



सत्यमेव जयते

भारत सरकार
कार्मिक और प्रशिक्षण विभाग
कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय
नॉर्थ ब्लॉक, नई दिल्ली - 110001
GOVERNMENT OF INDIA
DEPARTMENT OF PERSONNEL & TRAINING
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS
NORTH BLOCK, NEW DELHI-110001

प्रदीप कुमार त्रिपाठी
P. K. TRIPATHI
स्थापना अधिकारी और
अपर सचिव
ESTABLISHMENT OFFICER &
ADDITIONAL SECRETARY
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D.O. No. 32/2018-EO(MM.II)

Dated: 11th December, 2017

Dear Sir / Madam,

I am writing to invite nominations of officers for appointment on deputation to posts under Central Staffing Scheme (CSS) and for the post of Chief Vigilance Officers (CVOs) in Central Public Sector Enterprises (CPSEs) and other organizations under central Ministries/Departments. The detailed guidelines for nominating suitable officers for CSS and CVO are given in Appendix-I and Appendix-II respectively. I would request that the guidelines are strictly adhered to, while forwarding the applications of officers.

2. As you are aware, the guidelines for appointment to posts under CVO had been revised vide this Department's O.M. No. 372/7/2016-AVD-III dated 28.04.2017 and a decision was taken to invite nominations for both CSS and CVO posts through a single interface.

3. Further, I would also like to draw your attention to the Central Deputation Reserve (CDR) statement for IAS officers as on 31st October, 2017 enclosed with this letter (Appendix III). The Central Deputation Reserve (CDR) of each State Cadre determines the extent to which officers could be sent on deputation to the Government of India. You would also agree that the movement of the officers from States to the Centre and back is crucial for building up the capabilities at the State level and contributing towards developing national perspectives at the decision-making levels in the Government of India. It would, therefore, be appropriate considering the fact that there is general shortage of IAS officers at Deputy Secretary/Director level, if a conscious attempt is made while forwarding the names of the officers, so as to share the shortage proportionately between the Centre and the States and also that every eligible officer has an opportunity to serve at the Centre at least once at the middle management level.

4. Considerable processes are gone through before an officer is appointed under the Central Staffing Scheme or for the post of Chief Vigilance Officers. However, very often, the Cadre Controlling Authorities (CCAs) withdraw the names of officers from offer at a later stage. This results in undue delay in the placement of officers under the Central Staffing Scheme, which is not in public interest. Therefore, you are earnestly requested to ensure that an officer, once placed on the offer list, continues to be available for consideration throughout the year.

5. The Government of India has been following a policy of debarment of an officer for five years, if he/she fails to join the post under the CSS or CVO either on personal grounds or the refusal of the Cadre to relieve him. It may be noted that withdrawal of the name of an officer after a panel has been recommended by the Civil Services Board results in debarment for five years. As per instructions contained in letter No. 14/1/98-FA(UN), dated 26.2.1998 and No.1/1/2003-FAS, dated 8.5.2003 of the Department of Personnel and Training, an officer who is debarred from being taken on deputation to a post under the Central Staffing Scheme is also to be debarred from being given Cadre Clearance for foreign assignments/consultancies abroad during the period of debarment. Therefore nomination of officers debarred from central deputation may not be forwarded for appointment to posts under the CSS till the period of debarment is over.

6. I would request you to pay particular attention to the following points, while forwarding the names of officers for appointment, under the Central Staffing Scheme or for the post of Chief Vigilance Officers (CVOs):-

- Sufficient names of women and SC and ST Officers may be sponsored so that adequate representation can be provided to them.
- Officers whose names are offered should have completed the necessary 'cooling off'.
- The APARs completed upto 31.03.2017 are sent simultaneously as it will be difficult to retain the names of officers with incomplete APARs.

7. The online application form for applying for CSS & CVOs is available on the Ministry's website, <http://www.persmin.gov.in>. The format of the application form is enclosed. Annexure-I of the form along with

photograph needs to be filled online by the officer. Annexure II, III and IV have to be filled online by the Nodal Officer designated for this purpose by the CCA and forwarded online to DoPT. The officers can apply as per their choice and eligibility either for CSS or CVO or both. I would request that the guidelines brought out in Appendix I & II, are strictly adhered to, while forwarding the applications of officers.

8. Only those applications that have been validated electronically by the Nodal Officers will be accepted. All the Nodal Officers may be requested to ensure that details in Annexure-I to IV are duly filled in and complete in all respects. In case of change of the existing Nodal Officer, details along with e-mail I.D. of the Nodal Officer may be intimated to this Office.

