



**DEPARTMENT RELATED PARLIAMENTARY STANDING  
COMMITTEE ON PERSONNEL, PUBLIC GRIEVANCES,  
LAW AND JUSTICE**

The Department-related Parliamentary Standing Committee on Personnel, Public Grievances, Law and Justice headed by **Shri Sushil Kumar Modi, MP, Rajya Sabha**, presented its One Hundred Twelfth Report on the Demands for Grants (2022-23) of the Department of Personnel and Training (Ministry of Personnel Public Grievances and Pensions) on 24<sup>th</sup> March, 2022 to both the Houses of Parliament.

While examining the Demands for Grants, the Committee has made an appraisal of performance, programmes, policies of the Department of Personnel and Training vis-à-vis expenditure made out of Consolidated Fund of India in the current financial year during the meeting held on 3<sup>rd</sup> March, 2022.

The Panel scrutinised the Demands for Grants thoroughly spanning over almost six hours with the Secretary, Department of Personnel & Training; Director, Central Bureau of Investigation; Secretary, Central Vigilance Commission; Joint Registrar, Central Administrative Tribunal; Secretary, Lokpal; Secretary, Central Information Commission; Secretary, Union Public Service Commission; Chairman, Staff Selection Commission; Secretary, Public Enterprises Selection Board; Director, Lal Bahadur Shastri National Academy of Administration; Director, Institute of Secretariat Training & Management and Director General, Indian Institute of Public Administration. The Report was considered and adopted by the Committee on 22<sup>nd</sup> March, 2022. The Recommendations/Observations made by the Committee in this Report are enclosed. The entire Report is also available on <https://rajyasabha.nic.in>.

**RECOMMENDATIONS/OBSERVATIONS-AT A GLANCE**  
**ON**  
**112<sup>th</sup> Report on Demands for Grants (2022-23) of the Department of Personnel and Training**

**OVERALL ASSESSMENT OF THE DEMANDS FOR GRANTS OF THE MINISTRY**

The Committee notes that the Department of Personnel and Training has utilized only 77% of the funds allocated to it as on 31<sup>st</sup> January, 2022. In view of Finance Ministry's instructions imposing a ceiling limit on the expenditure that can be incurred in the last quarter and last month (March), the Committee feels that it is unlikely that the remaining funds will be optimally utilized by the end of the ongoing fiscal year. The Committee recommends the Ministry to identify the factors that restricted or hindered the utilization of funds and draw an action plan accordingly to improve the utilization of funds in future. (Para 2.13)

The Committee believes that optimal utilization of funds is as important as allocation of funds itself. A closer look at the budget utilization trends of 13 organizations functioning under DoPT reveals that only 6 organizations have utilized more than 80% of the funds allocated to them. The Committee notes that capacity building Commission and Lokpal could utilize only 22 % and 42% of the funds sanctioned to them respectively. The Committee also notes that IIPA which is grappling with infrastructure issues has also not fully utilized the amount provided to it. The Committee is of the opinion that underutilization of funds influences allocations for the next fiscal. In view of the above, the Committee recommends all the bodies functioning under the administrative control of DoPT to utilize the funds allocated to them in an optimal manner. (Para 2.16)

The Committee notes that CVC has not utilized the funds earmarked for advertising and publicity during 2021-22. Consequently, the amount of Rs. 50 lakh sanctioned in BE 2021-22 towards advertising and publicity was drastically reduced to 1lakh at RE stage. The Committee also notes that an amount of Rs. 10 lakh sanctioned for integrity index project was lying unutilized as the project could not be implemented. The Committee recommends CVC to make a constant endeavour to utilize the funds judiciously in the upcoming fiscal year to avoid any downward revision at RE stage.

**The Committee recommends CVC to spend the lion's share of its resources on strengthening its surveillance. ( Para 2.38)**

**As regards UPSC, the Committee notes that the amount sanctioned for 'Professional services' has been revised upwards from ₹ 9.20 crore in BE 2021-22 to ₹ 10.25 crore at RE 2021-22. The Committee has been informed that professional services cover charges for legal services and consultancy fees. The Committee notes that UPSC had spent about Rs. 10.25 crore to defend the Court cases in which Commission is a party and towards consultancy fees. The Committee would like UPSC to justify the expenditure incurred on litigation. The Committee recommends the Government to look into this matter and take necessary steps to reduce the expenditure incurred on litigation. The Committee is of the considered view that Government should advise Ministries/Departments to avoid being a compulsive litigant and that cases should be contested only after taking legal advice and every attempt should be made to pre-empt litigation at the point of origin itself. (Para 2.42)**

## **PERSONNEL MANAGEMENT**

### **Cadre Management**

**The Committee observes that there is a huge shortage of more than 1500 IAS officers in the country. The gap between the sanctioned strength and the in-position strength of IAS officers is as large as 104 in UP cadre, 94 in Bihar cadre and 87 in AGMUT cadre. The Committee is of the view that, bureaucracy deficit is, perhaps, compelling states to take recourse to such means as appointing non-cadre officers to cadre posts, and continuing them in such posts beyond the permissible time limit besides giving multiple charges to serving officers. The Committee believes that such measures would compromise the efficiency of administration. Therefore, the Committee recommends DoPT to increase the annual intake of IAS officers significantly keeping in view the evolving needs of Indian administration. (Para 3.6)**

### **Cadre Review**

**The Committee notes that 12 Central Group A services are awaiting cabinet approval and the cadre review proposals of 9 services are pending with the Cadre review Committee. The Committee hopes that the cadre review of these 21 services is completed at the earliest. In respect of the remaining 17 services, the Committee notes**

that respective cadre controlling authorities have either not submitted cadre review proposals or there are dying cadre issues. The Committee recommends DoPT to take steps to expedite cadre review of these 17 services and ensure that the process is completed at the earliest and furnish a status note in this regard to the Committee. The Committee also recommends the Centre to undertake cadre review of posts designated as 'Cadre posts' exclusively earmarked for IAS officers in states. (Para 3.13)

### **Reservation-Backlog vacancies**

The Committee notes that, at present, there is no single nodal agency in the Central Government to monitor backlog reserved vacancies in various Ministries/Departments. The Committee, therefore, recommends the Government to designate Department of Personnel and Training as the nodal agency for this purpose. The Committee reiterates the recommendation made in its 106<sup>th</sup> and 108<sup>th</sup> Reports that the Ministries/Departments concerned may create a dashboard on their sites showing the details of backlog reserved vacancies and the progress made in filling them up. The Committee further recommends that DoPT may create a similar Dashboard on its site and update it regularly as and when information regarding reserved vacancies is made available to it by concerned Ministries/Departments. (Para 3.17)

### **Immovable Property Returns**

The Committee expresses its concern over the fact that a significant number of IAS officers are not filing Immovable Property Returns every year. In fact, the Committee is surprised to note that there are 32 IAS officers who have not filed IPRs for more than three successive years. The fact that IAS officers are not filing IPRs for years points to a deeper malaise in the system. It also implies that 'denial of vigilance clearance' is no longer working as an effective deterrent. The Committee, therefore, recommends DoPT to come up with a proposal in this regard and submit a status note to the Committee in a month's time. (Para 3.21)

The Committee recommends DoPT to prominently publish the names of erring officers on its website. The Committee also recommends DoPT to furnish the names of defaulting officers along with details of action taken against each officer in a month's time. (Para 3.22)

### **Employees of Union of India**

The Committee is dissatisfied with the response given by DoPT that substituting the term 'Central Government' with 'Union of India' may be outside of its purview. The Committee is unhappy with this disrespectful and inconsiderate response of the Ministry. At this juncture, the Committee would like to draw the attention of the Ministry to part V of the Constitution of India, entitled, 'THE UNION' which includes the Union Executive, the Union Legislature and the Union Judiciary. It is clear that the founding fathers of our constitution treated these three wings as constituents of the UNION. (Para 3.25)

Since the Ministry of Personnel Public Grievances and Pensions is the nodal agency for policy matters relating to personnel management as per the Allocation of Business Rules, the Committee desires the Ministry to enlighten it whether the term 'Central Government' or 'Union Government' was used at the time of framing of the Constitution. (Para 3.26)

### **Central Staffing Scheme**

The Committee takes note of a finding from the report of Seventh Central Pay Commission that the total number of federal/Union Government personnel per lakh of population in India and the US is 139 and 668 respectively. The Committee is of the considered view that the Union Government should restructure and align its personnel requirement in line with its current and future challenges. In view of increasing role and responsibilities of the Union Government, the Committee recommends DoPT to make advanced projections and align its human resource architecture so as to meet its future requirements. While doing so, the Department may attempt to increase the number of Union Government personnel per lakh population. (Para 3.30)

The Committee is not satisfied with the explanation offered by DoPT that posts manned through Central Staffing Scheme are of specialized executive nature and that it is not appropriate to draw officials from other wings of the Government. The Committee is of the view that this explanation is basically flawed as it is based on the assumption that officials serving other wings of the Union Government lack skills, competency and aptitude required for these posts. Also, when the officials of the executive wing can man certain posts in the legislative and judicial wings, why the reverse of the same is not possible. The Committee recommends DoPT to shun its assumption and open up

possibilities for the officials of the legislative and judicial wings to serve the executive wing. (Para 3.31)

## **RECRUITMENT INSTITUTIONS**

### **Union Public Service Commission**

The Committee notes, from the data made available to it, that, during 2010, 2011, 2012, 2013 and 2019 Civil Services recruitment, the number of vacancies notified at the stage of preliminary examination were different from those notified at Main and final stages. For instance, in 2010, 965 vacancies had been declared at the time of notification, 1014 vacancies at time of declaration of preliminary result, 1064 vacancies at the time of declaration of Main result, and 1043 in the final result. The Committee feels that if 1043 vacancies had been declared at the time of announcement of preliminary result itself, more candidates would have got an opportunity to appear in Mains examination and consequently, the final result would have been different. Therefore, the Committee feels that changing the number of vacancies, at different stages of examination is not a healthy practice. The Committee recommends UPSC to ensure that vacancies declared at the time of announcement of result of preliminary examination should remain constant throughout the recruitment cycle. (Para 4.4)

### **Impact Assessment**

The Committee is of the view that Government should appoint an expert group or Committee to assess the impact of changes made in the scheme, pattern and syllabus of Civil services examination in the last ten years on the quality of recruitment and administration at large. The expert group so constituted may assess if the present scheme of recruitment provides an equal opportunity to both English-medium educated urban candidates and non-english medium educated rural candidates. The expert group may also assess if the existing pattern of preliminary and mains examination has created a level playing field for all candidates irrespective of their academic background. (Para 4.7)

### **Disciplinary cases dealt with by UPSC:**

The Committee notes that, as on date, 390 disciplinary cases are pending with UPSC. The Committee is of the view that administrative lag should be avoided at all costs and

**no official should be made to undergo mental agony and monetary loss due to administrative delays. The Committee recommends UPSC to take necessary remedial measures and expedite the disposal of pending disciplinary cases at the earliest.**

**(Para 4.10)**

### **Recruitment Rules framed by UPSC**

**The Committee notes that over 500 Recruitment Rules approved by UPSC are pending notification by Ministries/Departments concerned. The Committee, therefore, recommends DoPT to impress upon Ministries/Departments concerned to designate a nodal officer for this purpose. The nodal officer may be held accountable for any delay in notification of Recruitment Rules thereafter.**

**(Para 4.13)**

### **Extra attempt**

**The Committee is of the opinion that COVID-19 has caused untold agony and insurmountable sufferings to many. The whole of India had come to a standstill, lives and livelihoods got disrupted and the student community was also adversely affected. Keeping in view the hardships faced by the student community during the first and second COVID waves, the Committee recommends the Government to change its mind and sympathetically consider the demand of CSE aspirants and grant an extra attempt with corresponding age relaxation to all candidates.**

**(Para 4.16)**

### **Staff Selection Commission**

**The Committee is of the view that there is an inverse relationship between transparency and litigation. The greater the transparency, the lesser the litigation. The Committee recommends Staff Selection Commission to maintain the highest possible level of transparency so as to preserve the integrity of the recruitment process.**

**(Para 4.20)**

### **National Recruitment Agency**

**The Committee notes that Union Cabinet had given its approval to set up a National Recruitment Agency as far back as in 2020. The Committee also notes that NRA has**

utilized ₹58.32 crore in 2021-22 and an outlay of ₹ 396 crore has been earmarked in BE 2022-23. However, NRA has not seen the light of the day yet. The Committee would like to be informed as to why NRA has not been operationalized yet. The Committee recommends DoPT to apprise the Committee by when NRA will become fully functional. (Para 4.25)

#### **Public Enterprises Selection Board**

The Committee appreciates PESB for clearing a large number of backlog vacancies as speedily as possible. However, the Committee is not happy with the representation of women in Board level posts in PSUs which it found to be acutely low. The Committee recommends PESB to apprise it whether the situation has arisen due to the shortage of women candidates competing for Board level posts or due to their not satisfying requisite eligibility conditions. (Para 4.29)

### **TRAINING INSTITUTIONS**

#### **Lal Bahadur Shastri National Academy of Administration**

The Committee is of the view that training should be continuous and it should be tailored to the needs of the individual. The current training programmes offered at LBSNAA, especially at mid-career level, are based on the premise that all officers need training, that too, the same kind of training. The Committee feels that this assumption is basically flawed. Training needs vary from individual to individual and therefore, the Committee recommends LBSNAA to first assess the core competencies of the officer, then perform a gap analysis, determine the training needs and chalk out a training programme accordingly. The Committee recommends LBSNAA to shift its approach from 'one-size-fits-all training' to 'need-based customized training'. Further, the Committee also recommends LBSNAA to make its digital library, training modules accessible to general public. (Para 5.5)

The Committee is of the considered view that LBSNAA needs to re-orient its training programme to make young civil servants sensitive to the needs of the general public, especially the marginalized and the vulnerable. LBSNAA needs to integrate class room based theoretical training with experiential training in real settings. During the course of training, LBSNAA may assign young officer trainees to tribal hamlets, remote villages, areas with harsh terrains and difficult conditions for two-three weeks,

completely disconnected from mundane life and enable them to get first-hand experience about the challenges faced by these groups of people on day-to-basis. The Committee is confident that this change will go a long way in bridging the gap between the Government and the governed. (Para 5.6)

#### **Institute of Secretariat Training and Management**

The Committee is concerned to learn that ISTM is grappling with significant human resource deficit. The Committee has been apprised that the shortage of faculty has arisen, due to non-availability of officers with requisite eligibility conditions on deputation basis. The Committee reiterates that ISTM needs to reduce its dependence on deputed officials. It may recruit permanent faculty and also hire retired officials who fulfil requisite eligibility conditions to overcome this problem. The Committee also recommends ISTM to make its digital library, training modules accessible to general public. (Para 5.11)

The Committee is of the opinion that improving the digital readiness of public servants and upskilling their ICT capacities is central to India's digital transformation, especially in the Government sector. The Committee, therefore, recommends ISTM to impart training in digital technologies relevant to public servants such as e-office, basics of computer and internet, MS-office etc.. While developing such modules, ISTM may focus on tasks relevant to specific types of duties.

(Para 5.12)

#### **Indian Institute of Public Administration**

The Committee notes that, with the Grants-in-aid provided by DoPT and the revenue generated from training and research programmes, IIPA is hardly able to make both ends meet. Given this situation, IIPA is unable to appoint superior faculty, innovate, tie-up with world class institutions or modernize its training programmes. The Committee is of the view that budgetary constraints have restrained IIPA from appointing permanent faculty. The Committee, therefore, recommends DoPT to enhance the Grants-in-aid provided to IIPA significantly. The Committee also recommends IIPA to make its digital library, training modules accessible to general public. (Para 5.17)

The Committee notes that Advanced Professional Programme in Public Administration, the flagship training programme of IIPA, is for officers who have at least 10 years of

**Group A service and of the rank of Director/Deputy Secretary in the Government of India or those holding equivalent posts. The Committee feels that every public servant should have the leeway to assess his strengths and weaknesses, determine his training needs and strive to hone his skills as per the requirement, and, in this process, age, rank or work experience of the official should certainly not become a limitation. The Committee, accordingly, recommends DoPT and IIPA to expand the scope of APPPA to cover public servants of all ranks. (Para 5.18)**

#### **Civil Services Capacity Building Commission**

**It has come to the notice of the Committee that general etiquette and protocol are not followed by civil servants with respect to public representatives. The Committee recommends DoPT to formulate guidelines regarding general etiquette, protocol and observance of courtesy by civil servants in their dealings with Members of Union and State legislatures. The Committee recommends Civil Services Capacity Building Commission to incorporate this important aspect of behavioural skill training in its civil services capacity building programmes. (Para 5.22)**

### **INTEGRITY, VIGILANCE, TRANSPARENCY AND SERVICE MATTERS**

#### **Central Bureau of Investigation**

**On the question of pendency, CBI in its written reply submitted that a total of 1025 cases are pending investigation with it and out of them 66 cases are pending for more than 5 years as on 31<sup>st</sup> January, 2022. The Committee feels that this pendency can be effectively reduced if the manpower requirements are taken care of. The Committee, therefore, recommends the Government to undertake Cadre restructuring of CBI at the earliest. The Committee also recommends that CBI should make efforts to reduce its dependence on deputation and strive to recruit permanent staff atleast upto the rank of Deputy Superintendent of Police. The Committee is of the view that delayed justice is no justice at all and cases cannot linger on without a definite closure for decades. The Committee, therefore, recommends that CBI may prepare a roadmap for disposal of cases pending with them and inform the Committee accordingly.**

**(Para 6.8)**

**The Committee desires to have details of number of cases/complaints registered with CBI year-wise, number of cases pending and the period for which they have been**

pending, number of cases pending investigation, number of cases pending trial, number of cases that have completed trial, percentage of conviction vis-a-vis acquittal in the Action Taken Note. The Committee would also like to know how many cases being investigated by CBI have been stayed by Courts. (Para 6.9)

The Committee notes with concern that several states have withdrawn their general consent to CBI. The Committee may be furnished with details of states that have withdrawn their General consent as on date and also whether such states have granted specific consent in certain cases. The Committee also desires to have details of number of cases in which the states have refused to give consent to CBI for investigation and number of cases in which specific consent has been given by states.

