas is as useful an experience as that of a sub-divisional officer. The Committee, however, feel that posting as sub-divisional officer secures for the young IAS officer a multi-functional experience which posting to development oriented offices in rural areas could not supplant. The Committee, therefore, urge that the Central Government should persuade the State Government to observe the 1976 guidelines regarding career development of IAS officers.

Reply of Government

The Government of India constantly endeavours to persuade the State Governments to follow the guidelines in regard to the career development of direct recruits to the Indian Administrative Service. The Secretary (Personnel) and the Establishment Officer periodically review the career development of the IAS officers with the Chief Secretaries of various State Governments and where necessary give suitable suggestions.

2. In a letter to the Chief Ministers of all the States in August, 1979, the then Deputy Prime Minister and Home Minister requested the Chief Ministers to take personal interest in the career development of direct recruit IAS officers.

3. The Home Minister is considering to write again to the Chief Ministers to take steps for proper career development of IAS officers in accordance with the guidelines.

[Department of Personnel & Training O.M. No. 28013|2|83-
AIS(I) dated 20-4-1985]

CHAPTER V

RECOMMENDATIONS IN RESPECT OF WHICH FINAL REPLIES ARE STILL AWAITED

Recommendation Sl. No. 2 (Para 1.16)

“The Committee consider that All India Service” in the field of education, which is now a subject in the concurrent list, could be immense help in bringing about uniformity in approach to education and in educational standards all over the country. It would also be a firm step in the common endeavour to bring about national integration. The Committee, therefore, desires that the Central Government should commence the process of consultations with the States in regard to the constitution of the Indian Educational Service for which the Rajya Sabha had already passed a resolution in March, 1965.

Reply of Government

Though the “Creation of new All India Services” is allocated to the Ministry of Home Affairs, Department of Personnel and Administrative Reforms, now Ministry of Personnel & Training, Administrative Reforms & Public Grievances and Pension (Department of Personnel & Training), in the Government of India (Allocation of Business) Rules, 1961, it is primarily for the administrative Ministries to consider the proposals in the first instance, take a decision in principle and approach the Department of Personnel & Training for creation of an All India Service. Accordingly the Department of Education now Ministry of Education, who is administratively concerned with the subject were requested to consider the recommendations of the Estimates Committee and take action in the matter.

2. The Ministry of Education intimated that they set up two National Commissions on Teachers to advise the Government on various aspect relevant to the teaching Community including creation of Indian Education Service. The Commissions submitted their reports on the 26th March, 1985. The question of creation of All India Service is, therefore, pending examination of reports of the Commissions.

[Department of Personnel & Training O.M. No. 28013/2/83-AIS(I) dated 20th April, 1985.]

Recommendation SI, No. 3 (Paras 2.18 to 2.20)

"The Committee are constrained to observe that there seem to be no clear criteria for determining the cadre strength of IAS Officers for each State. The statement brought out in paragraph 2.3 of this Report would show that the cadre strength does not bear any relationship to area, population and Budgetary outlay of the States, even granting there has to be some fixed strength irrespective of these factors. For instance, the authorised cadre strength of Kerala (Area 39,000 Sq. Kms. population 2.55 crores; Budgetary outlay Rs. 1145.7 crores) is 191 whereas that of Haryana (area 44,000 Sq. Kms., population 1.29 crores budgetary outlay Rs. 883.5 crores) is 214. Thus Haryana, which is a State of almost the same size as Kerala but with half the population and three-fourth the budgetary outlay of Kerala has 23 IAS Officers more in its cadre strength. Further, Gujarat (area 196,000 Sq. Kms. population 3.41 crores budgetary outlay Rs. 1894.3 crores) which is bigger than Haryana, about 4-1/2 times in terms of area more than 2 times in terms of population and budgetary outlay has almost the same cadre strength. And Punjab (area 50,000 Sq. Kms. population 1.68 crores, budgetary outlays Rs. 1151.5 crores) which in every respect is bigger than Haryana has lesser strength of 181. The Committee regret that Secretary Department of Personnel could not give any satisfactory explanation for such glaring anomalies. It is evident that the Department of Personnel has virtually divested itself of the responsibility of administering the cadre in a manner that makes for its being geared up to face the challenging tasks of administration with high degree of moral and efficiency. The Committee cannot but deprecate this.

