

GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(DEPARTMENT OF PERSONNEL AND TRAINING)

RAJYA SABHA
UNSTARRED QUESTION NO. 3145
(TO BE ANSWERED ON 22.03.2018)

SCRUTINY FOR APPOINTMENTS OF SENIOR BUREAUCRATS

3145. SHRI SANJIV KUMAR:

Will the **PRIME MINISTER** be pleased to state:

- (a) whether it is a fact that Government is doing intensive scrutiny like 360 degree Appraisal System before appointing senior bureaucrats in Government; and
- (b) whether it is also a fact that there is a proposal to replicate such good practices in appointments of senior bureaucrats in States particularly, Jharkhand?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE
(DR. JITENDRA SINGH)**

(a): The appointments to various senior positions in the Government are made by way of promotion/selection/deputation in accordance with the provisions in the relevant Recruitment Rules/Service Rules for the respective posts. The consolidated guidelines for making recommendations with regard to fitness of officials for appointment by promotion have been issued vide Department of Personnel & Training's OM No. 22011/5/1986-Estt(D) dated 10.04.1989, and reviewed/amended from time to time covering aspects like Benchmark, sealed cover procedure in respect of officers under cloud and other related matters.

For empanelment of officers for appointment by deputation to senior positions in the Government of India under the Central Staffing Scheme, a structured system of appraisal involving a Multi Source Feedback from various stakeholders including from seniors, peers and juniors etc. has been introduced in the process of empanelment of officers in a transparent and objective manner. The appointments to the senior positions from amongst the empanelled officers are based on overall service record, vigilance status and suitability of the officers concerned.

(b): The state services are under Schedule VII of Constitution and States are empowered to make rules under Article 309 in respect of services and posts under them.