(Para 6.10)

#### **Administrative Tribunals**

The Committee is deeply concerned to note that 73703 cases are pending with CAT. The Committee recommends CAT to put a Case Management system in place and prioritize the disposal of long pending matters first. The Committee feels that pendency of cases with CAT is invariably linked to its strength. The Committee takes a serious note of the fact that most Benches have just one Member. The Committee, in no uncertain terms, recommends DoPT to fill up the vacant posts at the earliest. (Para 6.14)

#### **Central Vigilance Commission**

The Committee notes that as many as 72 vigilance cases, including those involving serious allegations are pending sanction for prosecution beyond the stipulated time limit of three months. The Committee is strongly concerned to note that not granting sanction for prosecution within the stipulated time limit has become a routine affair. Therefore, the Committee recommends the Government to amend the relevant provisions and empower CVC to take necessary action in such cases where the competent authority fails to grant sanction for prosecution within stipulated time limit without valid reasons. (Para 6.21)

The Committee notes that a large number of complaints are pending with CVOs. As per the annual Report of CVC, during the period Jan 2020 to Dec 2020, 569 complaints received by CVOs through CVC and 11693 complaints received directly by themselves are pending for more than the stipulated period of three months with them and some complaints are pending for over three years. The Committee would like CVC to apprise

it as to why such a large number of complaints are pending with CVOs and why the stipulated timelines are not being adhered to. (Para 6.22)

### **Lokpal**

The Committee would like Lokpal to apprise it if the prosecution and inquiry wings have been constituted. The Committee would also like to know if Lokpal had laid down the manner and procedure of conducting preliminary inquiry and investigation. The Committee recommends Lokpal not to reject any complaint involving allegations of serious nature on the technical ground that the complaint is not in prescribed format.

(Para 6.26)

### **Central Information Commission and Right To Information**

The Committee is concerned to note that 96 out of 152 staff of CIC are appointed on contractual basis. The Committee would like CIC to recruit regular staff at the earliest. A closer look at the trend of pendency reveals that a large number of complaints/second appeals have piled up during the first and second COVID waves. The Committee would like CIC to apprise it about the average time taken for disposal of complaints/second appeals, monthly rate of disposal and average number of cases disposed per Information Commissioner during the last three years.

(Para 6.30)

The Committee is dismayed to note the indifferent response of the Central Information Commission. The Committee is concerned to state that CIC has taken one long year to apprise it that the information sought by it is available in its annual report. The Committee insists CIC to assess the effectiveness of the RTI act and send a status report to it in three months time.

(Para 6.32)

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**PARLIAMENT OF INDIA**  
**RAJYA SABHA**

DEPARTMENT-RELATED PARLIAMENTARY STANDING COMMITTEE  
ON PERSONNEL, PUBLIC GRIEVANCES, LAW AND JUSTICE

**ONE HUNDRED TWELFTH REPORT**

ON

**DEMANDS FOR GRANTS (2022-23) OF THE  
DEPARTMENT OF PERSONNEL AND TRAINING**

**(Ministry of Personnel, Public Grievances and Pensions)**

*(Presented to the Rajya Sabha on 24<sup>th</sup> March, 2022)*

*(Laid on the Table of Lok Sabha on 24<sup>th</sup> March, 2022)*



**Rajya Sabha Secretariat, New Delhi**  
**March, 2022/Phalguna, 1943 (Saka)**

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\*to be appended at a later stage

**COMPOSITION OF THE COMMITTEE**  
**(Re-constituted on 13<sup>th</sup> September, 2021)**

1. Shri Sushil Kumar Modi— *Chairman*

**RAJYA SABHA**

2. Shri Deepender Singh Hooda
3. Shri Mahesh Jethmalani
4. Dr. Sasmit Patra
5. Shri Sukhendu Sekhar Ray
6. Shri K. R. Suresh Reddy
7. Shri Shiv Pratap Shukla
8. Shri Vivek K. Tankha
9. Shri P. Wilson
10. \*Shri Kanakamedala Ravindra Kumar

**LOK SABHA**

11. Shri Kalyan Banerjee
12. Shri Pradan Baruah
13. Shri Venkatesh NethaBorlakunta
14. Shri Pradeep Kumar Chaudhary
15. Shri Vinod Chavda
16. Shrimati Veena Devi
17. Shri Jasbir Singh Gill
18. Shri Choudhury Mohan Jatua
19. Dr. Ramesh Pokhriyal 'Nishank'
20. Shri Kanumuru Raghu Rama Krishna Raju
21. Shri Jyotirmay Singh Mahato
22. Shri Malook Nagar
23. Shri Suresh Kumar Pujari
24. Shri A. Raja
25. Shri Omprakash Bhupalsinhalias Pawan Rajenimbalkar
26. Shri Upendra Singh Rawat
27. Shrimati Sandhya Ray
28. Shri Kuldeep Rai Sharma
29. Shri Mahendra Singh Solanky
30. Shri B. Manickam Tagore
31. #Shrimati KalabenMohanbhaiDelkar

**SECRETARIAT**

Shri Pradeep Chaturvedi, Joint Secretary  
Shri P. Narayanan, Director  
Shri Goutam Kumar, Deputy Secretary  
Shri Sammer Kapoor, Deputy Secretary  
Mohammad Amin Ansari, Deputy Director  
Ms. I.V. Rajya Laxmi, Assistant Committee Officer

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\*Nominated w.e.f. 11.11.2021

#Nominated w.e.f. 07.02.2022

## INTRODUCTION

I, the Chairman of the Department-related Parliamentary Standing Committee on Personnel, Public Grievances, Law and Justice, having been authorized by the Committee to submit the Report on its behalf, do hereby present this One Hundred twelfth Report on Demands for Grants (2022-23) pertaining to the Department of Personnel and Training.

2. In accordance with the constitutional requirement under Article 113, the estimated expenditure of Ministries/Departments of Government of India projected under various Demands for Grants for the upcoming financial year needs to be voted by Parliament. As a sequel thereto, Demands for Grants of the relevant Ministries/Departments stand referred to the concerned Department-related Parliamentary Standing Committee to make a close scrutiny thereof under Rule 270 of Rules of Procedure and Conduct of Business in the Council of States. While making scrutiny of Demands for Grants, the Committee has made an appraisal of performance, programmes, policies of the Ministry of Personnel, Public Grievances and Pensions vis-à-vis expenditure made out of Consolidated Fund of India in the current financial year.

3. In this Report, a scrutiny of Demand Nos. 74, 75 and 84 pertaining to the Ministry of Personnel, Public Grievances & Pensions, Central Vigilance Commission (CVC) and Union Public Service Commission (UPSC), respectively, for the financial year 2022-23 has been made by the Committee.

4. During the course of examination of Demands, the Committee heard the views of the Secretary, Department of Personnel & Training; Director, Central Bureau of Investigation; Secretary, Central Vigilance Commission; Joint Registrar, Central Administrative Tribunal; Secretary, Lokpal; Secretary, Central Information Commission; Secretary, Union Public Service Commission; Chairman, Staff Selection Commission; Secretary, Public Enterprises Selection Board; Director, Lal Bahadur Shastri National Academy of Administration; Director, Institute of Secretariat Training & Management and Director General, Indian Institute of Public Administration in its meeting held on 03<sup>rd</sup> March, 2022.

5. The Committee, while making its observations/recommendations, has mainly relied upon the following: -

- (i) Presentations made by Secretary, DoPT;
- (ii) Presentations made by the heads of organizations under the Administrative Control of DoPT;
- (iii) Detailed Demands for Grants of the Ministry, Central Vigilance Commission and Union Public Service Commission for the year 2022-23;
- (iv) Detailed Explanatory Notes on the Demands for Grants (2022-23) received from the Ministry, Central Vigilance Commission and Union Public Service Commission;
- (v) Annual Report of the Ministry of Personnel, Public Grievances and Pensions for the year 2020-21;
- (vi) Annual Report of the Central Vigilance Commission for the year 2020;
- (vii) Annual Report of the Union Public Service Commission for the year 2020-21;
- (viii) Annual Report of the Staff Selection Commission for the year 2020-21;

- (ix) Annual Report of the Central Information Commission for the year 2020-21;
- (x) Annual Report of the Indian Institute of Public Administration for the year 2020-21;
- (xi) Annual Report of the Lal Bahadur Shastri National Academy of Administration for the year 2019-20;
- (xii) Power point presentations made by DoPT and its organizations/attached offices;
- (xiii) Written replies furnished by the Ministry and organizations/offices of the Ministry on the Questionnaires (General Issues & Demands-specific) prepared by the Secretariat; and
- (xiv) Written clarification furnished by the Ministry to the points/issues raised by Members in the meeting of the Committee.

6. The Report is based on facts, figures and submission (both oral and written) tendered by Departments and Institutions under the Ministry, to the Committee.

7. The Committee considered and adopted the Report at its meeting held on 22<sup>nd</sup> March, 2022 and presented to both Houses of Parliament on 24<sup>th</sup> March, 2022.

8. For the facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in the body of the Report.

New Delhi;  
24<sup>th</sup> March, 2022

**SUSHIL KUMAR MODI**  
*Chairman,*  
*Department-related Parliamentary Standing Committee on*  
*Personnel Public Grievances Law and Justice*

## ACRONYMS

ACC	Appointments Committee of the Cabinet
ACWG	Anti-Corruption Working Group
AGMUT	Arunachal Pradesh-Goa-Mizoram and Union Territory
ASIs	Assistant Sub-Inspectors
BE	Budget Estimates
CAT	Central Administrative Tribunal
CAPF	Central Armed Police Forces
CBC	Capacity Building Commission
CBI	Central Bureau of Investigation
CCA	Cadre Controlling Authority
CCS	Central Civil Services
CET	Common Eligibility Test
CIC	Central Information Commission
CISF	Central Industrial Security Force
CPGRAMS	Centralised Public Grievance Redress and Monitoring System
CPSE	Central Public Sector Enterprise
CRC	Cadre Review Committee
CSCS	Central Secretariat Clerical Service
CSE	Civil Services Examination
CSOI	Civil Services Officers' Institute
CSS	Central Staffing Scheme
CSSS	Central Secretariat Stenographers Service
CTV	Centralized Technology Vertical
CVC	Central Vigilance Commission
DARPG	Department of Administrative Reforms and Public Grievances
DFFT	Domestic Funding for Foreign Training
DJB	Delhi Jal Board
DoE	Department of Expenditure
DoFS	Department of Financial Services
DoP	Department of Posts
DoPPW	Department of Pension and Pensioners' Welfare
DoPT	Department of Personnel and Training
DPC	Departmental Promotion Committee
DR	Direct Recruitment
EO	Establishment Officer

EPF	Employees' Provident Fund
EPFO	Employees' Provident Fund Organization
ESIC	Employees' State Insurance Corporation
GoI	Government of India
GSL	Goa Shipyard Limited
HAL	Hindustan Aeronautics Limited
IAS	Indian Administrative Service
IBPS	Institute of Banking and Personnel Selection
IFS	Indian Forest Service
iGOT	Integrated Government Online Training
ICEFS	International Centre for Excellence in Forensic Sciences
ICEI	International Centre for Excellence in Investigation
IIPA	Indian Institute of Public Administration
IPS	Indian Police Service
IR	Information Right
ISTM	Institute of Secretariat Training & Management
JCM	Joint Consultative Machinery
LBSNAA	Lal Bahadur Shastri National Academy of Administration
MCD	Municipal Corporation of Delhi
MCTP	Mid-Career Training Programme
MDL	Mazagon Dock Shipbuilders
MH	Major Head
MIDHANI	Mishra Dhatu Nigam Limited
MoF	Minister of Finance
MoS	Minister of State
NCGG	National Centre for Good Governance
NDMC	New Delhi Municipal Committee
NeGP	National e-Governance Plan
NPCSCB	National Programme for Civil Services Capacity Building
NRA	National Recruitment Agency
O&M	Organisation and Method
OBCs	Other Backward Classes
PESB	Public Enterprises Selection Board
RE	Revised Estimates
RRB	Railway Recruitment Board
RRFAMS	Recruitment rules formulation, Amendment Monitoring System

RRs	Recruitment Rules
RTI	Right to Information
S&V	Services & Vigilance
SCS	State Civil Services
SCs	Scheduled Castes
SIs	Sub-Inspectors
SSC	Staff Selection Commission
STs	Scheduled Tribes
UNCAC	United Nations Convention Against Corruption
UPSC	Union Public Service Commission
UTs	Union Territories

# CHAPTER – I

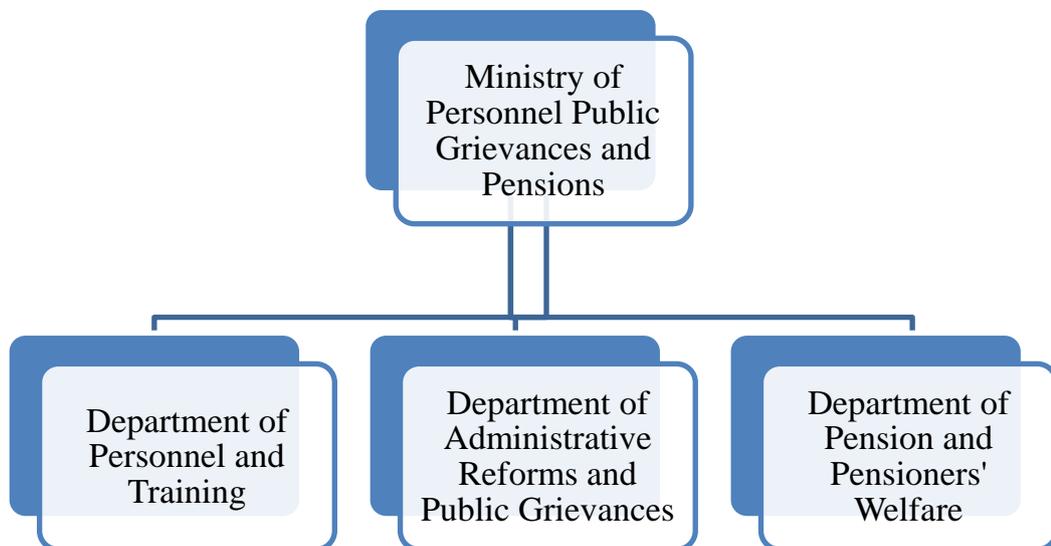
## OVERVIEW OF THE DEPARTMENT OF PERSONNEL AND TRAINING

### Introduction

1.0. Ministry of Personnel, Public Grievances and Pensions is the nodal Ministry for personnel management in the Government of India. It formulates policies with respect to recruitment, training, career progression, staff welfare, post retirement dispensation, administrative reforms, vigilance administration, grievance redressal, good governance and pensioners' welfare.

1.1. The Ministry comprises the following three Departments:

- (i) Department of Personnel and Training (DoP&T)
- (ii) Department of Administrative Reforms and Public Grievances (DARPG)
- (iii) Department of Pension and Pensioners' Welfare (DPPW)



1.2. The Ministry is presently under the overall charge of the Hon'ble Prime Minister assisted by the Minister of State. The Department of Personnel and Training is functioning under the charge of a Secretary while the Department of Administrative Reforms & Public Grievances and the Department of Pensions and Pensioners' Welfare are functioning under the charge of another Secretary.

### Evolution of the Ministry

1.3. In March, 1954, an Organization and Method (O&M) Division was set up in the Cabinet Secretariat to oversee the work relating to Administrative Reforms. Subsequently, in March, 1964, a Department of Administrative Reforms was set up within the Ministry of Home Affairs and Organization and Method (O & M) Division was transferred to its charge from the Cabinet Secretariat. On 7th February, 1973, the

work relating to Department of Administrative Reforms was transferred to Department of Personnel created under Cabinet Secretariat on 01st August, 1970 and was re-designated as Department of Personnel and Administrative Reforms. In April, 1977, Department of Personnel and Administrative Reforms was shifted from Cabinet Secretariat to the Ministry of Home Affairs.

1.4. In March 1985, the Department of Personnel and Administrative Reforms was elevated to a full-fledged Ministry of Personnel and Training, Administrative Reforms, Public Grievances and Pensions. On December 10, 1985, Ministry of Personnel and Training, Administrative Reforms, Public Grievances and Pensions was re-designated as the Ministry of Personnel, Public Grievances and Pensions with three departments namely, (i) Department of Personnel and Training (DoPT), (ii) Department of Administrative Reforms and Public Grievances (iii) Department of Pension and Pensioners Welfare. This Ministry was placed under the overall charge of the Hon'ble Prime Minister assisted by a Minister of State.