9. The officer shall also be required to indicate choice of location only(not PSEs/Organizations)for CVO and choice of location alongwith three preferences for Departments/Ministries for CSS, while sending their applications. Even though officers will be asked to give their choices of station/location of posting, Government reserves the right to take the final decision in the matter. Further, while officers have the option to apply for both CSS and CVO posts, but the actual appointments will be subject to availability of posts and the suitability of officers for the posts

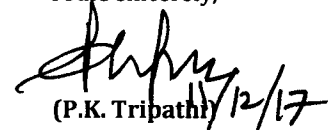
10. It is observed that the applications of officers, who have applied for the CSS or CVOs, are often forwarded for some other posts without consulting O/o the Establishment Officer. It is, therefore, requested that the names of officers forwarded for retention under CSS may not be recommended for some other posts without consulting this Division.

11. The extant Rules relating to the CSS permit officers in the higher pay scale in their parent cadres to come on deputation under CSS in lower pay scale. Extant Rules and guidelines regarding fixation of pay under Central Staffing Scheme would apply. Officers retained at Deputy Secretary level may get the benefit of pay fixation at higher level on grant of NFSG & may be re-designated as Director on completing 14 years of service as on 1st July of that year.

12. The names of officers nominated for Joint Secretary level for CSS or CVO may kindly be sent to Deputy Secretary (SM) and those for Deputy Secretary/Director level may be sent to Director (MM). I would request you to forward the names keeping in view the above mentioned requirements, by 31st January, 2018. Given the procedural delays in receiving offers from the CCAs and consequential delays in finalizing the 'Offer List' for the year 2018, we presume your concurrence in operating the 'Offer List' of 2017 till 31.03.2018.

With regards,

Yours sincerely,


(P.K. Tripathi) 11/12/17

1. The Chief Secretaries of the State Governments.

**2. Shri Rajiv Gauba
Home Secretary
Ministry of Home Affairs
North Block, New Delhi**

(In respect of IAS officers of AGMUT Cadre)

Copy to:- NIC, DoP&T, with a request to upload this circular on the Department's website under: "**Online Services-Central Staffing Scheme and CVO**".

Guidelines for the preparation of offer list for consideration for appointment under Central Staffing Scheme to the posts of Joint Secretary/Director/Deputy Secretary in the Government of India during the year 2018.

ELIGIBILITY

(A) JOINT SECRETARY

- (i) Officers adjudged suitable/empanelled for Joint Secretary equivalent level posts at the Centre, intimated to the Cadre Controlling Authorities.

(B) DIRECTOR

- (i) Officers who have completed 14 years of service and have been granted Non Functional Selection Grade in the Cadre in Indian Administrative Services.
- (ii) Officers of 2004 Batch will be eligible for appointment at the level of Director w.e.f.1st July, 2018.

(C) DEPUTY SECRETARY

- (i) Officers who have completed 9 years of service in Indian Administrative Services.
- (iii) Officers of 2009 Batch would be considered for appointment as Deputy Secretary only from July, 2018.

COOLING OFF

It may kindly be ensured that the names of only those officers are sponsored who have finished their prescribed 'cooling off'. An officer, who has previously been on deputation, will be considered for deputation under the Central Staffing Scheme only if he has completed mandatory 'cooling off' period as per extent guidelines. In the case of a woman officer whose husband is posted under the Government of India, 'cooling-off' period can be waived up to six months so that she may get posting at the station where her husband is posted.

The cooling off period would commence on the date on which the officer reports to his cadre on reversion from deputation including extended deputation arising out of proceeding on study leave, EOL, etc. while being on deputation without reverting to the cadre. The details of the 'cooling off' are to be given electronically in Annexure-III of the Application Form.

VIGILANCE CLEARANCE

Only the officers clear from the vigilance angle should be placed on offer; in case anything adverse comes to the notice of the Cadre Controlling Authorities against the officer, the same should be conveyed to this Department immediately. A certificate of vigilance clearance (Annexure-II of the Application Form) needs to be electronically validated by the Nodal Officer.

DEBARMENT

The names of officers who are under the period of debarment, may not be sponsored. The details of debarment are to be given electronically in Annexure-III of the Application Form.

CONFIDENTIAL ROLL

The Confidential Rolls of the officers placed on offer must be made available complete upto 31.3.2017. The details of missing ACR(s), if any, may be clearly mentioned with reasons. Alternately, NRC be specifically attached. Only those officers whose records are graded as 'Very Good' and above in the last five years of service would be considered for retention on offer and hence only such officers may be sponsored. The gist of the ACRs is to be given electronically in Annexure-IV of the Application Form.

