

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

RAJYA SABHA
UNSTARRED QUESTION NO.1401
(ANSWERED ON 30.07.2026)

REFORMS IN UPSC AND SSC

#1401. SHRI BABURAM NISHAD:
SHRI SHAMBHU SHARAN PATEL:
DR. DINESH SHARMA:
SMT. MAYA NAROLIYA:
SHRI RAJIB BHATTACHARJEE:
SHRI MAYANKKUMAR NAYAK:
DR. PARMAR JASHVANTSINH SALAMSINH:
SHRI RAJINDER GUPTA:
SHRI MADAN RATHORE:
SHRI BHASHYAM RAMA KRISHNA:

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

- (a) whether the Ministry has introduced any reforms to make recruitment to Government posts more efficient, transparent and time-bound;
- (b) the measures taken to reduce the duration of recruitment process for the examinations conducted by the Union Public Service Commission (UPSC) and the Staff Selection Commission (SSC);
- (c) whether any initiative has been launched to simplify the recruitment process and improve the experience of candidates; and
- (d) the results achieved under these reforms?

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) to (d): The Department of Personnel and Training (DoPT) has undertaken several reforms to streamline the recruitment process and make it more efficient, transparent and time bound as well as to enhance the examination credibility and integrity. Interview for appointment to Group 'C' and Group 'B' (Non-Gazetted) posts has been dispensed with effect from 01.01.2016 so as to expedite the recruitment process and to ensure fairness and objectivity in recruitment examinations. Provisional appointment letters can be issued on the basis of self-attestation alongside a six-month time limit for both character and caste certificate verifications. Recruitment for the vacant posts has been undertaken in a time bound and mission mode manner by all Ministries/Departments and Government organisations and several lakh appointment letters have been distributed through National Rozgar Melas launched by the Government from October 2022.

There are two recruitment agencies under the administrative control of this Department – Staff Selection Commission (SSC) and Union Public Service Commission (UPSC). The Staff

Selection Commission (SSC) has implemented a comprehensive set of administrative and technology-driven reforms to strengthen the integrity, transparency, efficiency, and security of its examinations. Recruitment cycles have been reduced from 15–18 months to an average of 6-8 months with reduced examination tiers and implementation of Computer-Based Examinations, SSC has introduced a secure ‘e-Dossier’ system for tamper-proof, swift and secure digital document communication. SSC has also launched a Sliding Mechanism Framework to maximize vacancy utilization through merit-based post upgradation. Transparency has been enhanced by publishing tentative and final answer keys, inviting candidate objections, lowering challenge fee, and releasing marks and results online.

The Union Public Service Commission (UPSC) has introduced several reforms which have reduced the recruitment cycle further from over 15 months to about 13 months. The reforms include a Modular Online Application Portal to simplify application process, AI-based verification of Civil Services Examination attempts, face authentication to prevent impersonation and release of provisional answer keys with a structured representation mechanism. UPSC has also established a dedicated candidate helpdesk, expanded examination centres to additional locations and introduced a guaranteed choice of examination centre for Persons with Disabilities (PwD).