### **Department of Personnel and Training (DoPT)**

1.5. Department of Personnel and Training (DoP&T) is the nodal agency of the Government of India for formulation and implementation of personnel polices as well as selection, placement and development of the human resources engaged in public service.

1.6. The role of the Department of Personnel & Training can be conceptually divided into two parts-

- (i) In its large nodal role, it acts as the formulator of policy and the watch-dog of the Government ensuring that certain accepted standards and norms, as laid down by it, are followed by all Ministries/Departments, in the recruitment, regulation of service conditions, posting/transfers, deputation of personnel as well as other related issues. Towards this end, guidelines are issued by it for the benefit of all Ministries/Departments and it monitors the implementation of these guidelines. It also advises all organizations of the Central Government on issues of personnel management.
- (ii) Further, the Department has the direct responsibility of being the cadre controlling authority for the Indian Administrative Service (IAS) and the three Secretariat Services in the Central Secretariat. The Department also operates the Central Staffing Scheme (CSS) under which suitable officers from All India Services and Group 'A' Central Services are selected and then placed in posts at the level of Deputy Secretary and above, on the basis of tenure deputation. The Department also deals with cases of appointment to posts of Chairman, Managing Director, full-time functional Director/Member of the Board of Management of various Public Sector Undertakings/ Enterprises, Corporations, Banks and other financial institutions. It also deals with the assignment of Indian experts to various developing countries. It is also responsible for formulation and coordination of training policies for the All India and Central Services

and providing support for the capacity building of State Government officials.

1.7. The following functions have been allocated to the Department of Personnel & Training as per the Business of Allocation Rules:

1. Recruitment for All India and Central Services through Civil Services Examination.
2. Placement of successful candidates to various Services/Cadres; Officers under Central Staffing Scheme.
3. Cadre Management of IAS and three Secretariat Services (Central Secretariat Service, Central Secretariat Stenographers' Service & Central Secretariat Clerical Service).
4. Administrative vigilance - to oversee and provide necessary directions to the Government's programme of maintaining discipline and eradicating corruption from public services.
5. Formulation and implementation of the policy related to Right to Information Act, 2005.
6. Formulation and implementation of policy of reservation in services under the Government of India.
7. Welfare of Central Government Employees.
8. Administrative Tribunals.
9. Increasing the efficiency of public services along with the well-being of the employees through Joint Consultative Machinery.
10. Capacity Building/Training.
11. Framing personnel policies in respect of various service matters applicable to the Central Government employees.

1.8 Various wings of DoP&T are as under:

- A. Establishment Officer's (EO) Wing
- B. Services & Vigilance (S&V) Wing
- C. Establishment (Estt.) Wing
- D. Training (Trg.) Wing
- E. Right to Information Wing

1.9 The Department of Personnel and Training also handles the administrative work relating to the following Institutions: -

- (i) Union Public Service Commission (UPSC)
- (ii) Central Vigilance Commission (CVC)
- (iii) Lokpal
- (iv) Central Administrative Tribunal (CAT)
- (v) Central Information Commission (CIC)
- (vi) Central Bureau of Investigation (CBI)
- (vii) Staff Selection Commission (SSC)
- (viii) National Recruitment Agency (NRA)
- (ix) Public Enterprises Selection Board (PESB)
- (x) Capacity Building Commission
- (xi) Lal Bahadur Shastri National Academy of Administration (LBSNAA)

(xii) Institute of Secretariat Training & Management (ISTM)

## **Divisions of DoPT:**

### **I. Establishment Officer's Wing**

#### **Senior Appointments under the Government of India**

1.10 The Department of Personnel & Training (DoPT) looks after appointments at senior levels in the Government. For this purpose, the Establishment Officer in the Department is the Secretary to the Appointments Committee of the Cabinet (ACC). All proposals for senior appointments under the Government of India requiring approval of the ACC, as per the Government of India (Transaction of Business Rules) 1961 are processed through the Establishment Officer. These include Board level appointments in Public Sector Undertakings and appointment to posts at the level of Joint Secretary. In addition, all appointments by promotion, which require approval of the ACC, are also processed through the Establishment Officer.

#### **The Central Staffing Scheme**

1.11 The Central Staffing Scheme provides a systematic arrangement for the selection and appointment of officers to senior administrative posts at the Centre, excluding posts which are specifically encadred for the organized Group 'A' services or filled by recruitment through the Union Public Service Commission, by borrowing from the All India Services and participating Group 'A' services. The raison d'être of such a scheme is the Centre's need for fresh inputs at senior levels in policy formulation and programme implementation from diverse sources viz. the All-India Services and the participating organized Group 'A' Services. The officers serve for specified periods on deputation and return to their respective cadres at the end of their tenure. This two-way movement is of mutual benefit to the service cadres and the Government of India.

#### **Central Deputation Reserve**

1.12 The Establishment Officers (EO) Division in the Department of Personnel & Training maintains an electronic database of the IAS officers & of Group 'A' service officers working at the Centre under the Central Staffing Scheme. These records are maintained on the basis of orders/letters/notifications issued by the DoPT, various Central Ministries/Departments and the State Governments. The maintenance/ updation of this database is significant, as it helps in providing readily available digitized information in respect of all officers and also processing of cases for foreign appointments/assignments and training etc.

### **II. Services and Vigilance wing :**

1.13 The Services & Vigilance Wing handles matters relating to administration of Rules on all the service matters in respect of All India Services and acts as the nodal agency in the arena of vigilance and anti-corruption. This wing in addition to governing the implementation of RTI Act, also handles the administrative matters relating to the Administrative Tribunals and Central Information Commission. Further, this wing handles the work related to cadre restructuring in respect of the other Central Services.

### **(i) Service Division :**

1.14 The Services Division is responsible for Cadre Management of All India Services (IAS, IPS and IFS) which includes framing and revising rules and regulations regarding service conditions of the employees, in consultation with the Ministry of Home Affairs and Ministry of Environment and Forests. Matters relating to framing and amendment of recruitment rules, clarification related to rules etc., are examined and processed in this Division.

### **(II) Administrative vigilance Division**

1.15 Administrative Vigilance Division is responsible for examination of disciplinary cases and vigilance matters in respect of Indian Administrative Service officers working under the Central Government and State Governments under the All India Services (Discipline and Appeal) Rules 1969 and All India Services (Death-Cum-Retirement Benefits) Rules, 1958. This Division is also responsible for examination of disciplinary cases received from the Ministries / Departments in respect of Group 'A' officers of the Central Secretariat Service (CSS) and Central Secretariat Stenographers Service (CSSS) for initiation of disciplinary proceedings under Rule 14, Rule 16, Rule 19 of CCS (CCA) Rules, 1965 and under Rule 9 of CCS (Pension) Rules 1972.

### **(iii) International Cooperation**

1.16 The Department of Personnel and Training is the nodal Department for anti-corruption. The primary tasks of this Division emanate from the follow up to the ratification of the United Nations Convention Against Corruption (UNCAC) and the other consequential international collaborative efforts, on global platforms. This Division acts in conjunction with specialized agencies like the Central Vigilance Commission, Central Bureau of Investigation, Enforcement Directorate and other line Ministries entrusted with the specific tasks within their respective administrative domain, viz. corporate governance, extradition matters, prevention of money laundering, mutual legal assistance treaties etc.

1.17 India is also a Member of G-20 Anti-Corruption Working Group. The focus of this Group is towards the global financial system, particularly from the point of view of denial of entry or visa to corrupt officials, providing measures to protect whistle blowers, promote effective functioning of anti-corruption bodies and association of private and business sector in combating corruption. India has been participating in Anti-Corruption Working Group (ACWG) meetings.

### **III. Establishment Wing**

1.18 The Establishment Wing is responsible for framing and revising rules and regulations regarding service conditions of the employees and personnel policies of the Central Government employees other than All India Service Officers. This wing also handles the work related to Reservation Policy of the Government, Joint Consultative Machinery (JCM) and Civil Services Officers' Institute (CSOI).

### **Reservation in the Central Government Service**

1.19 Based on the policy decision taken by the concerned nodal Ministries/Departments, DoPT issues instructions on the matters regarding reservation in posts and services in Central Government for the following:-

- (i) Scheduled Castes, Scheduled Tribes & Other Backward Classes;
- (ii) Economically Weaker Sections who are not covered under the scheme of reservation for SCs, STs and OBCs;
- (iii) Persons with Benchmark Disabilities;
- (iv) Ex-servicemen

### **Joint Consultative Machinery**

1.20 A well-structured three-tier machinery is in place for joint consultation between the Central Government and its employees for promoting harmonious relations and securing the greatest measure of cooperation between the Central Government and the general body of employees in matters of common concern. The objective is to increase the efficiency of public services along with the well-being of the employees. The three tiers of Joint Consultative Machinery (JCM) are:

- (i) National Council- at the apex level, functioning under the Department of Personnel and Training;
- (ii) Department Councils- functioning at Ministries/ Departments level; and
- (iii) Office Councils- functioning at offices/organizations under various Ministries/ Departments.

Service matters having a bearing on the administration and the general interests of the Government employees are dealt with by this machinery.

### **National Anomaly Committee**

1.21 The National Anomaly Committee, has been set up under the Chairmanship of Secretary (Personnel), to settle the anomalies arising out of the implementation of recommendation the Seventh Central Pay Commission's recommendations.

## **IV. Training wing**

1.22 The Training Division of the Department of Personnel and Training is the nodal agency for training of government functionaries and is primarily responsible for formulating policies concerning training. It also implements certain components of training directly. In the implementation of its mandate, the Division has set the following objectives:

- Administering Policy matters in training
- Identification of functional areas of training
- Designing and implementing training programs for officers involved in the priority development sectors
- Development of trainers and training capability

## **V. Right to Information wing**

### **(i) Information Right (IR) Division**

1.23 The mandate of IR Division is as follows:

- Administration of the RTI Act and Rules including amendments thereof.
- Issue of Guidelines and clarification on RTI.
- Implementation of the Annual Programme titled 'Improving Transparency and Accountability in Government through Effective Implementation of RTI Act'.
- Management of RTI online web portal.
- Administrative matters of Central Information Commission.

- Appointment of Chief Information Commissioner and Information Commissioners in the Central Information Commission.
- Framing of the Law regarding the Right to Privacy

**(ii) Administrative Tribunals Division**

1.24 In spite of the elaborate system of rules and regulations, which govern personnel management, there are Government employees who feel aggrieved by the Government decisions. The Courts used to take many years to decide these cases and litigation was expensive. In order to provide speedy and inexpensive justice to employees aggrieved by Government decisions, the Government set up the Central Administrative Tribunal (CAT) in 1985, which now deals with all cases relating to service matters which were previously dealt with by courts upto and including the High Court. There are now 17 regular Benches of the CAT functioning in various parts of the country, including its Principal Bench at Delhi. Two new Benches of CAT are being set up in Jammu and Srinagar

**(iii) Welfare Division**

1.25. Realising that improvement in the working and living conditions of the employees and their families leads to efficiency and high morale, the Department supports various welfare programmes. These are provided through Recreation Halls/ Clubs in various Ministries/ Departments, Central Government Employees Welfare Coordination Committees in Central Government Offices located outside Delhi, Residents' Welfare Association /Area Welfare Officers, Benevolent Fund and Departmental canteens.

1.26 Department of Personnel and Training is the nodal agency for four registered societies set up for the welfare of Government employees and their families. These societies are the Central Civil Services Cultural and Sports Board, Grih Kalyan Kendra, Civil Services Cultural and Sports Board and KendriyaBhandar.

**(iv) Official Language Division**

1.27 The Ministry has a full-fledged Official Language Division which caters to the needs of the Department of Personnel and Training.

## CHAPTER 2

### OVERALL ASSESSMENT OF THE DEMANDS FOR GRANTS OF THE MINISTRY

2.1 The Department related Parliamentary Standing Committee on Personnel, Public Grievances, Law and Justice considered the Demands for Grants (2022-23) of the Ministry of Personnel Public Grievances and Pensions during the meeting held on 3<sup>rd</sup> March, 2022.

2.2 The Demands for Grants (2022-23) of the Ministry have been presented to the Parliament under the following Demand Numbers:

**Demand no. 74**-Ministry of Personnel Public Grievances and Pensions

**Demand no. 75**-Central Vigilance Commission

**Demand no. 84**-Union Public Service Commission

2.3. Consequent upon the decision to do away with the practice of classifying Expenditure as Plan and Non-Plan, the focus of Budgeting and Expenditure has shifted to Revenue and Capital Expenditure from the Financial Year 2017-18. The entire Expenditure has been classified under Scheme and Non-scheme components; while the former includes Central Sector Schemes and Centrally Sponsored Schemes, the latter includes Establishment related expenditure of the Secretariat, attached/subordinate offices and autonomous bodies.

#### **Demand wise Budgetary Allocation:**

2.4. In BE (2022-23), budgetary allocations are depicted only as Revenue/Capital and Charged/Voted. The following table gives the Revenue/Capital and Charged/Voted breakup of the Budgetary Allocation made for the Year (2022-23):

**TABLE I**  
**Budget Estimate at a glance**  
**Demand wise Revenue and Capital Expenditure; & Charged and voted**  
**Expenditure (2022-23)**

*(In ₹ crores)*

Demand No.	Ministry/Organization	Revenue			Capital			Grand Total
		Voted	Charged	Total	Voted	Charged	Total	
74	Ministry of Personnel Public Grievances and Pensions	2087.65	24.23	2111.88	213.30	12.00	225.30	2337.18

75	Central Vigilance Commission	--	41.96	41.96	--	--	--	41.96
84	Union Public Service Commission	--	330.58	330.58	--	--	--	330.58

### Demand wise utilization trends for 2021-22:

2.5 Expenditure incurred by the Ministry of Personnel Public Grievances and Pensions, CVC and UPSC during 2021-22 is as follows

**TABLE II**  
**Demand-wise Budget utilization trends (2021-22)**

(In ₹Crores)

DEMAND NO.	MINISTRY/ORGANIZATION	RE 2021-22	EXPENDITURE AS ON 31 <sup>st</sup> JANUARY, 2022	% OF EXPENDITURE	REMAINING ALLOCATION
74	MINISTRY OF PERSONNEL PUBLIC GRIEVANCES AND PENSIONS	1950.00	1477.50	75.76%	472.5
75	CVC	38.63	32.99	85.39%	5.64
8	UPSC	316.18	263.55	83.35%	52.63

### Demand No.74- Ministry of Personnel Public Grievances and Pensions

2.6 The Committee has been informed that the Ministry of Personnel, Public Grievances and Pensions had projected an outlay of ₹2773.63 crores to the Budget Division, Ministry of Finance for the Pre-Budget Meeting under Demand No. 74 for the financial year (2022-23). As against these projections, M/o Finance has approved an outlay of ₹2337.18 crores which is about 84.26% of the projected outlay.

2.7 The following Table indicates Budget Estimates, Revised Estimates and Actuals for 2019-20, 2020-21 & 2021-22:

**TABLE III**  
**Demand No. 74 (FY 2022-23) – Ministry of Personnel, PG & Pensions**

(Rs in Crore)

Year / Items	Budget Estimates	Revised Estimates	Actual Expenditure	Variations (3-2)	Variations (4-3)
1	2	3	4	5	6
<b><u>2019-20</u></b>					
Revenue	1580.70	1568.62	1539.48	(-)12.08	(-)29.14
Capital	145.89	136.38	128.75	(-)9.51	(-)7.63

Total	1726.59	1705.00	1668.23	(-)21.59	(-)36.77
<b><u>2020-21</u></b>					
Revenue	1606.28	1630.27	1531.77	(+)23.99	(-)98.50
Capital	148.26	149.73	116.18	(+)1.47	(-)33.55
Total	1754.54	1780.00	1647.95	(+)25.46	(-)132.05
<b><u>2021-22</u></b> <sup>#</sup>					
Revenue	1860.21	1796.40	1391.78	(-)63.81	(-) 404.62
Capital	198.36	153.60	85.72	(-)44.76	(-) 67.88
Total	2058.57	1950.00	1477.50	(-)108.57	(-) 472.50
<b><u>2022-23</u></b>					
Revenue	2111.88	-	-	-	NA
Capital	225.30	-	-	-	
Total	2337.18	-	-	-	

# Actual Expenditure is upto 31.01.2022

#### Department-wise Budgetary Allocation:

2.8 The following table gives details of Department-wise Budget estimates, Revised Estimates and Actuals of (2020-21), Budget estimates, Revised Estimates of (2021-22), Expenditure incurred till 31<sup>st</sup> January 2022, projections made to the Ministry of Finance for (2022-23), and BE (2022-23):

**TABLE IV**  
**Department wise Budgetary Allocation**

(Rs in Crore)

Name of the Department	BE2020-21	RE2020-21	Actual 2020-21	BE 2021-22	RE 2021-22	Expenditure 2021-22 (Till 31 <sup>st</sup> January,2022)	Projections made to the MoF for 2022-23	BE 2022-23
<b>DoPT</b>	1726.36	1745.54	1608.92	1995.90	1878.02	1444.24	2667.84	2245.18
<b>DARPG</b>	15.41	23.29	29.27	49.46	60.00	25.24	91.96	80.00
<b>DoPPW</b>	12.77	11.17	9.76	13.21	11.98	8.02	13.83	12.00

<b>TOTAL</b>	1754.54	1780.0	1647.95	2058.57	1950.00	1477.50	2773.63	2337.18
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2.9. The budgetary allocation made for the Department of Personnel and Training and the Department of Administrative Reforms and Public Grievances in BE (2022-23) is higher than that made in BE (2021-22) while the outlay provided for the Department of pensions and Pensioners' Welfare for the upcoming fiscal year is slightly lower as compared to the allocation made in BE (2021-22).