CDR UTILIZATION

In formulating the Offer List for 2018, care may be taken to offer officers at different levels in sufficient numbers so as to meet the gap in the utilization of Central Deputation Reserves in the Cadres.

PAY FIXATION

Pay fixation would be as per extant guidelines.

DEPUTATION

In case the officer(s) are presently on deputation, complete details of the post i.e. the nature of deputation as to whether it is a Ex-Cadre Deputation, Non-CSS Deputation etc. along with the tenure, the mode of appointment/selection process followed for appointment to the post and date of completion of 'cooling off '(if applicable) may be provided

NOTE:

It may be noted that for the officers whose applications have been forwarded to DoP&T for the Central Staffing Scheme, NOC of EO's Division of DoP&T should be taken before such officers are allowed to apply for any other deputation.

Guidelines for the preparation of offer list for consideration for appointment to the posts of Chief Vigilance Officers during the year 2018.

ELIGIBILITY

Officers whose batches(of the service to which the officer belongs) have been empanelled to hold the posts of Additional Secretary in the Government of India or equivalent shall not be considered for the post of CVOs. An officer will not be considered for appointment as CVO in an organization to which he/she belongs. Further, the officer being considered should not have worked(in the preceding 3 years) in an organization/office in any capacity having direct official dealings with the concerned CPSE etc. in which he/she is being considered for appointment. The Cadre Controlling Authority, while forwarding the application of the officer, shall specify the CPSE's with whom the officer had official dealings in the last three years. The officers will be considered for appointment based on their past experience including experience in Personnel, Administrative Vigilance, Investigation, Legal and Public Procurement matters. The following categories of officers would be considered for appointment to the posts of CVO's

(A) JOINT SECRETARY

- (i) Only those officers:
 - c) drawing Senior Administrative Grade in their cadre and,
 - d) whose batches(of service to which the officers belongs) have been empanelled to hold posts of Joint Secretary in the Government of India or have completed 19 year of service.
- (ii) Officers of the All India Services who have been drawing pay in the SAG in their cadre continuously for 3 years.
- (iii) Officers of the CPSE's, who have completed 20 years on Group 'A' equivalent posts in a CPSE and are holding posts drawing pay equivalent to SAG in their organizations.

(B) DIRECTOR

- (i) The officers of Indian Administrative Services and officers working as Directors in the Government of India, who have completed 14 years of Group 'A' service and have been granted Non-Functional Selection Grade in the Cadre in Group 'A'.
- (ii) For officers of the CPSE's, only those who have completed 14 years on Group 'A' equivalent posts in a CPSE and are holding posts drawing pay equivalent to NFSG in their organizations.

(C) DEPUTY SECRETARY

- (i) The officers of Organised Group 'A' Services and officers working as Deputy Secretaries in the Government of India, who have completed 9 years of Group 'A' service.
- ii) For officers of the CPSE's, only those who have completed 9 years on Group 'A' equivalent posts in a CPSE and are holding posts drawing pay equivalent to JAG in their organizations

COOLING OFF / VIGILANCE CLEARANCE/ DEBARMENT

Extant guidelines on cooling off, debarment and vigilance clearance would be applicable as has been mentioned in Appendix-I.

CONFIDENTIAL ROLL

The Confidential Rolls of the officers placed on offer must be made available complete upto 31.3.2017. The details of missing ACR(s), if any, may be clearly mentioned with reasons. Alternately, NRC be specifically attached. Only those officers whose records are graded as 'Very Good' and above in the last five years of service would be considered for retention on offer and hence only such officers may be sponsored. The gist of the ACRs is to be given electronically in Annexure-IV of the Application Form.

AGE LIMIT

The officers coming directly from the cadre should not be more than 54 years of age as on 1st April 2018. However, where the extension of deputation is sought through lateral shift or from an existing posting under CSS or Non-CSS post to posting as CVO, age limit may be considered to be fixed at 56 years and not 54 years.

PAY FIXATION

- i. The officers who are appointed as CVO at Joint Secretary level would draw pay in the scale of Grade Pay of Rs. 10,000/-(pre-revised).
- ii. The officers who are appointed as CVO at DS/Director level would draw pay in the Grade Pay of Rs. 7600/- or Rs. 8700/- (pre-revised) in the appropriate pay band according to the level at which they are working at present.