The number of posts under the State Govt. classified as "Senior Duty Posts" is at present stated to be the basis element of the authorised cadre strength. The Committee find that during the last ten years from 1975—84, the Senior Duty Posts under the State Governments have increased considerably—the highest increase being in the State of Haryana (57 per cent). From a comparative

study of the categories of posts classified as senior Duty Posts under the Government of Haryana on 1-1-1975 and on 1-1-1984 the Committee find that out of a total increase of 34 Senior Duty Posts during the period, the categories of posts in which the sizeable increases had taken place are:—Joint Secretary/Deputy Secretary (8) and Additional Deputy Commissioner-cum-Chief Executive Officers DRA Addl. Collector/Dy. Commissioner (13). Besides certain posts of Directors and Addl. Directors which were earlier not regarded as Senior Duty Posts were later classified as such. The Committee have been informed during evidence that the cadre strength was fixed “after getting proposals from the State (and that) the initiative comes from them.” The proposals were thereafter examined and then a decision was taken. According to Secretary DP&AR “we see the work they are doing and consider the posts required for doing that work.” According to him, “it was a joint decision of the State and the Centre.” From the evidence of the Secretary DP&AR the conclusion is inescapable that the increase in the Senior Duty Posts in various State cadres of the IAS and consequently in the authorised strength of cadres have been to say the least, irrational and for this not only the State Government but also the Department of Personnel and Administrative Reforms is equally responsible. In fact, it appears to the Committee that there has been a deliberate attempt to indiscriminately expand the IAS cadre strength atleast in some States. Such increase in strength of Cadres especially of small States is bound to result in stagnation and thereby frustration among the officers after some years. The Committee take a very serious view of this matter and strongly recommend that a high-powered Committee may be appointed to review and rationalise the authorised strength of the various cadres of the IAS on the basis of population, area and budget of the States concerned. The Committee would also like this body to evolve a measure of uniformity as between the various cadres in classifying posts under the State Government as Senior Duty post to be manned by the officers belonging to the IAS. A similar review and adjustments in regard to IPS and IFS should also be made having regard to relevant factors. One of the relevant factors for the IFS could be the forest areas in each State.

The Committee note that the internal deputation reserve element of the authorised cadre strength is at present calculated at the rate of 22.5 per cent of the number of direct recruitment posts in the cadre. From the information furnished by the DP&AR in respect of various IAS Cadres the Committee have observed that DP&AR has been permitting *ad-hoc* increase in the deputation reserve over and above the admissible percentage. The percentage of *ad hoc* increases over the admissible deputation reserve so authorised by the Central Government have been to the extent of 135 per cent in Haryana cadre, 122 per cent in Tamil Nadu cadre, 120 per cent in Karnataka cadre, 114 per cent in Gujarat cadre and so on. In the case of Haryana cadre whereas the admissible deputation quota works out to 20 only, 27 additional deputation posts have been authorised by the DP&AR bringing the total of 47 such posts against the total Senior Duty Posts of 94 in the Haryana Cadre. The ad-hoc increases of deputation posts of this magnitude the Committee regard as *prima facie* highly irregular. During evidence before the Committee the Secretary DP&AR maintained that the increase was made "as per request of the State." The Committee are not satisfied with this view of the Secretary. In fact such an attitude betrays a wilful unconcern of the concerned Department of the Central Govt. The Committee would like the Department of Personnel and Administrative Reforms to consciously check this unbridled increase in the internal deputation reserve element of the authorised cadre strength and bring it to the level admissible in the shortest possible time."

Reply of Government

The Central Government have decided to accept the recommendation of the Committee to appoint a committee to review the procedure regarding fixation of authorised strength of various cadres of the All India Services. The Government have accordingly decided to appoint a committee consisting of Secretaries to the Government of India and Chief Secretaries of some States to conduct the review. This Committee will also examine measures to bring down *ad-hoc* increase in the state deputation reserve. The Government have also decided to ask the committee to make an analysis of promotion opportunities from State Services to the All India Services as well as to sug-

gest ways and means to correct the imbalances in promotion prospects as between different cadres of All India Services in pursuance of recommendation Nos. 4 and 13 of the Estimates Committee.

[Department of Personnel & Training O.M. No. 28013|2|83-AIS(I) dated 20-4-1985.]

Recommendation Sl. No. 7 (Para 3.18)

The new pattern of Civil Service Examination was introduced in 1979. As by now 5 examinations have been held under the revised pattern, it is time to review and evaluate the new system of Civil Service Examination to find out whether it is really an improvement over the previous system and in the light of the study to make such changes in the system of examination as may be necessary and desirable.