#### **Department wise Budget utilization trends (2021-22)**

2.10 Expenditure incurred by the three Departments of the Ministry of Personnel Public Grievances and Pensions during 2021-22 is as follows:

**TABLE V**  
**Department-wise Budget utilization trends (2021-22)**

*(In ₹ Crores)*

DEPARTMENT	RE 2021-22	EXPENDITURE AS ON 31 <sup>st</sup> JANUARY, 2022	% OF EXPENDITURE	REMAINING ALLOCATION
DoPT	1878.02	1444.24	76.90%	433.78
DARPG	60.00	25.24	42.06%	34.76
DoPPW	11.98	8.02	66.94%	3.96

2.11. The expenditure incurred by DoPT till 31<sup>st</sup> Jan, 2022 is ₹1444.24 crore which is about 76.90 % of the approved outlay for 2021-22 (RE 2021-22). The expenditure incurred by DARPG till 31<sup>st</sup> Jan, 2022 is ₹25.24 crore which is about 42.06 % of the approved outlay for 2021-22 (RE 2021-22). The expenditure incurred by DoPPW till 31<sup>st</sup> Jan, 2022 is ₹ 8.02 crore which is about 66.94 % of the approved outlay for 2021-22 (RE 2021-22).

2.12. DoPT has projected an outlay of ₹2667.84 crore to the Ministry of Finance for 2022-23 but the approved outlay is ₹2245.18 crore which is about 84.15% of the projected outlay. DARPG has projected an outlay of ₹ 91.96 crore to the Ministry of Finance for 2022-23 but the approved outlay is ₹ 80 crore which is about 86.99 % of the projected outlay. DoPPW has projected an outlay of ₹ 13.83 crore to the Ministry of Finance for 2022-23 but the approved outlay is ₹12 crore which is about 86.76 % of the projected outlay.

2.13 The Committee notes that the Department of Personnel and Training has utilized only 77% of the funds allocated to it as on 31<sup>st</sup> January, 2022. In view of Finance Ministry's instructions imposing a ceiling limit on the expenditure that can be incurred in the last quarter and last month (March), the Committee feels that it is unlikely that the remaining funds will be optimally utilized by the end of the ongoing fiscal year. The Committee recommends the Ministry to identify the factors that restricted or hindered the utilization of funds and draw an action plan accordingly to improve the utilization of funds in future.

### Organization-wise Budgetary Allocation:

2.14 There are thirteen institutions under the administrative control of the Department of Personnel and Training. The following table gives details of Organization-wise BE and RE of (2021-22), Expenditure incurred till 31<sup>st</sup> January 2022, Projections made to the MoF for (2022-23), BE (2022-23), variations and reasons for underutilization of funds in the previous fiscal year:

**TABLE VI**  
**Organization wise Budget Allocation**

*(Figures in crore)*

Name of the Attached/ subordinate office	BE 2021- 22	RE 2021- 22	Expenditure 2021-22 (Till 31 <sup>st</sup> January,2022)	Projection made to MoF for 2022-23	BE 2022- 23	Variation between RE 2021- 22 and BE 2022- 23	Variation between projections made to MoF for 2022-23 and BE 2022-23 in percentage and the likely impact of shortfall, if any	Reasons for under utilization of funds in the previous financial year, if any	Reasons for Excess of RE 2021-22 over BE 2021-22 if any
Union Public Service Commission	304.17	316.18	263.55	347.84	330.58	14.40	(-) 17.26	*	(a)
Staff selection Commission	382.59	374.36	330.33	247.81	263.00	(-) 111.36	15.19		NA
Public Enterprises Selection Board	5.60	5.20	4.20	6.10	5.70	0.50	(-) 0.40		NA
Lal Bahadur Shastri National Academy of Administration	107.92	85.13	62.54	166.14	115.14	30.01	(-) 51.00		NA
Institute of Secretariat and Training	65.91	54.79	38.46	43.32	33.99	(-) 20.80	(-) 9.33		NA

Name of the Attached/ subordinate office	BE 2021- 22	RE 2021- 22	Expenditure 2021-22 (Till 31 <sup>st</sup> January,2022)	Projection made to MoF for 2022-23	BE 2022- 23	Variation between RE 2021- 22 and BE 2022- 23	Variation between projections made to MoF for 2022-23 and BE 2022-23 in percentage and the likely impact of shortfall, if any	Reasons for under utilization of funds in the previous financial year, if any	Reasons for Excess of RE 2021-22 over BE 2021-22 if any
<b>Management</b>									
<b>Indian Institute of Public Administration</b>	24.50	28.37	18.38	40.00	24.50	(-) 3.87	(-) 15.50		(b)
<b>Central Administrative Tribunal</b>	122.03	133.00	98.76	168.43	159.00	26.00	(-) 9.43		(c)
<b>Central Bureau of Investigation</b>	835.39	870.50	667.53	1049.77	911.87	41.37	(-) 137.90		(d)
<b>Central Vigilance Commission</b>	38.67	38.63	32.99	44.81	41.96	3.33	(-) 2.85		NA
<b>Lokpal</b>	39.67	26.00	10.81	34.03	34.00	8.00	(-) 0.03		NA
<b>Central Information Commission</b>	25.65	26.00	20.85	31.20	27.00	1.00	(-) 4.20		(e)
<b>National Recruitment Agency</b>	129.61	58.32	58.32	491.84	396.00	337.68	(-) 95.84		NA
<b>Capacity Building Commission</b>	8.01	19.91	4.34	64.05	47.05	27.14	(-) 17.00		(f)

\* Underutilization in 2020-21 was mainly on account of Covid pandemic and subsequent lockdown resulting in reduced requirements.

- UPSC- For conduct of examinations
- IIPA- For making additional Grants in aid allocation for running of the institution
- CAT- Additional allocation of Rs. 7.23 cr under Salaries and Rs. 6.30 cr under Rent, Rates & Taxes for Mumbai bench.
- CBI- Additional allocation of Rs. 15.00 cr under Salaries and Rs. 16.31 under Information Technology head for installation of cameras in branches.
- CIC- Nominal increase.
- CBC- Newly setup organisation. Established related expenses.

## Organization-wise Budget utilization trends (2021-22)

2.15 Expenditure incurred by organizations functioning under the Ministry of Personnel Public Grievances and Pensions during 2021-22 is as follows:

**TABLE VII**  
**Organization wise Budget utilization trends**

(Rs in Crore)

S.N O.	DEPARTMENT/INSTITUTION	RE 2021-22	EXPENDITURE AS ON 31 <sup>st</sup> JANUARY, 2022	% OF EXPENDITURE	REMAINING ALLOCATION
1	Union Public Service Commission	316.18	263.55	83.35	52.63
2	Staff Selection Commission	374.36	330.33	88.23	44.03
3	Public Enterprises Selection Board	5.20	4.20	80.77	1.00
4	Lal Bahadur Shastri National Academy of Administration	85.13	62.54	73.46	22.59
5	Institute of Secretariat Training and Management	54.79	38.46	70.19	16.33
6	Indian Institute of Public Administration	28.37	18.38	64.78	9.99
7	Central Administrative Tribunal	133.00	98.76	74.25	34.24
8	Central Bureau of Investigation	870.50	667.53	76.68	202.97
9	Central Vigilance Commission	38.63	32.99	85.40	5.64
10	Lokpal	26.00	10.81	41.57	15.19
11	Central Information Commission	26.00	20.85	80.19	5.15
12	National Recruitment Agency	58.32	58.32	100	0
13	Capacity Building	19.91	4.34	21.80	15.57

S.N O.	DEPARTMENT/INSTITUTION	RE 2021-22	EXPENDITURE AS ON 31 <sup>st</sup> JANUARY, 2022	% OF EXPENDITURE	REMAINING ALLOCATION
	Commission				

**2.16** The Committee believes that optimal utilization of funds is as important as allocation of funds itself. A closer look at the budget utilization trends of 13 organizations functioning under DoPT reveals that only 6 organizations have utilized more than 80% of the funds allocated to them. The Committee notes that capacity building Commission and Lokpal could utilize only 22 % and 42% of the funds sanctioned to them respectively. The Committee also notes that IIPA which is grappling with infrastructure issues has also not fully utilized the amount provided to it. The Committee is of the opinion that underutilization of funds influences allocations for the next fiscal. In view of the above, the Committee recommends all the bodies functioning under the administrative control of DoPT to utilize the funds allocated to them in an optimal manner.

#### **Scheme and Non-Scheme components of Budgetary Allocation:**

**2.17** The following table provides details of allocation made towards scheme and non-scheme components in BE and RE (2021-22), projections made to MoF for 2022-23, BE 2022-23 and variations:

**TABLE VIII**  
**Scheme/Non-Scheme wise Budget Allocation**

*(Figures in crore)*

BE2021-22		RE 2021-22		Projections made to MoF for 2022-23		BE 2022-23		Variation between RE 2021-22 and BE 2021-22		Variation between BE 2022-23 and RE 2021-22		Variation between Projections made to MoF for 2022-23 and BE 2022-23	
Scheme	Non scheme	Scheme	Non scheme	Scheme	Non scheme	scheme	Non scheme	Scheme	Non scheme	Scheme	Non scheme	Scheme	Non scheme
198.32	1860.25	149.00	1801.00	381.99	2391.64	255.00	2082.18	(-) 49.32	(-) 59.25	106.00	281.18	(-) 126.99	(-) 309.46

2.18 The Ministry has projected a Scheme outlay of ₹381.99 crore to the Ministry of Finance for 2022-23 but the approved outlay is ₹255 crore which is about 66.75 % of the projected outlay. The Ministry has projected a Non-Scheme outlay of ₹2391.64 crore to the Ministry of Finance for 2022-23 but the approved outlay is ₹ 2082.18 crore which is about 87.06 % of the projected outlay.

2.19. As far as the Scheme component is concerned, there is an increase of ₹ 106 crore in BE 2022-23 over RE 2021-22. As far as the Non-Scheme component is concerned, there is an increase of ₹ 281.18 crore in BE 2022-23 over RE 2021-22.

### Scheme wise Budget Allocation

2.20 The following table gives the details of schemes and their internal components, BE and RE of (2021-22), projections made to MoF for (2022-23), BE (2022-23) and expenditure incurred upto 31<sup>st</sup> January 2022:

**TABLE IX**

### Scheme-wise Budget Allocation

(Figures in crore)

Name of the scheme/ component of the scheme	Demand no.	Department/organization	Revenue/capital	BE 2021- 22	RE 2021- 22	Projections made to MoF for 2022-23	BE 2022- 23	Expenditure already incurred upto 31 <sup>st</sup> January,2022
<b>Training Schemes</b>								
<b>Training for all</b>	74	DoPT	R	20.00	14.30	26.17	13.00	10.53
<b>Domestic Funding of Foreign Training</b>	74	DoPT	R	10.16	3.00	65.00	5.00	0.71
<b>Augmentation of Training facilities in ISTM</b>	74	ISTM	R	6.15	2.89	4.43	2.43	0.31
			C	34.35	29.00	8.32	8.31	28.52

Name of the scheme/ component of the scheme	Demand no.	Department/organization	Revenue/capital	BE 2021-22	RE 2021-22	Projections made to MoF for 2022-23	BE 2022-23	Expenditure already incurred upto 31 <sup>st</sup> January,2022
Improvement of infrastructure and upgradation of Essential Facilities at LBSNAA	74	LBSNAA	R	11.00	11.50	12.00	12.00	7.56
			C	46.66	23.00	95.00	50.00	17.20
NPCSCB-iGOT	74	DoPT	R	40.00	39.99	102.25	99.98	8.16
			C	10.00	10.01	20.02	20.03	0.00

### Scheme wise Budget utilization trends (2021-22):

2.21 The following table shows the expenditure incurred on various schemes of the Department of Personnel and Training till 31<sup>st</sup> January, 2022.

**TABLE X**

### Scheme wise Budget Allocation

(Figures in crore)

Name of the scheme/ component of the scheme	Revenue/capital	BE 2021-22	RE 2021-22	Projections made to MoF for 2022-23	BE 2022-23	Expenditure already incurred upto 31 <sup>st</sup> January,2022	Percentage of expenditure
Training Schemes							
Training for all	R	20.00	14.30	26.17	13.00	10.53	73.63%
Domestic Funding of Foreign Training	R	10.16	3.00	65.00	5.00	0.71	23.66%

<b>Augmentation of Training facilities in ISTM</b>	R	6.15	2.89	4.43	2.43	0.31	10.72%
	C	34.35	29.00	8.32	8.31	28.52	98.34%
<b>Improvement of infrastructure and upgradation of Essential Facilities at LBSNAA</b>	R	11.00	11.50	12.00	12.00	7.56	65.73%
	C	46.66	23.00	95.00	50.00	17.20	74.78%
<b>NPCSCB- iGOT</b>	R	40.00	39.99	102.25	99.98	8.16	20.40%
	C	10.00	10.01	20.02	20.03	0.00	0%

2.22 The Department wise outlays included in the Budget Estimates (2022-23) are as follows:

2.23 The proposed Establishment related expenses of DoP&T is **Rs.526.97 crore** in BE 2022-23 which also includes allocation under the Information Technology and Swachhta Action Plan heads, being shared by three departments under Ministry of Personnel, Public Grievances & Pensions, Staff Welfare, Conferences, Departmental Canteen, eHMRS and Autonomous Bodies. The major share of the above outlay is meant for salaries : Rs. 86.51 cr (16%), National Recruitment Agency (NRA) (75%) and the remaining (9.00%) for other establishment related expenses like medical treatment, travel expenses, office expenses, minor works, professional services, publication, advertising & publicity, conferences, information technology, etc.

**Central Administrative Tribunal:**

**TABLE XI**

**Major Head: 2014 – Administration of Justice &**

**Major Head :4059 – Capital Outlay on Public Works**

**Central Administrative Tribunals (CAT)**

(Rs.in crore)

2022-23	Revenue (MH:2014)		Capital (MH:4059)		Total
	Voted	Charged	Voted	Charged	

Proposed Allocation	134.00	0.00	25.00	0.00	159.00
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2.24 The Revenue allocation of CAT increased by Rs.21.97 crore from Rs. 112.03 cr in BE 2021-22 to Rs. 134.00crore in BE 2022-23. Around 70% of the proposed allocation in BE 2022-23 is meant for salaries. The capital provision under MH-4059 is Rs.25.00 crore (15.70%) for purchase of land and construction of building for various benches of CAT. The remaining 14.30% is to be used for meeting establishment related expenses like medical treatment, travel expenses, office expenses, minor works, publication, wages, information technology, rent rates & taxes, etc.

**Staff Selection Commission:**

**TABLE XII**

**Major Head :2051 – Public Service Commission**

**Staff Selection Commission**

(Rs.in crore)

2022-23	Revenue (MH:2051)		
	Voted	Charged	Total
Proposed Allocation	263.00	0.00	263.00

2.25 The allocation under Revenue section is proposed to be decreased from Rs.382.59 crore in BE 2021-22 to Rs. 263.00 crore in BE 2022-23.The proposed reduction of Rs.119.59 crore is mainly on account that the National Recruitment Agency (NRA) has been set up and is likely to hold its first exam in 2022-23, lowering the burden on the SSC. Around 15% of the proposed allocation is for salaries and another 81.50% is to meet expenditure on examinations / selections. The remaining 3.50 % of the provision is for other establishment related expenses like payment of wages, medical treatment, travel expenses, office expenses, rent rates taxes, minor works, publication, information technology etc.

## Central Bureau of Investigation:

### TABLE XIII

#### Major Head :2055 & 4055 - Police Central Bureau of Investigations (CBI)

(Rs. in crore)

2022-23	Revenue (MH:2055)		Capital (MH: 4055)		Total
	Voted	Charged	Voted	Charged	
Projects	10.01	0.00	105.95	0.00	<b>115.96</b>
Establishment	791.67	0.23	4.01	0.00	<b>795.91</b>
<b>Total</b>	<b>801.68</b>	<b>0.23</b>	<b>109.96</b>	<b>0.00</b>	<b>911.87</b>

2.26 The Establishment provision for CBI has been increased by Rs.45.22 crore (from Rs.748.89 crore in BE 2021-22 to Rs.795.91 crore in BE 2022-23). 79.10%(Rs.629.59 crore) of the overall Establishment Outlay is meant for salaries and the remaining 20.90% of the provision is for meeting other establishment related expenses like payment of wages, rewards, medical treatment, publication, secret service expenses, information technology etc.CBI's Projects outlay in BE 2022-23 is Rs. 115.96 crore. The project outlay for 2022-23 include allocations in respect of the following 3 projects:-

- Modernization of Training Centres of CBI - Rs. 2.50 crore (Capital)
- Comprehensive Modernization & Purchase of land / construction of office/ residence buildings for CBI -Rs. 103.45 crore (Capital)
- Technical and Forensic Support Units of CBI- Rs. 10.00 crore (Revenue)

## Lokpal:

### TABLE XIV

#### Major Head :2062 – Vigilance (Lokpal) & Major Head :4059 – Capital Outlay on Public Works (Lokpal)

(Rs. in crore)

2022-23	Revenue (MH:2062)		Capital (MH:4059)		Total
	Voted	Charged	Voted	Charged	
Proposed Allocation	0.00	<b>24.00</b>	0.00	10.00	<b>34.00</b>

2.27 Under the Major Head 2062, Minor Head 102 takes care of the Establishment Expenditure of Lok Pal (Charged Expenditure). 29.41% of the proposed allocation is for salaries and 70.59% of the provision is for other establishment related expenses like payment of wages, medical treatment, travel expenses, office expenses, rent rates taxes, minor works, publication, information technology etc. A provision of Rs. 10.00 crore has also been provided under the Establishment (Capital) Major Head 4059 to meet the expenditure for ‘Acquisition of land & construction of building for the Lok Pal.’