Utilization of the Central Deputation Reserve in respect of IAS Officers
on 31/10/2017 - Table- C

Sr. 1.	Cadre 2.	Total Authorized Strength 3.	Central Deputation Reserve 4.	* Actual Strength 5.	Proportionate CDR (4)x(5)/(3) 6.	No.of Officers at Centre NumOfficersAtCentre 7.	Print		#Col.7x100/Col.8 10.
							Col. 7 as Percentage of Col.6 8.	Col. 7 as Percentage of Col.4 9.	
1	A G M U T	337	73	261	56	42	75	57	56
2	Andhra Pradesh	211	46	163	35	19	54	41	35
3	Assam Meghalaya	263	57	210	45	38	84	66	45
4	Bihar	342	74	222	48	36	75	48	48
5	Chhattisgarh	193	38	160	31	5	16	13	31
6	Gujarat	297	64	240	51	19	37	29	51
7	Haryana	205	44	146	31	12	38	27	31
8	Himachal Pradesh	147	32	120	26	22	84	68	26
9	Jammu & Kashmir	137	30	88	19	11	57	36	19
10	Jharkhand	215	45	134	28	10	35	22	28
11	Karnataka	314	68	207	44	19	43	27	44
12	Kerala	231	50	141	30	32	106	64	30
13	Madhya Pradesh	439	90	367	75	25	33	27	75
14	Maharashtra	361	78	305	65	20	30	25	66
15	Manipur	115	24	90	18	12	66	50	18
16	Nagaland	94	20	71	15	8	53	40	15
17	Odisha	237	51	187	40	18	45	35	40
18	Punjab	221	48	183	39	15	38	31	39
19	Rajasthan	313	64	247	50	13	26	20	50
20	Sikkim	48	10	39	8	4	50	40	8
21	Tamil Nadu	376	81	305	65	24	36	29	66
22	Telangana	208	35	127	21	11	52	31	21
23	Tripura	96	21	71	15	10	66	47	15
24	Uttar Pradesh	621	134	561	121	50	41	37	121
25	Uttarakhand	120	26	88	19	7	36	26	19
26	West Bengal	359	78	261	56	11	19	14	57
	Total	6500	1381	4994	1051	493	46	35	38

Figures in Column 3 & 4 as per AIS Division.

Adjusted percentage of Utilization in relation to the ratio of CDR with the number of officers in position.

PERSONAL DATA*Application for the Post of CSS/CVO*

Photograph

1	Service	
2	Cadre (only for AIS)	
3	Application number	
4	Applying for the post	
5	Applying for level	
6	First Name	
7	Middle Name	
8	Sur Name	
9	Domicile	
10	Contact Details a) E-mail Id b) Office Telephone c) Residential Telephone d) Mobile Number	e-mail: Office: Residence: Mobile:
11	Exam Year	
12	Allotment Year	
13	Date of Joining	
14	Gender	
15	Date of Birth	
16	Date of Superannuation	
17	Category	

18	Pay band+ Grade Pay	
19	Pay Level	
20	Basic Pay as on 01.07.2017	
21	Date of NFSG Grant	
22	Whether he/she or his/her have been empanelled to hold the post of Joint Secretary to the Govt. of India	YES/NO
23	Whether Spouse is working in a service participating under Central Staffing Scheme. a) Service of Spouse (if reply to above is Yes) b) Cadre of Spouse (if AIS)	
24	Whether spouse currently working under Central Deputation	YES/NO
25	Whether willing to be considered for Non-CSS posts in PSU/Autonomous Body/Registered Society/Statutory Body	YES/NO
26	Whether slotted for Foreign Training / Assignments	YES/NO
27	Whether working in the cadre or is on the Central Deputation	
28	If on Central Deputation, please mention whether working on a CSS posts or a Non-CSS post or an Ex-cadre Posts.	
29	Whether Debarred from Central Staffing Scheme Previously If Yes, a. Date from (of debarment) b. Date to (of debarment)	YES / NO
30	Whether worked on Central Deputation before If yes a. Date of reporting to cadre	YES / NO
31	Whether cooling-off period completed a. Cooling-off period completion date	
32	Whether retained in Offer List during previous years	2015: YES/NO 2016: YES/NO 2017: YES/NO