Reply of Government

The Central Government have decided to accept the recommendations of the Committee and to undertake a review of the new system of Civil Service Examination introduced in 1979. Since the new system of Civil Service Examination was based on the recommendations of the Committee appointed by the Union Public Service Commission known as "Committee on Recruitment Policy and Selection Methods", the Government consider it appropriate to request the U.P.S.C. to initiate such a review. The Government have addressed the U.P.S.C. in the matter and after the recommendations of the U.P.S.C. are available, the Government will bring about such changes in the system of examination as would be necessary and desirable.

[Department of Personnel & Training, O.M. No. 2803|2|83-AIS(I) dated 20th April, 1985.]

Recommendation Sl. No. 8 (Para 3.24)

The Committee emphasise the need for creation of conditions in which the larger masses of the people, particularly those living in the rural areas who did not have the benefit of education through the medium of English, have an equal opportunity to compete with the candidates belonging to urban elite. In this connection the Committee welcome the various measures introduced in this behalf in the examination system and hope that these measures would be actually implemented in the spirit in which they have been conceived. The Committee would suggest that the scheme for coaching of SC|ST

candidates to take the civil services examination could be extended to other Backward Classes also so that larger number of candidates belonging to weaker sections of our society could come out successful in the examinations.

Reply of Government

The Second Backward Classes Commission (Mandal Commission) has made recommendations for extending coaching facilities to students from other backward classes. The question of improving the level of education, general awareness and skills of OBCs by providing pre-examination coaching, on the same lines as for SC and ST candidates for competing for recruitment is under consideration of Government.

[Department of Personnel & Training O.M. No. 28013|2|83-AIS (I)
dated 20-4-1985.]

Recommendation Sl. No. 15 (Paras 6.11 and 6.12)

The Committee note that the National Academy of Administration have merged the two annual Conferences of the Heads of Central Training Institutions into a National Conference, which on being convened in 1982, reviewed the Foundational Course and introduced a few changes therein. The Committee however regret to note that although recommended by Kothari Committee as far back as 1976, the Academy is yet to constitute a Committee of Experts to outline the detailed syllabus for the Foundational Course. The Committee should be constituted without any further delay so that the syllabus thus updated and improved could be introduced from the year 1986 at the latest.

The Committee further recommend that the proposed Syllabus Committee should be asked among other things to examine specifically what improvements could be made in the Syllabus of the Foundation Course so as to adequately orient the probationers in solution of the problems peculiar to Rural Backward, Tribal and Slum areas.

Reply of Government

A Study Group was constituted by the Department of Personnel & Administrative Reforms to review the syllabus of the Foundational Course in the light of the recommendations made by the Estimates Committee.

After detailed deliberations, the Study Group is now in the stage of finalising its recommendations.

[Department of Personnel & Training O.M. No. 28013|2|83-AIS (I)
dated 20-4-1985.]

Recommendation Sl. No. 18 (Para 7.17)

The Committee regret that although the Indian Forest Service was constituted as far back as 1966; no arrangements for career development of IFS officers on the pattern of existing arrangements in respect of IAS officers have been made. The Committee would urge that a programme for career development of IFS officers should be drawn up in consultation with the State Governments and guidelines in this behalf issued to the State Governments as has been done in the case of IAS officers.

Reply of Government

The need for drawing up a programme for career development of Indian Forest Service Officers as recommended by the Estimates Committee has been noted. Draft guidelines in the matter are being finalised for circulation to the State Governments. A copy of the guidelines issued to the State Governments will be sent to Lok Sabha Sectt. as soon as they are finalised.

[Department of Personnel & Training O.M. No. 28013|2|83-AIS (I)
dated 20-4-1985.]

NEW DELHI
September 5, 1985
Bhadra 14, 1907 (S)

CHINTAMANI PANIGRAHI,
Chairman,
Estimates Committee.

APPENDIX

(Vide introduction)

*Analysis of Action taken by Government on the 77th Report of the Estimates Committee
(Seventh Lok Sabha)*

I.	Total number of Recommendations	20
II.	Recommendations/Observations which have been accepted by Government (Sl. Nos. 4, 5, 6, 10, 11, 12, 13, 16, 19, 20)	
	Total	10
	Percentage to total	50%
III.	Recommendations/Observations which the Committee do not desire to pursue in view of Government's Reply (Sl. Nos. 9, 14)	2
	Percentage to total	10%
IV.	Recommendations/Observations in respect of which Government's replies have not been accepted by the Committee (Sl. Nos 1, 17)	2
	Percentage to total	10%
V.	Recommendations/Observations in respect of which final replies of Government are awaited (Sl. Nos. 2, 3, 7, 8, 15, 18)	6
	Percentage to total	30%