### **Other Administrative expenses and capital outlay on public works**

**TABLE XV**

**Major Head :2070 – Other Administrative Expenses & Major Head :4059 – Capital Outlay on Public Works**

(Rs. in crore)

2022-23	Revenue (MH:2070)		Capital (MH:4059)		Total
	Voted	Charged	Voted	Charged	
Scheme- Central Sector Schemes/ Projects	176.66	0.00	78.34	0.00	<b>255.00</b>
Establishment	142.54	0.00	0.00	0.00	<b>142.54</b>
<b>Total</b>	<b>319.20</b>	<b>0.00</b>	<b>78.34</b>	<b>0.00</b>	<b>397.54</b>

### **TRAINING**

(Minor Head 2070.00.003-Training)

#### **A. Grants-in-aid to Indian Institute of Public Administration (IIPA)**

2.28 The Department of Personnel and Training has been providing a maintenance grant to IIPA so as to ensure its smooth functioning. Proposed Grants-in-aid assistance to IIPA in BE 2022-23 are as under.

**TABLE XVI**

(Rs. in crore)

<u>Sl.No.</u>	<u>Head</u>	<u>BE 2022-23</u>
<u>1</u>	<u>Grants in Aid General</u>	<u>7.00</u>
<u>2</u>	<u>Grants in Aid Salaries</u>	<u>9.01</u>
<u>3</u>	<u>Grants for Creation of Capital Assets</u>	<u>8.49</u>
	<u>Total</u>	<u>24.50</u>

## **B. Lal Bahadur Shastri National Academy of Administration (LBSNAA)**

2.29 The Establishment provision of the Lal Bahadur Shastri National Academy of Administration, Mussoorie is Rs. 53.14 crore in BE 2022-23. Around 37% of Establishment expenditure is for salaries and the remaining is meant for conduct of courses, payment of wages, medical treatment, traveling expenses, rent rates taxes, office expenses, professional services, publication, minor works, other administrative expenses etc. The Scheme allocation for the Scheme 'Improvement of Infrastructure and up gradation of essential facilities at LBSNAA' is proposed at Rs. 62.00 crores which includes a provision of Rs. 12.00 crore under Revenue component and Rs. 50.00 crore under Capital component.

## **C. Institute of Secretariat Training and Management (ISTM)**

2.30 The Establishment outlay of ISTM is proposed at Rs. 23.25 crore in BE 2022-23. Out of the overall Establishment provision of Rs. 23.25 crore, around 30% is meant for ISTM's salaries, 59.50% is for meeting the expenditure relating to mandatory Training of CSS/CSSS officers {Salaries: Rs. 5.37 cr (23.10%), Foreign Travel Expenses: Rs. 0.30 cr (1.30%), Other Administrative Expenses: Rs. 8.16 cr (35.10%)}. The remaining is towards payment of establishment related expenses like wages, medical treatment, travel expenses, office expenses, information technology etc. The scheme 'Augmentation of Training facilities at ISTM' aims at continuous modernization and up gradation of infrastructure facilities of the Institute so as to commensurate with its status as one of the leading Training Institutions of Govt. of India. The proposed scheme outlay for ISTM is proposed at Rs. 10.74 crore in BE 2022-23 (Revenue: Rs. 2.43 cr and Capital: Rs. 8.31 cr).

## **D. Other Training Schemes**

2.31 The Training Division of the Department of Personnel & Training conducts Management Development Programmes for empanelled Deputy Secretaries/Directors, Special Programme for Deputy Secretaries/Directors of CSS and Advanced Professional Programme in Public Administration. The Professional Services head of training division has an outlay of Rs. 1.00 cr in BE 2022-23. Scheme Outlay under the training schemes is Rs. 213.44 Crore in BE 2022-23 as against Rs. 80.16 Crore provided in BE 2021-22 and Rs. 67.30 Crore in RE 2021-22.

- i) Training Scheme: Training for All - The proposed Annual scheme outlay for the scheme is Rs. 13.00 Crore and the activities proposed are:-
  - a) Training support – Under this various thematic training programmes in priority areas of Central Government Ministries to be conducted at Apex State Training Institutes, select Central Training Institutions etc. are sponsored.
  - b) Intensive Training Programme:-Under this component, demand driven training of frontline government functionaries in close coordination with line Departments are organized.
  - c) Augmentation of capacity of training institutions:-Under this component, greater support for hardware, software courseware, training aids/kits, case studies, library publication, training films and other miscellaneous training related activities is provided.
- ii) Training Scheme: Domestic Funding for Foreign Training ( DFFT) – The proposed allocation under the scheme in BE 2022-23 is Rs. 5.00 cr. Provision has been kept keeping in view the capacity building of the civil servants w.r.t. international developments at a time when we are trying to integrate our economic policies with global trends. It is with this in mind that a proposal for domestic funding for foreign training was developed, comprising of (a) Long term training (b) Short term training and (c) Partial support to those who secure admission on their own.
- iii) Training Scheme: National Programme for Civil Services and Capacity Building (NPCSCB) – The proposed allocation under the scheme in BE 2022-23 is Rs. 120.01 cr. (Revenue: Rs. 99.98 cr and Capital: Rs. 20.03 cr)

## **Other Expenditure**

### Other Expenditure

(Major Head: 2070.00.800 (Other Expenditure))

#### **A. Public Enterprises Selection Board (PESB)**

2.32 The Establishment related provision, for PESB is Rs. 5.70 crore in BE 2022-23. There is an increase of Rs. 0.10 cr from previous year.

#### **B. Central Information Commission (CIC)**

2.33 The provision is meant for the establishment related expenditure of Central Information Commission, set up under the Right to Information Act, 2005. The proposed outlay of CIC in BE 2022-23 (Rs. 27.00 crore) is almost similar to BE 2021-

22 of Rs. 25.65 crore. 32% of the Establishment provision is for salaries and the remaining is for other establishment related expenses like medical treatment, travel expenses, professional services, publication, other administrative expenses, minor works, information technology, rental liabilities etc. The total BE 2022-23 allocation under Schemes, one each of DARPG & DPPW is Rs. 44.25 crore which includes:-

**Major Head: 7601 - Loans and Advances to State Governments –  
House Building Advance to All India Service Officers**

**TABLE XVII**

(Rs. in crore)

2022-23	Capital	
	Voted	Charged
Proposed Allocation	0.00	2.00

2.34 The above provision under Capital (Charged) Section of the Grant is meant for reimbursement to State Governments against the House Building Advances paid to All India Service Officers. The provision is included centrally in the Budget of this Ministry in order to cover the entire All India Service Officers posted in different states. The advance is repayable along with interest at the prevailing interest rates. The allocation proposed in BE 2022-23 is Rs.2.00 crore.

**Demand No.75 : Central Vigilance Commission**

2.35 Central Vigilance Commission is the apex vigilance institution monitoring all vigilance activity under the Central Government and advising various authorities in Central Government organizations in planning, executing, reviewing and reforming their vigilant work.

2.36. As per Section 13 of the CVC Act, 2003, the expenses of the Commission are ‘charged’ on the Consolidated Fund of India. Thus, entire Demand no.75 is ‘Charged’ expenditure.

### **TABLE XVIII**

#### **Budget at a Glance of Central Vigilance Commission (2022-23)**

(In ₹ crores)

Demand No.	Ministry/organization	Actual 2020-21	BE 2021-22	RE 2021-22	Variation between RE 2021-22 and BE 2021-22	Projection made to MoF for 2022-23	BE 2022-23	Variation between projections made to the MoF for 2022-23 and BE 2022-23
75	Central Vigilance Commission	33.56	38.67	38.63	-0.04	44.81	41.96	-2.85

2.37 The Commission has been allocated ₹41.96 crore in BE 2022-23 which is an increase of ₹ 3.29 crore over BE 2021-22 and an increase of ₹ 3.33 crore over RE 2020-21.

**2.38 The Committee notes that CVC has not utilized the funds earmarked for advertising and publicity during 2021-22. Consequently, the amount of Rs. 50 lakh sanctioned in BE 2021-22 towards advertising and publicity was drastically reduced to 1lakh at RE stage. The Committee also notes that an amount of Rs. 10 lakh sanctioned for integrity index project was lying unutilized as the project could not be implemented. The Committee recommends CVC to make a constant endeavour to utilize the funds judiciously in the upcoming fiscal year to avoid any downward revision at RE stage. The Committee recommends CVC to spend the lion's share of its resources on strengthening its surveillance.**

#### **Demand no. 84 : Union Public Service Commission**

2.39 Union Public Service Commission is a body constituted under Article 315 of the Constitution to conduct examinations for appointment to the services of the Union. Article 322 provides that the expenses of UPSC shall be charged on the Consolidated Fund of India. Thus, the entire Demand No.84 is a 'charged' expenditure.

## TABLE XIX

### Budget at a glance of Union Public Service Commission (2022-23)

(In ₹ crores)

Demand No.	Ministry/organization	Actual 2020-21	BE 2021-22	RE 2021-22	Variation between RE 2021-22 and BE 2021-22	Projection made to MoF for 2022-23	BE 2022-23	Variation between projections made to the MoF for 2022-23 and BE 2022-23
84	Union Public Service Commission	284.94	304.17	316.18	12.01	347.84	330.58	-17.26

2.40 The Commission has been allocated ₹330.58 crore for the BE 2022-23 which is an increase of ₹ 26.41 crore over BE 2021-22 and an increase of ₹14.4 crore over RE 2021-22.

2.41 The following table provides a glimpse of Actuals, BE and RE of UPSC Head-wise;

## TABLE XX

Head	Actual Expenditure 2020-21	BE 2021-22	RE 2021-22	Total expenditure (till 31.01.2022)	BE 2022-23
<b>Total expenses</b>	284.94	304.17	316.18	263.61	330.58
<b>Expenditure on Examinations and Selection</b>	146.82	155.74	158.75	126.80	159.03
<b>Administrative expenditure</b>	137.19	147.23	156.48	135.98	170.25
<b>Other expenditure</b>	0.93	1.20	0.95	0.83	1.30

2.42 As regards UPSC, the Committee notes that the amount sanctioned for 'Professional services' has been revised upwards from ₹ 9.20 crore in BE 2021-22 to ₹ 10.25 crore at RE 2021-22. The Committee has been informed that professional services cover charges for legal services and consultancy fees. The Committee notes that UPSC had spent about Rs. 10.25 crore to defend the Court cases in which Commission is a party and towards consultancy fees. The Committee would like UPSC to justify the expenditure incurred on litigation.

**The Committee recommends the Government to look into this matter and take necessary steps to reduce the expenditure incurred on litigation. The Committee is of the considered view that Government should advise Ministries/Departments to avoid being a compulsive litigant and that cases should be contested only after taking legal advice and every attempt should be made to pre-empt litigation at the point of origin itself.**

### 3. PERSONNEL MANAGEMENT

#### Cadre Management

3.1 The authorized strength of IAS officers is 6746 (including Direct Recruit & Promoted from SCS/ Non-SCS). The in-position strength of IAS officers (DR & promoted from SCS/ Non-SCS) is 5231, out of which 3787 are Direct Recruit and 1444 are IAS officers promoted from SCS/ Non-SCS.

3.2 The details of authorized and in-position strength of IAS officers, cadre-wise is as follows: (As on 01.01.2021)

S.NO.	CADRE	AUTHORISED STRENGTH			IN-POSITION STRENGTH			Gap between sanctioned strength and in-position strength
		Direct Recruitment Posts	Promotion Posts	Total Authorised Strength	Direct Recruitment	Promoted	Total in-position strength	
1.	Andhra Pradesh	167	72	239	133	61	194	45
2.	AGMUT	281	122	403	225	91	316	87
3.	Assam-Meghalaya	183	80	263	147	40	187	76
4.	Bihar	238	104	342	197	51	248	94
5.	Chhattisgarh	135	58	193	113	43	156	37
6.	Gujarat	218	95	313	175	75	250	63
7.	Haryana	150	65	215	124	57	181	34
8.	Himachal Pradesh	107	46	153	83	39	122	31
9.	Jammu & Kashmir	75	62	137	57	2	59	78
10.	Jharkhand	150	65	215	125	23	148	67

S.NO.	CADRE	AUTHORISED STRENGTH			IN-POSITION STRENGTH			Gap between sanctioned strength and in-position strength
		Direct Recruitment Posts	Promotion Posts	Total Authorised Strength	Direct Recruitment	Promoted	Total in-position strength	
11.	Karnataka	219	95	314	188	54	242	72
12.	Kerala	161	70	231	128	29	157	74
13.	Madhya Pradesh	306	133	439	256	114	370	69
14.	Maharashtra	289	126	415	231	107	338	77
15.	Manipur	80	35	115	55	32	87	28
16.	Nagaland	66	28	94	38	21	59	35
17.	Odisha	165	72	237	139	36	175	62
18.	Punjab	161	70	231	131	49	180	51
19.	Rajasthan	218	95	313	169	72	241	72
20.	Sikkim	34	14	48	28	11	39	09
21.	Tamil Nadu	262	114	376	216	106	322	54
22.	Telangana	145	63	208	116	48	164	44
23.	Tripura	71	31	102	50	11	61	41
24.	Uttarakhand	84	36	120	72	17	89	31
25.	Uttar Pradesh	454	198	652	377	171	548	104
26.	West Bengal	263	115	378	214	84	298	80
	<b>TOTAL</b>	4682	2064	6746	3787	1444	5231	1515

3.3 The Department has apprised the Committee that the approved annual intake of IAS officers for the period CSE 2012 to CSE 2020 is 180. The annual intake of IAS officers for CSE – 2021 and CSE – 2022 has been determined as 180 each with the approval of Competent Authority. A committee has been constituted to arrive at suitable formula for determining the intake IAS officers every year from CSE-2022 onwards.

3.4 It has come to the notice of the Committee that non-IAS officers are being appointed to Cadre Posts in some states. On being asked about the rule governing such appointments, DoPT has stated that Appointment or posting of officers on cadre posts in State (s) fall in the domain of the concerned State Government. Rule 9 of IAS/IPS (Cadre) Rules prescribes the conditions for temporary appointment of non-cadre officer to cadre posts. The extract of Rule 9 of IAS/ IPS (Cadre) Rules is given below:

**“Rule 9: Temporary appointment of non-cadre officer to cadre posts - 9(1) A cadre post in a State shall not be filled by a person who is not a cadre officer except in the following case; namely: -**

*(a) if there is no suitable cadre officer available for filling the vacancy:*

*Provided that when a suitable cadre officer becomes available, the person who is not a cadre officer, shall be replaced by the cadre officer;*

*Provided further that if it is proposed to continue the person who is not a cadre officer beyond a period of three months, the State Government shall obtain the prior approval of the Central Government for such continuance;*

*(b) if the vacancy is not likely to last for more than three months:*

*Provided that if the vacancy is likely to exceed a period of three months, the State Government shall obtain the prior approval of the Central Government for continuing the person who is not a cadre officer beyond the period of three months.*

*9(2) A cadre post shall not be filled by a person who is not a cadre officer except in accordance with the following principles, namely:*

*(a) if there is a Select List in force, the appointment or appointments shall be made in the order of the names of the officers in the Select List;*

*(b) if it is proposed to depart from the order of names appearing in the Select List, the State Government shall forthwith make a proposal to that effect to Central Government together with the reasons therefor and the appointment shall be made only with the prior approval of the Central Government;*

*(c) if a Select List is not in force and it is proposed to appoint a non-Select List officer, the State Government shall forthwith make a proposal to that effect to the Central Government together with the reasons therefor and the appointment shall be made only with the prior approval of the Central Government;*

*9(3) Where a cadre post is likely to be filled by a person who is not a cadre officer for a period exceeding six months, the Central Government shall report the full facts to the Union Public Service Commission with the reasons for holding that no suitable officer is available for filling the post and may in the light of the advice given by the Union Public Service Commission give suitable direction to the State Government concerned;*

3.5 DoPT further stated that a few cases regarding violation of Indian Administrative Service (IAS) Cadre Rules, 1954 inter-alia Rule 9 thereof, by the concerned State Governments have been received in recent past and that whenever such cases of violation of Indian Administrative Service (IAS) Cadre Rules, 1954 inter-alia Rule 9 thereof, come to the notice, the concerned State Governments are advised to take necessary action to ensure compliance of IAS (Cadre) Rules, 1954.

**3.6 The Committee observes that there is a huge shortage of more than 1500 IAS officers in the country. The gap between the sanctioned strength and the in-position strength of IAS officers is as large as 104 in UP cadre, 94 in Bihar cadre and 87 in AGMUT cadre. The Committee is of the view that, bureaucracy deficit is, perhaps, compelling states to take recourse to such means as appointing non-cadre officers to cadre posts, and continuing them in such posts beyond the permissible time limit besides giving multiple charges to serving officers. The Committee believes that such measures would compromise the efficiency of administration. Therefore, the Committee recommends DoPT to increase the annual intake of IAS officers significantly keeping in view the evolving needs of Indian administration.**

### **Cadre Review**

3.7 Cadre review encompasses several key elements of cadre management such as manpower projection, recruitment, planning, training, deputation, etc. It helps realign a service to the ever changing organizational needs and maintain congruence between functional needs and legitimate aspirations of the officers.