33	Preference of Ministries/Departments*	
33 A	A brief note (not more than 100 words) highlighting reasons for choice of Ministries/Departments.	
33 B	A brief note (not more than 100 words) highlighting significant/relevant qualifications and important achievements in support of eligibility.	
34	Preference of Stations*	
35	Whether applied for CVO during previous years	2015: YES/NO 2016: YES/NO 2017: YES/NO
36	Whether he/she or his/her batch of service have been empanelled for Additional Secretary to the Govt. of India	YES/NO
37	Preference of stations for CVO*	
38	A brief note on why the applicant should be considered for the post of CVO	
39	Date of Appointment to SAG	
40	Years of service in Group 'A' equivalent posts(for CPSE officers)	

*** Note:** Even though officers will be asked to give their preference of station/location of posting, Government reserves the right to take the final decision in the matter. Further, while officers have the option to apply for both CSS and CVO posts, but the actual appointments will be subject to availability of posts and the suitability of officers for the posts.

41. EDUCATIONAL QUALIFICATIONS
(Please only mention Graduation and above).

Sl. No.	Qualification	Subject (1) Subject (2)	Year / Division	Institution University Place Country
1				
2				
3				

42. TRAINING DETAILS
(Please mention trainings of duration of only more than 1 month)

Sl. No	(i) Training Name (ii) Institute (iii) Country	Training related to Specialization in Subjects	From Date To Date
1			
2			
3			

43. EXPERIENCE DETAILS
(Please provide up to date experience details)

Sl. No.	Type of Posting (Cadre/Centre)	(i) Level/Pay Scale (ii) Designation	Ministry Department Office Place	Field of experience acquired during the posting (Major & Minor)	Tenure From & Tenure To
1					
2					
3					
4					
5					

The information furnished above by me is correct.

(Signature)

To be filled by the Cadre Controlling Authority.

(This should be filled by the competent authority of State Govt. / Cadre Controlling Authority as prescribed in the letter)

It is certified that the above information given is correct as per record.

Signature:

Name:

Designation:

44. Vigilance Experience Details

S.No.	Type of Posting (Cadre/Centre)	Level/Payscale Designation	Ministry Department Office place	Details of Experience in vigilance/disciplinary matters	Tenure from Tenure to

The information furnished above by me is correct.

(Signature)

To be filled by the Cadre Controlling Authority.

(This should be filled by the competent authority of State Govt. / Cadre Controlling Authority as prescribed in the letter)

It is certified that the above information given is correct as per record.

Signature:

Name:

Designation:

TO BE FILLED BY THE CADRE CONTROLLING AUTHORITY

NAME OF THE OFFICER:

SERVICE :

CADRE :

BATCH:

Date of Birth:

1. Whether any disciplinary proceedings have been initiated against the officer during his career, so far. If yes, details thereof
2. Whether any complaint including that of corruption, against the officer, which in the view of the State Government/ Cadre Controlling Authority may have a direct bearing/relevance on the vigilance status/ Integrity of the officer as on date, is pending against the officer. If so, details thereof.
3. Whether any preliminary inquiry or any other vigilance related matter is pending against the officer. If so, full facts of the pending matter.
4. Whether any criminal proceedings were registered against the officer during his career so far. If so, the details/present status and the final outcome thereof.
5. Whether the name of the officer appears in the Agreed List.

Signature of the officer certifying the proforma

Name

Designation

Stamp

TO BE FILLED BY THE CADRE CONTROLLING AUTHORITY

NAME OF THE OFFICER:

SERVICE :

CADRE :

BATCH:

Date of Birth:

1. a) **Whether the Officer has ever been debarred :
from Central Deputation**
- b) **If Yes, period of debarment**

2. **Has the Officer been on any deputation before :**

3. **If yes -**
 - a) **Date of commencement of deputation**
 - b) **Date of completion of deputation**
 - c) **Date of completion of Cooling-off**

Signature of the officer certifying the proforma

Name

Designation

Stamp

TO BE FILLED BY THE CADRE CONTROLLING AUTHORITY

NAME OF THE OFFICER:

SERVICE :

CADRE:

Batch:

Date of Birth:

1	Whether APAR Dossier is Complete upto 31/3/2017						YES / NO
2	APAR for any year (in the last 5 years) not available in the Dossier (Reason for non-availability or NRC be given)						
3.	Adverse entries if any (expunged or unexpunged) in Any APAR(s) If Yes, Year-wise details Thereof.						YES / NO
4.	APAR grading of the last 05 years						
Year/Period	Reporting Authority	Name/Desg of Reporting Authority	Reviewing Authority	Name/Desg of Reviewing Authority	Accepting Authority	Name/Desg of Accepting Authority	Final grading

Signature of the officer certifying the proforma

Name

Designation

Stamp