3.8 The objectives of a cadre review are to:

- a) estimate future manpower requirements on a scientific basis for a period of 5 years at a time;
- b) plan recruitment in such a way as to avoid future promotional blocks and at the same time prevent gaps from building up;
- c) restructure the cadre so as to harmonize the functional needs with the legitimate career expectations of its members; and
- d) enhance the effectiveness of the service.

3.9 Under the extant guidelines on cadre review of Central Group 'A' Service, the following authorities are involved in cadre review exercise:

- (i) Cadre Controlling Authorities (proposal to be prepared preferably in consultation with the representatives of the Service/cadre in question)- Approval of Minister-in-charge and Integrated Finance Division is required.
- (ii) Department of Personnel & Training (Recommendations on proposal with the approval of Secretary)
- (iii) Department of Expenditure (Recommendations on proposal with the approval of Secretary)
- (iv) Cadre Review Committee (CRC) (Headed by Cabinet Secretary with members as Secretary DOPT, Secretary Expenditure, Secretary Administrative Ministry and Senior-most member of the Service/cadre in question)
- (v) Approval of Minister of State for Personnel is required on recommendations of CRC.
- (vi) Approval of Finance Minister is required on recommendations of CRC.
- (vii) Cabinet (final approval of the Cabinet is required on the proposal)

3.10 The Cadre Review Committee (CRC) comprise of the following functionaries:

Cabinet Secretary	Chairman
Secretary of the Ministry controlling the cadre	Member
Secretary, Department of Personnel & Training	Member
Secretary, Ministry of Finance, Department of Expenditure	Member
The Senior most member of the service/cadre concerned	Member

3.11 The CRC deliberates on the issues referred in cadre review proposal and cadre structure and accordingly makes its recommendations. The recommendations of CRC require approval of MoS (PP), Finance Minister and final approval is given by the Cabinet. The recommendations of CRC are not binding and are subject to approval of the Cabinet. Approval of the Cabinet, on the recommendations of CRC, is binding for the Administrative Ministry. As per the extant guidelines, every cadre should be reviewed once every five years.

3.12 As per the information furnished by the Department, a total of 38 Central Group 'A' Services were pending for review.

**3.13 The Committee notes that 12 Central Group A services are awaiting cabinet approval and the cadre review proposals of 9 services are pending with the Cadre review Committee. The Committee hopes that the cadre review of these 21 services is completed at the earliest. In respect of the remaining 17 services, the Committee notes that respective cadre controlling authorities have**

either not submitted cadre review proposals or there are dying cadre issues. The Committee recommends DoPT to take steps to expedite cadre review of these 17 services and ensure that the process is completed at the earliest and furnish a status note in this regard to the Committee. The Committee also recommends the Centre to undertake cadre review of posts designated as ‘Cadre posts’ exclusively earmarked for IAS officers in states.

### **Reservation-Backlog vacancies**

3.14 DoPT monitors backlog vacancies pertaining to SCs, STs, OBCs of the following ten Ministries/ Departments of Government of India- Home Affairs, Railways, Revenue, Financial Services, Posts, Defence Production, Defence, Atomic Energy, Education and Housing & Urban Affairs.

3.15 The details of backlog vacancies furnished by the Department are as follows:

<b>DATA ON BACKLOG RESERVED VACANCIES AS ON 31.12.2020 (01.01.2021)</b>										
<b>Category-wise details of backlog vacancies, vacancies filled up and unfilled vacancies</b>										
<b>S.No</b>	<b>Ministry/ Department</b>	<b>SC</b>			<b>ST</b>			<b>OBC</b>		
		<b>Vacan- cies</b>	<b>Filled up</b>	<b>Unfilled</b>	<b>Vacan- cies</b>	<b>Filled up</b>	<b>Unfilled</b>	<b>Vacan- Cies</b>	<b>Filled up</b>	<b>Unfilled</b>
1.	Defence Production	8847	6976	1871	7574	5880	1694	4684	4156	528
2.	Railways	6940	3582	4445	6055	2288	4405	9135	5640	5403
3.	Financial Services	968	294	674	1166	486	677	1445	225	1145
4.	Posts	1452	408	1044	864	197	667	819	240	579
5.	Defence	1848	45	1803	1189	22	1167	3986	98	3888
6.	Housing & Urban Affairs	147	81	66	94	51	43	302	121	181
7.	Home Affairs	6393	1108	4450	3524	466	2821	6610	717	5479
8.	Atomic Energy	137	21	116	149	16	133	571	31	540
9.	Revenue	3239	477	2762	2142	142	2000	1742	277	1465

3.16 DoPT has informed the Committee that it has issued instructions to all Ministries/ Departments to constitute an In-house Committee for identification of backlog reserved vacancies, to study the root cause of such vacancies, to initiate measures to remove the factors causing such vacancies and to fill them up through Special Recruitment Drives. Accordingly, Department of Defence Production [Hindustan Aeronautics Limited (HAL), Mishra Dhatu Nigam Limited (MIDHANI), Mazagon Dock Shipbuilders (MDL), Goa Shipyard Limited (GSL)], Department of Financial Services, and Department of Posts, conducted Special Recruitment Drive(s).

**3.17 The Committee notes that, at present, there is no single nodal agency in the Central Government to monitor backlog reserved vacancies in various Ministries/Departments. The Committee, therefore, recommends the Government to designate Department of Personnel and Training as the nodal agency for this purpose. The Committee reiterates the recommendation made in its 106<sup>th</sup> and 108<sup>th</sup> Reports that the Ministries/Departments concerned may create a dashboard on their sites showing the details of backlog reserved vacancies and the progress made in filling them up. The Committee further recommends that DoPT may create a similar Dashboard on its site and update it regularly as and when information regarding reserved vacancies is made available to it by concerned Ministries/Departments.**

### **Immovable Property Returns**

3.18 Details of number of IAS officers who failed to file Annual Immovable Property Returns from 2018 to 2021 are as follows:

<b>Number of IAS officers who have not filed IPRs for the year 2021</b>	<b>Number of IAS officers who have not filed IPRs for the year 2020</b>	<b>Number of IAS officers who have not filed IPRs for the year 2019</b>	<b>Number of IAS officers who have not filed IPRs for the year 2018</b>
<b>158</b>	<b>146</b>	<b>128</b>	<b>135</b>

3.19 Further, the details of number of direct recruit IAS officers who did not file their IPRs for more than one year are as follows (as on 17.02.2022):

i) Direct Recruit IAS officers who have not filed IPRs for **two successive years**:

- ii) Direct Recruit IAS officers who have not filed IPRs for **three successive years**: 44
- iii) Direct Recruit IAS officers who have not filed IPRs for **more than three successive years**: 32

3.20 The Committee has recommended DoPT in its 108<sup>th</sup> Report to list out stringent measures, other than denial of vigilance clearance, that can be taken against IAS officers who fail to file Annual Immovable Property Returns within the stipulated time limit. DoPT has replied as under:

*‘As per Rule 16 (2) of All India Services (Conduct) Rule, 1968, every member of the Service shall submit an annual return in such form as may be prescribed by the Government in this regard, giving full particulars regarding the immovable property inherited by him or owned or acquired by him or held by him on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other person.*

*DoPT has introduced the facility of online filing of IPRs w.e.f. 1.1.2017. Establishment Officer & Additional Secretary had vide D.O. letter dated 22.12.2017 addressed to Chief Secretaries of all cadres had requested to issue necessary instructions to all IAS officers belonging to their jurisdiction for timely filing of IPRs online. Subsequently, Secretary (P) vide D.O. letters dated 4.12.2018, 21.11.2019 and EO & AS vide letter dated 6.1.2021 have also issued necessary instruction to all State Governments to ensure that IAS officers submit their IPRs online in the IPR Module, as per the prescribed timeline.*

*Further, Central Government examines the vigilance clearance in respect of AIS officers for the purpose of (a) inclusion in the offer list (b) empanelment (c) any deputation for which Central Government clearance is necessary, including deputation under rule 6[1] and 6[2](ii) of the AIS (Cadre) Rules (d) appointments to sensitive posts (e) assignments to training programmes (except mandatory training) are examined as per guidelines contained in DOP&T OM No.104/33/2005AVD-I dated 29.10.2007 and 7.9.2011. The vigilance clearance shall be denied to an officer if he fails to submit his annual immovable property return of the previous year latest by 31st January of the following year, as required under Government of India decisions under Rule 16 of the All India Services (Conduct) Rule, 1968.*

*Regarding action taken on erring IAS officers who have not filed IPR for year 2020, the list of defaulting officers was forwarded to State Governments concerned for taking action under the Rule 16(2) of AIS (Conduct) Rules, 1968.*

*Further, a Gazette notification dated 30.12.2021 has been issued by DoPT to make timely submission of IPR by AIS officers as mandatory condition for grant of promotion to the next higher grade of respective AIS, by way of amending the respective Pay Rules’.*

**3.21 The Committee expresses its concern over the fact that a significant number of IAS officers are not filing Immovable Property Returns every year. In fact, the Committee is surprised to note that there are 32 IAS officers who have not filed IPRs for more than three successive years. The fact that IAS officers are not filing IPRs for years points to a deeper malaise in the system. It also implies that ‘denial of vigilance clearance’ is no longer working as an effective deterrent.**

**The Committee, therefore, recommends DoPT to come up with a proposal in this regard and submit a status note to the Committee in a month's time.**

**3.22 The Committee recommends DoPT to prominently publish the names of erring officers on its website. The Committee also recommends DoPT to furnish the names of defaulting officers along with details of action taken against each officer in a month's time.**

### **Employees of Union of India**

3.23 In its previous Reports, the Committee observed that the Executive, the Legislature and the Judiciary have well defined roles and they all function under the Constitution. These three organs of governance, by and large, constitute the Union Government. Therefore, it is inappropriate to use the term 'Central Government Officials' to those serving the executive wing alone. The Committee desired the term 'Central Government' to be substituted by 'Union of India' and the officials of the three organs of the Union Government, henceforth, be referred to as 'Officials of the Union of India'. The Ministry has, however, categorically stated that the observation of the Committee regarding the substitution of the term 'Central Government' with the 'Union of India' may be outside its purview.

**3.24 The Committee would like to state that it is conscious of its own mandate as well as the mandate of the Ministry of Personnel Public Grievances and Pensions. The Committee observes that its recommendation is well within the boundaries of the Constitution and mandate of the Committee.**

**3.25 The Committee is dissatisfied with the response given by DoPT that substituting the term 'Central Government' with 'Union of India' may be outside of its purview. The Committee is unhappy with this disrespectful and inconsiderate response of the Ministry. At this juncture, the Committee would like to draw the attention of the Ministry to part V of the Constitution of India, entitled, 'THE UNION' which includes the Union Executive, the Union Legislature and the Union Judiciary. It is clear that the founding fathers of our constitution treated these three wings as constituents of the UNION.**

**3.26 Since the Ministry of Personnel Public Grievances and Pensions is the nodal agency for policy matters relating to personnel management as per the Allocation of Business Rules, the Committee desires the Ministry to enlighten it**

**whether the term ‘Central Government’ or ‘Union Government’ was used at the time of framing of the Constitution.**

### **Central Staffing Scheme**

3.27 Keeping in view, acute shortage of bureaucrats at the middle and entry levels, the Committee, in its 106<sup>th</sup> Report, recommended the Ministry to expand the scope of Central Staffing Scheme to include all levels of bureaucracy and to reframe the eligibility conditions to cover the officers of all the organs of the Union Government including the legislature, the Judiciary, autonomous and Constitutional Bodies among others.

3.28 In response to the Committee’s recommendation, the Ministry stated that the positions within the Central Government that are manned through Central Staffing Scheme are that of specialized executive nature where officers with appropriate experience, aptitude and suitability are drawn and posted. Expanding the scope of Central Staffing Scheme to non-executive branches of the Government, therefore, may not be wholly appropriate.

3.29 In its 108<sup>th</sup> Report, the Committee has asked the Ministry as to why officers from non-executive branches of Government cannot be trained on the same lines as outside experts inducted through Lateral entry scheme especially when the former have an advantage over the latter as they know a thing or two about the functioning of the Union Government. However, the Ministry has reiterated its response.

**3.30 The Committee takes note of a finding from the report of Seventh Central Pay Commission that the total number of federal/Union Government personnel per lakh of population in India and the US is 139 and 668 respectively. The Committee is of the considered view that the Union Government should restructure and align its personnel requirement in line with its current and future challenges. In view of increasing role and responsibilities of the Union Government, the Committee recommends DoPT to make advanced projections and align its human resource architecture so as to meet its future requirements. While doing so, the Department may attempt to increase the number of Union Government personnel per lakh population.**

3.31 The Committee is not satisfied with the explanation offered by DoPT that posts manned through Central Staffing Scheme are of specialized executive nature and that it is not appropriate to draw officials from other wings of the Government. The Committee is of the view that this explanation is basically flawed as it is based on the assumption that officials serving other wings of the Union Government lack skills, competency and aptitude required for these posts. Also, when the officials of the executive wing can man certain posts in the

**legislative and judicial wings, why the reverse of the same is not possible. The Committee recommends DoPT to shun its assumption and open up possibilities for the officials of the legislative and judicial wings to serve the executive wing.**

## 4. RECRUITMENT INSTITUTIONS

### A. Union Public Service Commission

4.1 Union Public Service Commission comprises a Chairman and ten Members. It makes recruitment for All India Services, Group 'A' Central Civil Services/posts, and Group 'B' Gazetted posts in Ministries/Departments of the Central Government. The Commission also conducts the examination for recruitment of Commissioned officers in the Defence forces. Some Union Territories (UTs) also avail the services of the Union Public Service Commission for recruitment to the posts under the UT.

4.2 The functions of the Commission are as specified in Article 320 of the Constitution. By the exercise of powers conferred by the proviso to Article 320 (3) of the Constitution the President has made the UPSC (Exemption from Consultation) Regulations, 1958 as amended from time to time, as respects the All India Services and also as respects other services and posts in connection with the affairs of the Union specifying the matters in which it shall not be necessary for the UPSC to be consulted.

#### **Civil Services Recruitment:**

4.3 The details of vacancies filled up by UPSC through Civil Services Examination during the period 2010- 2022 are as follows:

S.N.	Year of Exam	Vacancies at the time of Notification	Vacancies before declaration of results of preliminary examination	Vacancies before declaration of results of Main Examination	Vacancies before declaration of final result
1.	2010	965	1014	1064	1043
2.	2011	880	957	1001	1001
3.	2012	1037	1044	1091	1091
4.	2013	1000	1200	1228	1228
5.	2014	1291	1364	1364	1364
6.	2015	1129	1164	1164	1164
7.	2016	1079	1209	1209	1209
8.	2017	980	1058	1058	1058
9.	2018	782	812	812	812
10.	2019	896	936	927	927

S.N.	Year of Exam	Vacancies at the time of Notification	Vacancies before declaration of results of preliminary examination	Vacancies before declaration of results of Main Examination	Vacancies before declaration of final result
11.	2020	796	836	836	836
12.	2021	712	742	Yet to be declared	
13	2022	1011	NA	NA	

**4.4** The Committee notes, from the data made available to it, that, during 2010, 2011, 2012, 2013 and 2019 Civil Services recruitment, the number of vacancies notified at the stage of preliminary examination were different from those notified at Main and final stages. For instance, in 2010, 965 vacancies had been declared at the time of notification, 1014 vacancies at time of declaration of preliminary result, 1064 vacancies at the time of declaration of Main result, and 1043 in the final result. The Committee feels that if 1043 vacancies had been declared at the time of announcement of preliminary result itself, more candidates would have got an opportunity to appear in Mains examination and consequently, the final result would have been different. Therefore, the Committee feels that changing the number of vacancies, at different stages of examination is not a healthy practice. The Committee recommends UPSC to ensure that vacancies declared at the time of announcement of result of preliminary examination should remain constant throughout the recruitment cycle.

#### **Impact Assessment:**

4.5 The Committee has reiterated in its previous Reports that an expert committee should be constituted to study the impact of the changes carried out in the scheme and syllabus of Civil Services Examination from time to time on administration and candidates.

4.6 On being asked about the progress made in this regard, UPSC has once again reiterated that the report of the Baswan Committee is currently under the consideration of DoPT.

**4.7** The Committee is of the view that Government should appoint an expert group or Committee to assess the impact of changes made in the scheme,

pattern and syllabus of Civil services examination in the last ten years on the quality of recruitment and administration at large. The expert group so constituted may assess if the present scheme of recruitment provides an equal opportunity to both English-medium educated urban candidates and non-english medium educated rural candidates. The expert group may also assess if the existing pattern of preliminary and mains examination has created a level playing field for all candidates irrespective of their academic background.

### Disciplinary cases dealt with by UPSC:

4.8 Disciplinary cases received and processed by UPSC since 2015, year-wise, is as under:

Year (1)	No. of cases brought forward at the commencement of the year (2)	No. of cases received during the year (3)	No. of Advice Letters sent during the year (4)	No. of cases returned during the year due to procedural deficiencies (5)	Total (4)+(5) (6)	Balance left at the end of the year (7)
2015-16	149	546	492	91	583	112
2016-17	112	487	431	49	480	119
2017-18	119	582	372	66	438	263
2018-19	263	595	493	63	556	302
2019-20	302	578	447	47	494	386
2020-21	386	502	433	54	487 <sup>#</sup>	401
2021-22 <sup>\$</sup>	401	428	389	50	439*	390

<sup>#</sup> Year impacted by covid-19 pandemic's first wave.

<sup>\$</sup> till 31.01.2022

\* Year impacted by covid-19 pandemic's second & third waves

4.9 On being asked if there were any instances, where the advice tendered by UPSC was not accepted by the Government in recent times, the Commission replied that as per the information available with it, its advice was not accepted by the Government nine times during the period between 2018-19 to 2021-22.

**4.10 The Committee notes that, as on date, 390 disciplinary cases are pending with UPSC. The Committee is of the view that administrative lag should be**

**avoided at all costs and no official should be made to undergo mental agony and monetary loss due to administrative delays. The Committee recommends UPSC to take necessary remedial measures and expedite the disposal of pending disciplinary cases at the earliest.**

### **Recruitment Rules framed by UPSC**

4.11 Details of Recruitment Rules proposals (year-wise) approved by UPSC pending for notification by Ministries/ Departments concerned are as under:-

	2018-19	2019-20	2020-21	2021-22 (upto 31.01.2022)
<b>Offline proposals</b>	23	66	44	58
<b>Online proposals</b>	2	120	81	111
<b>Total</b>	<b>25</b>	<b>186</b>	<b>125</b>	<b>169</b>

4.12 Recruitment rules formulation, Amendment Monitoring System (RRFAMS) portal for online submission of proposals for framing / amendment of Recruitment Rules developed by DoP&T was extended to UPSC w.e.f 03.12.2018. RR proposals approved by DoP&T on RRFAMS portal are now being received in the Commission online. The proposals of certain UTs and organizations viz. EPFO, ESIC, DJB, NDMC and MCD, which submit proposals directly to UPSC, are also received on RRFAMS. Advice of the Commission on such proposals is conveyed to the concerned Ministry/ Department/ Organization online.

**4.13 The Committee notes that over 500 Recruitment Rules approved by UPSC are pending notification by Ministries/Departments concerned. The Committee, therefore, recommends DoPT to impress upon Ministries/Departments concerned to designate a nodal officer for this purpose. The nodal officer may be held accountable for any delay in notification of Recruitment Rules thereafter.**

### **DPC Proposals**

4.14 In its 108<sup>th</sup> Report, the Committee recommended both UPSC and DoP&T to impress upon the Ministries/Department to put an accountability mechanism in place and hold authorities concerned responsible for delay in the submission of DPC proposals. In compliance of the above observation, a letter dated 29.12.2021 has been

issued by Commission to all Department/Ministries with a request to ensure timely submission of DPC Proposals to UPSC so that availability of select panels can be ensured well before the commencement of the vacancy year. Therein, Departments/Ministries have also been advised to take note of Parliamentary Standing Committee's observation to put in place an accountability mechanism and make the concerned authorities answerable for any delay in the submission of DPC proposals to UPSC to ensure strict compliance to the Model Calendar and to send Action Taken Report to the Commission.

### **Extra attempt**

4.15 On being asked if the Commission is considering giving an extra attempt and benefit of age relaxation for all candidates in view of the havoc wreaked by the first and second COVID waves, UPSC replied that the issue of granting age relaxation and extra attempt to the candidates in Civil Services Examination (CSE) due to the COVID-19 pandemic had been brought before the Hon'ble Supreme Court of India vide Writ Petitions filed by the CSE aspirants. Based on the judgements passed by the Hon'ble Apex Court, the matter has been considered and it has not been found feasible to change the existing provisions regarding number of attempts and age-limit in respect of the Civil Services Examination. In view of above, no such proposal is under consideration in this Department.

**4.16 The Committee is of the opinion that COVID-19 has caused untold agony and insurmountable sufferings to many. The whole of India had come to a standstill, lives and livelihoods got disrupted and the student community was also adversely affected. Keeping in view the hardships faced by the student community during the first and second COVID waves, the Committee recommends the Government to change its mind and sympathetically consider the demand of CSE aspirants and grant an extra attempt with corresponding age relaxation to all candidates.**

### **.B. Staff Selection Commission**

4.17 Staff Selection Commission is one of the largest recruiting agencies in India in terms of the number of candidates who apply for various posts in the Central Government. It is mandated to make recruitment to Group 'B' (Non-Gazetted) and Group 'C' (Non-Technical) Posts in the Government of India. The Commission has also been assigned the responsibility of recruitment to Group 'B' (Gazetted) Posts of

Assistant Accounts Officer and Assistant Audit Officer for the Indian Audit and Accounts Department.

### **Strength**

4.18 The total authorized strength of SSC is 541 and 206 posts are vacant as on date.

### **Pendency of Litigation:**

4.19 The details of cases pending before the Supreme Court and High Courts/CAT where SSC is a party are as follows:

<b>Cases pending in</b>	<b>Number</b>
Special Leave Petitions before the Supreme Court	16
Total Number of Court Cases pending in various High Courts / Central Administrative Tribunals	2450
<b>Total Cases</b>	<b>2466</b>

**4.20 The Committee is of the view that there is an inverse relationship between transparency and litigation. The greater the transparency, the lesser the litigation. The Committee recommends Staff Selection Commission to maintain the highest possible level of transparency so as to preserve the integrity of the recruitment process.**

### **C. National Recruitment Agency**

4.21 National Recruitment Agency (NRA) has been set up as an autonomous and self-reliant body to conduct a Common Eligibility Test (CET) to shortlist candidates for vacancies of Group 'B' Non-Gazetted posts, Group 'B' Gazetted posts, which are exempted from consultation with the Union Public Service Commission (UPSC); Group 'C' posts in the Government and equivalent posts (where no such classifications exist) through a computer-based Tier-I examination.

4.22 To begin with, NRA will conduct a separate CET for the three levels viz., graduate, higher secondary (12th pass) and the matriculate (10th pass) candidates for those non-technical posts to which recruitment is carried out by the Staff Selection Commission (SSC), the Railway Recruitment Boards (RRBs) and by the Institute of Banking Personnel Selection (IBPS).

4.23 The score obtained by candidates in CET will be shared with the SSC, RRB & IBPS for their next level (Tier-II onwards) examinations for selection to various

Government jobs. The score, obtained by the candidate in the CET, will be valid for three years and the highest score obtained in the last three years shall be taken as the score for consideration in the next level of recruitment process by the respective recruitment bodies. Therefore, the candidate can appear in multiple Tier-II and onward examinations as long as score is valid and the candidate is shortlisted by those recruitment bodies.

4.24 NRA would be registered as a Society under the Societies Registration Act, 1860 with its HO. in Delhi NCR. It will have the following structure: There shall be a Governing Body at the Apex Level to give strategic direction to the NRA. The composition of the Governing Body will be as follows:

1. Chairman, NRA - President
2. Secretary, DoP&T or his representative -Member
3. Representative of Ministry of Railways -Member
4. Representative of D/o Financial Services -Member
5. Chairman, Staff Selection Commission -Member
6. Chairman, Railway Recruitment Board -Member
7. Chairman, Institute of Banking Personnel Selection -Member
8. Two experts from the field of academics -Members
9. Secretary and Controller of Examinations, NRA -Member Secretary

**4.25 The Committee notes that Union Cabinet had given its approval to set up a National Recruitment Agency as far back as in 2020. The Committee also notes that NRA has utilized ₹58.32 crore in 2021-22 and an outlay of ₹ 396 crore has been earmarked in BE 2022-23. However, NRA has not seen the light of the day yet. The Committee would like to be informed as to why NRA has not been operationalized yet. The Committee recommends DoPT to apprise the Committee by when NRA will become fully functional.**

#### **D. Public Enterprises Selection Board**

4.26 Public Enterprises Selection Board {PESB} is a high powered body set up with the objective of evolving a sound managerial policy for the Central Public Sector Enterprises (CPSE) and, in particular, to advise the Government on appointment to top management posts. The PESB is headed by a full-time Chairman with three Members.

4.27 The process of selection entails framing of the job description in consultation with respective administrative ministries/ departments, advertisement of the vacant posts, short listing and scheduling of the selection meetings. Details of no. of

candidates (Internal and Other than Internal) and percentage of female candidates recommended by PESB during the last five calendar years:

Year	No. of Internal candidates recommended	No. of candidates other than Internal recommended	Total	Male	Female	Gender ratio (Male: Female) (Approx.)
2017	49	29	78	72	6	12:1
2018	62	43	105	101	4	25:1
2019	104	41	145	140	5	28:1
2020	38	20	58	54	4	13:1
<b>Total</b>	<b>253</b>	<b>133</b>	<b>386</b>	<b>367</b>	<b>19</b>	

4.28 On being asked about number of vacant positions of Board level posts in PSUs actionable in PESB, the Committee was apprised that, as on, 16<sup>th</sup> February, 2022, 54 Board level posts actionable in PESB are lying vacant. PESB further stated that, since the appointment of present Chairperson, in April 2021, 104 selection meetings have been held wherein 98 recommendations have been made out of approx. 140 backlog and anticipated vacancies upto 31<sup>st</sup> March, 2022. For the remaining vacant posts, the process for selection meeting is at an advance stage and would be completed soon. During the course of the year, 22 unforeseen vacancies have also arisen due to chain vacancies/ non extension of tenure/ termination/ non confirmation of tenure/ death etc.

**4.29 The Committee appreciates PESB for clearing a large number of backlog vacancies as speedily as possible. However, the Committee is not happy with the representation of women in Board level posts in PSUs which it found to be acutely low. The Committee recommends PESB to apprise it whether the situation has arisen due to the shortage of women candidates competing for Board level posts or due to their not satisfying requisite eligibility conditions.**

## 5. TRAINING INSTITUTIONS

### A. Lal Bahadur Shastri National Academy of Administration

5.1 Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie is Government of India's premier institution for the training of higher civil services in the country. The Academy imparts induction level and in-service training. A common Foundation Course is held for entrants to All India Services and all Group "A" services of the Union. The professional training to regular recruits of the Indian Administrative Service (IAS) and members of the Royal Bhutan Civil Service is conducted after the Foundation Course. The Academy also conducts in- service and Mid-Career Training Program (MCTP) for members of the IAS and Induction Training program for officers promoted to the IAS from State Civil Services, as well as workshops and seminars on various issues in public administration.

#### Strength

5.2 The strength of faculty at Lal Bahadur Shastri National Academy of Administration as on date is as under:-

Sanctioned Posts	Posts in positions	Vacant Posts
40	21	19

#### Training

5.3 The details of training programmes conducted by LBSNAA during the last three years are as follows:

S.No.	Training Programme	Total number of course	Total No. of Participants
1	94th Foundation Course, IAS Phase-I & Phase-II held in 2019:-	3	683
2	Mid-Career Training Programme held in 2019	8	451
3	95th Foundation Course, IAS Phase-I & Phase-II held in 2020	3	794
4	Mid-Career Training Programme held in 2020	2	153
5	IAS Phase-I, Phase-II & 96th Foundation Course [ongoing (5.12.2021 to 17.03.2022)] held in 2021	3	859

S.No.	Training Programme	Total number of course	Total No. of Participants
6	Mid-Career Training Programme held in 2021	5	495

5.4 LBSNAA has informed the Committee that it has a well-integrated quality audit mechanism for all the training courses conducted by the Academy. The feedback submitted by the participants of these various training programmes are thoroughly scrutinised for aspects such as curriculum content or pedagogy which may need to be revised or freshly curated. The suggestions and feedback enable the Academy to design all its future programmes keeping in view the nation's requirements and goals for the present, as-well-as for the future. The feedback mechanism has been found to be a very effective tool to pave the path of a wholesome and future-ready Civil Servant in India. In addition to the above, views of serving officers are sought to periodically update the curriculum in line with the changing requirements of public policy.

**5.5 The Committee is of the view that training should be continuous and it should be tailored to the needs of the individual. The current training programmes offered at LBSNAA, especially at mid-career level, are based on the premise that all officers need training, that too, the same kind of training. The Committee feels that this assumption is basically flawed. Training needs vary from individual to individual and therefore, the Committee recommends LBSNAA to first assess the core competencies of the officer, then perform a gap analysis, determine the training needs and chalk out a training programme accordingly. The Committee recommends LBSNAA to shift its approach from 'one-size-fits-all training' to 'need-based customized training'. Further, the Committee also recommends LBSNAA to make its digital library, training modules accessible to general public.**

**5.6 The Committee is of the considered view that LBSNAA needs to re-orient its training programme to make young civil servants sensitive to the needs of the general public, especially the marginalized and the vulnerable. LBSNAA needs to integrate class room based theoretical training with experiential training in real settings. During the course of training, LBSNAA may assign young officer trainees to tribal hamlets, remote villages, areas with harsh terrains and difficult conditions for two-three weeks, completely disconnected from mundane life and**

enable them to get first-hand experience about the challenges faced by these groups of people on day-to-basis. The Committee is confident that this change will go a long way in bridging the gap between the Government and the governed.

## B. Institute of Secretariat Training and Management

5.7 ISTM is mandated to impart training to officers of Central Secretariat Service (CSS), Central Secretariat Stenographers Service (CSSS) and officers of other central services functioning in the Central Secretariat. CSS officers form the backbone of the Central Government Ministries/ Departments as they assist in the discharge of key responsibilities of Department such as policy formulation & implementation, effective monitoring and review.

### Strength

5.8 The sanctioned strength and in-position of strength of ISTM is as follows:

	<b>Sanctioned Strength</b>	<b>In Position</b>	<b>Vacant</b>
Faculty	28	14*	14
Non-Faculty	69	38	31

\* Including three DSs and one US provided by DoP&T to assist ISTM. In addition, ISTM has also engaged six retired faculty members, who are also assisting the regular faculty members in Teaching and training duties.

### Training

5.9 Training Programmes/Courses at ISTM conducted during last three years along with Number of Participants is shown below:

Training Calendar Year (April-Mar)	No of courses planned	No of courses conducted	Training Days planned	Training Days achieved	Number of Participants Trained		
					Grp-A	Grp B & C	Total
<b>2018-19</b>	<b>183</b>	<b>313</b>	<b>2522</b>	<b>3100</b>	<b>1702</b>	<b>7540</b>	<b>9242</b>
<b>2019-20</b>	<b>230</b>	<b>272</b>	<b>2591</b>	<b>2763</b>	<b>1431</b>	<b>6106</b>	<b>7537</b>
<b>2020-21*</b>	<b>224</b>	<b>100</b>	<b>2692</b>	<b>1092</b>	<b>284</b>	<b>3242</b>	<b>3526</b>

2021-22*	226	155**	2702	1832	603	4893	5496
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\* Due to COVID-19 pandemic, less no. of courses was conducted during first quarter for the year 2021-22 and no courses were conducted during first quarter for the year 2020-21.

\*\* No. of courses conducted as on 31<sup>st</sup> December, 2021.

5.10 On being asked, if ISTM is facing any man power constraints, the institute stated that several attempts made to fill up the posts on regular basis have become infructuous due to non-availability of officers on deputation basis with requisite eligibility conditions. It has further stated that in order to augment the manpower, the DoPT has provided three Dy. Secretaries and one Under Secretary to ISTM, who are functioning as faculty member. In addition, ISTM has also engaged six retired officers as consulting faculty members.

**5.11 The Committee is concerned to learn that ISTM is grappling with significant human resource deficit. The Committee has been apprised that the shortage of faculty has arisen, due to non-availability of officers with requisite eligibility conditions on deputation basis. The Committee reiterates that ISTM needs to reduce its dependence on deputed officials. It may recruit permanent faculty and also hire retired officials who fulfil requisite eligibility conditions to overcome this problem. The Committee also recommends ISTM to make its digital library, training modules accessible to general public.**

**5.12 The Committee is of the opinion that improving the digital readiness of public servants and upskilling their ICT capacities is central to India's digital transformation, especially in the Government sector. The Committee, therefore, recommends ISTM to impart training in digital technologies relevant to public servants such as e-office, basics of computer and internet, MS-office etc.. While developing such modules, ISTM may focus on tasks relevant to specific types of duties.**

### **C. Indian Institute of Public Administration**

5.13 Indian Institute of Public Administration (IIPA) was set up to build capacity among public servants through training and research with knowledge, skills and behaviour required for managing the tasks of governance at the Centre and state level.

#### **Strength**

5.14 There are 21 faculty members and 91 officers and staff working at present in IIPA. IIPA also engages research staff on short term basis for conducting research

studies till completion of the projects. IIPA does not have a sanctioned strength approved by Government. Besides this, IIPA also engages subject matter specialists and professional consultants depending upon need of Capacity building programmes.

## **Training**

5.15 Details of training conducted by IIPA between 2018-19 and 2020-21 are as follows:

<b>Financial Year</b>	<b>No. of Training Programmes Conducted</b>	<b>No. of Training Participants</b>
2018-19	119	4879
2019-20	145	7191
2020-21	66	8353

5.16 On being asked if IIPA has sufficient manpower, the institute has stated that Salary and other expenditures of IIPA are partially funded by DoPT in the form of Grants-in-Aid. IIPA has to raise resources internally by conducting different trainings and carrying out Research and Evaluation studies. In the last year due to prevailing Covid-19 pandemic, the training courses and other academic activities have slowed down considerably. The IIPA building is very old and many infrastructural issues are there including old hostel building. However, additional funds have been granted for improving the old infrastructure. In view of this, IIPA makes appointments only on need basis for relevant academic areas so as to balance the expenditures.

**5.17 The Committee notes that, with the Grants-in-aid provided by DoPT and the revenue generated from training and research programmes, IIPA is hardly able to make both ends meet. Given this situation, IIPA is unable to appoint superior faculty, innovate, tie-up with world class institutions or modernize its training programmes. The Committee is of the view that budgetary constraints have restrained IIPA from appointing permanent faculty. The Committee, therefore, recommends DoPT to enhance the Grants-in-aid provided to IIPA significantly. The Committee also recommends IIPA to make its digital library, training modules accessible to general public.**

**5.18 The Committee notes that Advanced Professional Programme in Public Administration, the flagship training programme of IIPA, is for officers who have at least 10 years of Group A service and of the rank of Director/Deputy Secretary in the Government of India or those holding equivalent posts. The Committee feels that every public servant should have the leeway to assess his strengths and weaknesses, determine his training needs and strive to hone his skills as per the requirement, and, in this process, age, rank or work experience of the official should certainly not become a limitation. The Committee, accordingly, recommends DoPT and IIPA to expand the scope of APPPA to cover public servants of all ranks.**

#### **D. Civil Services Capacity Building Commission**

5.19 Constituted on 1 April 2021, by the Government of India, the Capacity Building Commission has been mandated to drive standardisation and harmonisation across the Indian civil services landscape. As the custodian of civil services capacity building reforms, the Commission's role is central to the overall institutional framework of Mission Karmayogi.

5.20 Established as an independent body with complete executive and financial autonomy, the Commission comprises of three Members and is supported by an internal Secretariat. The Secretariat is headed by an officer in the grade of Joint Secretary to the GoI (designated as the Secretary to the Commission). The Members have been appointed from diverse backgrounds to ensure adequate representation of multiple perspectives such as those of state governments, public sector, private sector, academia etc.

5.21 The core purpose of the Commission is to build credibility and shape a uniform approach to capacity building on a collaborative and co-sharing basis. CBC is mandated to perform the following key functions:

- Preparing an Annual State of Civil Services Report
- Exercising functional supervision over Training Institutions and creating shared learning resources
- Facilitating the creation of Annual Capacity Building Plans for ministries and departments
- Organising a global HR Summit
- Evolving a harmonious, de-siloed approach to capacity building initiatives
- Undertaking an Audit of Human Resources available in Government

- Recommending policy interventions in areas of personnel/HR to DoPT
- Approving Knowledge Partners for the Mission

5.21 An outlay of 47.05 crore has been earmarked for Capacity Building Commission in BE 2022-23.

**5.22 It has come to the notice of the Committee that general etiquette and protocol are not followed by civil servants with respect to public representatives. The Committee recommends DoPT to formulate guidelines regarding general etiquette, protocol and observance of courtesy by civil servants in their dealings with Members of Union and State legislatures. The Committee recommends Civil Services Capacity Building Commission to incorporate this important aspect of behavioural skill training in its civil services capacity building programmes.**

## 6. INTEGRITY, VIGILANCE, TRANSPARENCY AND SERVICE MATTERS

### A. Central Bureau of Investigation

6.1 Central Bureau of Investigation (CBI) is the premier investigating agency of the country and watchdog of the nation to arrest the menace of corruption as also to investigate the various types of banking, non-banking and the multitude of economic and other conventional offences. A new addition to its function is investigation into terrorist crimes, vandalism etc. Cases are referred to this agency, on the basis of concurrence of the State Government, by the High Court as well as by the Supreme Court.

#### Strength

6.2 The overall sanctioned and in-position strength of CBI as on 31.12.2021 along with details of vacancies in terms of percentage is as follows:-

Cadre	Sanctioned Strength	In position
Executive ranks	5000	4052
Law officers	370	270
Technical Officer	162	68
Ministerial Staff	1671	1326
Canteen staff	70	24
<b>Total</b>	<b>7273</b>	<b>5740</b>

#### CTV-CBI, ICEFS, ICEI

6.3 The primary objective of Setting up of Centralized Technology Vertical (CTV) is for assisting investigators as the complexity of crimes investigated by CBI has been constantly increasing in recent years. Investigations require advanced analytical tools. As there was no existing capacity, human and technological, to meet the demands for more complex cases with transnational dimensions, requiring tracking of proceeds of crime, it has been approved to set up the Centralized Technology Vertical, having access to Data Warehouses, equipped with Big Data Analytics, Data Mining Tools and manned by professionals in Digital Forensic Analysis, Forensic Accounting and Fraud Examination. The proposed Technology Vertical has to be designed to provide real time support to investigators of all specialized divisions of CBI.

6.4 As regards the current status of CTV-CBI project, the Committee has been informed that initially a tender was floated and scrapped due to lack of participation.

Subsequently two new tenders for 'Digital Forensics' and 'Fraud Analytic' were floated and are currently under process.

6.5 The matters relating to setting up of ICEI-CBI and delinking of ICEFS from ICEI and formation of society for governance of ICEFS are under consideration.

#### **Complaints against officials of CBI:**

6.6. CBI has informed that during the period 2015 to 2021, a total of 1753 complaints have been dealt against the CBI officers/officials, which include 968 complaints received through CVC via CVC Portal. Out of these 1753 complaints, 1041 complaints have been closed.

6.7 During the period 2015 to 2021, total 32 corruption cases were registered against 34 CBI officers/officials and unknown officials. Out of these 32 cases, charge-sheets have been filed in 20 cases in the concerned Courts; while 09 other cases are under investigation, 02 cases ended in closure and in the remaining 01 case, departmental enquiry has been recommended. Besides the above, total 20 preliminary enquiries were registered against 21 CBI officers/officials during this period.

**6.8 On the question of pendency, CBI in its written reply submitted that a total of 1025 cases are pending investigation with it and out of them 66 cases are pending for more than 5 years as on 31<sup>st</sup> January, 2022. The Committee feels that this pendency can be effectively reduced if the manpower requirements are taken care of. The Committee, therefore, recommends the Government to undertake Cadre restructuring of CBI at the earliest. The Committee also recommends that CBI should make efforts to reduce its dependence on deputation and strive to recruit permanent staff atleast upto the rank of Deputy Superintendent of Police. The Committee is of the view that delayed justice is no justice at all and cases cannot linger on without a definite closure for decades. The Committee, therefore, recommends that CBI may prepare a roadmap for disposal of cases pending with them and inform the Committee accordingly.**

6.9 The Committee desires to have details of number of cases/complaints registered with CBI year-wise, number of cases pending and the period for which they have been pending, number of cases pending investigation, number of cases pending trial, number of cases that have completed trial, percentage of conviction vis-a-vis acquittal in the Action Taken Note. The Committee would also like to know how many cases being investigated by CBI have been stayed by Courts.

6.10 The Committee notes with concern that several states have withdrawn their general consent to CBI. The Committee may be furnished with details of states that have withdrawn their General consent as on date and also whether such states have granted specific consent in certain cases. The Committee also desires to have details of number of cases in which the states have refused to give consent to CBI for investigation and number of cases in which specific consent has been given by states.

## B. Administrative Tribunals

6.11 The Central Administrative Tribunal was set up on 01.11.1985. At present, it has 19 regular Benches, including the 02 newly created Benches at Jammu and Srinagar. The two new permanent Benches of CAT, one each at Jammu and Srinagar, were created consequent to abrogation of Article 370 of Constitution of India. Out of the 19 permanent Benches of CAT, 17 operate at the principal seats of High Courts and the remaining two at Jaipur and Lucknow.

### Strength

6.12 Total sanctioned posts of Hon'ble Members including Hon'ble Chairman of the CAT are 70. Out of these 70 posts, 37 posts are vacant. The details of Bench-wise /Discipline-wise vacancies of Hon'ble Members is as follows:

Sl. No.	Name of the Bench	Sanctioned strength of Hon'ble Members	Member (A)		Member (J)		Total number of vacancies
			Filled	Vacant	Filled	Vacant	
1.	Principal Bench	11	02	04	01	04	08
2.	Ahmedabad Bench	02	01	00	01	00	00
3.	Allahabad Bench	08	02	02	01	03	05
4.	Bangalore Bench	04	01	01	00	02	03
5.	Chennai Bench	04	01	01	00	02	03
6.	Chandigarh Bench	04	00	02	01	01	03
7.	Cuttack Bench	02	00	01	01	00	01
8.	Ernakulam Bench	04	01	01	01	01	02
9.	Guwahati Bench	02	01	00	00	01	01
10	Hyderabad Bench	04	01	01	01	01	02
11	Jabalpur Bench	02	00	01	01	00	01
12	Jaipur Bench	02	01	00	01	00	00
13	Jammu Bench	02	01	00	01	00	00

14	Jodhpur Bench	02	01	00	01	00	00
15	Kolkata Bench	04	01	01	01	01	02
16	Lucknow Bench	02	01	00	00	01	01
17	Mumbai Bench	04	01	01	01	01	02
18	Patna Bench	04	01	01	01	01	02
19	Srinagar Bench	02	00	01	01	00	01
<b>Total</b>		<b>69</b>	<b>17</b>	<b>18</b>	<b>15</b>	<b>19</b>	

## Pendency

6.13 Details of cases pending with CAT are as follows:

Period	Pending Cases
0-1 years	18690
1-5 years	41707
5-10 years	12429
More than 10 years	877
<b>Total as on 30<sup>th</sup> Nov, 2021</b>	<b>73703</b>

**6.14 The Committee is deeply concerned to note that 73703 cases are pending with CAT. The Committee recommends CAT to put a Case Management system in place and prioritize the disposal of long pending matters first. The Committee feels that pendency of cases with CAT is invariably linked to its strength. The Committee takes a serious note of the fact that most Benches have just one Member. The Committee, in no uncertain terms, recommends DoPT to fill up the vacant posts at the earliest.**

## C. Central Vigilance Commission

6.15 Central Vigilance Commission is the apex integrity institution mandated to fight corruption and to ensure integrity in administration. It is a statutory multi member body Vested with the superintendence of vigilance administration in the Central Government and its organisations. The Commission also endeavours to create

awareness amongst civil society and the public at large towards achieving transparency, accountability and corruption free governance with its outreach measures. The Central Vigilance Commission (CVC) was accorded statutory status by the Central Vigilance Commission Act, 2003.

6.16 The Commission exercises superintendence over the vigilance administration of the Ministries/Departments/Organizations of the Central Government. The Commission is mandated to exercise superintendence over the functioning of CBI and monitoring cases taken up by CBI for investigation under PC Act.

### Strength

6.17 The sanctioned strength and the in-position strength of CVC as on 31.12.2021 is as under –

	Group A	Group B	Group C (Other than MTS)	Group C (Multi Tasking Staff)	Total
Sanctioned Strength	65	108	69	73	315
Officials in position	59	96	42	57	254

### Pendency

6.18 The number of vigilance cases received and disposed by the Commission during the last three years (i.e., 2019, 2020 & 2021\*) are as under:

Cases	2019	2020	2021*
Brought forward from previous year	1358	953	676
Received	2752	2440	2094
Total	4110	3393	2770
Disposed off (Advice tendered)	3157	2717	2261
Carried forward to next year	953	676	509#

\* The data for the year 2021 is tentative and is under finalization.

6.19 As per the information provided by the Commission, there are only 211 cases pending for examination and advice in the Commission. Details are furnished hereunder:

Less than 1 year	208
1-2 years	3
Beyond 2 years	Nil
Total	211

### Sanction for prosecution

6.20 As per the data received from CVC, 72 cases are pending sanction for prosecution as on 30.11.2021.

**6.21 The Committee notes that as many as 72 vigilance cases, including those involving serious allegations are pending sanction for prosecution beyond the stipulated time limit of three months. The Committee is strongly concerned to note that not granting sanction for prosecution within the stipulated time limit has become a routine affair. Therefore, the Committee recommends the Government to amend the relevant provisions and empower CVC to take necessary action in such cases where the competent authority fails to grant sanction for prosecution within stipulated time limit without valid reasons.**

**6.22 The Committee notes that a large number of complaints are pending with CVOs. As per the annual Report of CVC, during the period Jan 2020 to Dec 2020, 569 complaints received by CVOs through CVC and 11693 complaints received directly by themselves are pending for more than the stipulated period of three months with them and some complaints are pending for over three years. The Committee would like CVC to apprise it as to why such a large number of complaints are pending with CVOs and why the stipulated timelines are not being adhered to.**

#### **D. Lokpal**

6.23 Lokpal is the first institution of its kind in independent India, established under the Lokpal and Lokayuktas Act 2013 to inquire and investigate into allegations of corruption against public functionaries who fall within the scope and ambit of the above Act. The Lokpal of India is committed to address concerns and aspirations of the citizens of India for clean governance. It shall make all efforts within its jurisdiction to serve the public interest and shall endeavor to use the powers vested in it to eradicate corruption in public life.

6.24 The present incumbency position in respect of Chairperson and Members of the Lokpal is as under:

Name
Justice Pinaki Chandra Ghose, Chairman
Justice Pardip Kumar Mohanty, Member (J)
Justice Abhilasha Kumari, Member (J)
Shri Dinesh Kumar Jain, Member

<b>Name</b>
Smt. Archana Ramasundaram, Member
Shri Mahender Singh, Member
Dr. Indrajeet Prasad Gautam, Member

6.25 The status of complaints received by the Lokpal since its inception is as under

<b>Year</b>	<b>Total Complaints</b>	<b>Complaints under section 2(1)(e)</b>
2019- 2020	1427	45
2020-2021	2355	110
2021-2022 (till 31 <sup>st</sup> January)	4244	118

The status of complaints received in the prescribed format are as follows:

<b>Category</b>	<b>Number of complaints received (year-wise)</b>			<b>Number of complaints dismissed at admission stage</b>	<b>Number of complaints dropped after preliminary enquiry</b>	<b>Current status of remaining complaints</b>
	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>			
<b>MPs</b>		04	08			
<b>Central Govt. Officials</b>		42	27			
<b>Officials of bodies established by an Act of Parliament or wholly or partly financed or controlled by Central Government</b>		43	43			
<b>State Government officials or bodies of the State</b>		15	30			
<b>Complaints in the nature of requests, comments or suggestions etc.</b>		06	10			
<b>Total</b>	<b>45</b>	<b>110</b>	<b>118</b>	<b>187</b>	<b>34</b>	<b>52</b>

6.26 The Committee would like Lokpal to apprise it if the prosecution and inquiry wings have been constituted. The Committee would also like to know if Lokpal had laid down the manner and procedure of conducting preliminary inquiry and investigation. The Committee recommends Lokpal not to reject any

**complaint involving allegations of serious nature on the technical ground that the complaint is not in prescribed format.**

### **E. Central Information Commission and Right To Information**

6.27 In pursuance of Section 12 of the Right to Information Act, 2005 the Central Government has constituted the Central Information Commission, consisting of One Chief Information Commissioner and seven Information Commissioners.

#### **Strength**

6.28 The Strength of CIC is as follows:

<b>Group</b>	<b>Sanctioned posts</b>	<b>Posted (Regular)</b>	<b>Deployed (Contract)</b>	<b>Vacant</b>
<b>A</b>	26	09	14	03
<b>B Gazetted</b>	21	03	18	00
<b>B Non-Gazetted</b>	30	08	22	00
<b>C</b>	81	36	40	05
<b>Legal consultant/Retainer</b>	02	00	02	00
<b>Total</b>	160	56	96	08

#### **Pendency**

6.29 Number of Second Appeals/Complaints pending in CIC- 31025 as on 31-01-2022. The breakup of pendency is as follows:

<b>Year of Registration of complaint/Second Appeal</b>	<b>Number of pending cases</b>
Upto 2019	1154
2020	9041
2021	19379
2022(Upto 31 <sup>st</sup> Jan 2022)	1451

**6.30** The Committee is concerned to note that 96 out of 152 staff of CIC are appointed on contractual basis. The Committee would like CIC to recruit regular staff at the earliest. A closer look at the trend of pendency reveals that a large number of complaints/second appeals have piled up during the first and second COVID waves. The Committee would like CIC to apprise it about the average time taken for disposal of complaints/second appeals, monthly rate of disposal and average number of cases disposed per Information Commissioner during the last three years.

6.31 In its 106<sup>th</sup> Report, the Committee had recommended CIC to evaluate the effectiveness of RTI Act and to assess the challenges being faced by authorities in its implementation. The Committee was apprised that recommendations of the Committee had been forwarded to CIC for their consideration. In its 108<sup>th</sup> Report the Committee has reiterated the recommendation. The reply furnished to the Committee is as under:

*‘As per section 25 of the RTI Act, 2005 the Central information Commission or State Information Commission, as the case may be, prepares, after the end of each year, a report on the implementation of the provisions of this Act during that year and forwards a copy thereof to the appropriate Government. The report states in respect of the year to which the report relates recommendations for reform, including recommendations in respect of the particular public authorities, for the development, improvement, modernisation, reform or amendment to this Act or other legislation or common law or any other matter relevant for operationalizing the right to access information.’*

**6.32** The Committee is dismayed to note the indifferent response of the Central Information Commission. The Committee is concerned to state that CIC has taken one long year to apprise it that the information sought by it is available in its annual report. The Committee insists CIC to assess the effectiveness of the RTI act and send a status report to it in three months time.