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सत्यमेव जयते

भारत सरकार
कार्मिक और प्रशिक्षण विभाग
कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय
नोर्थ ब्लॉक, नई दिल्ली - 110001
GOVERNMENT OF INDIA
DEPARTMENT OF PERSONNEL & TRAINING
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS
NORTH BLOCK NEW DELHI-110001
D.O. No. 32/2017-EO(MM.II)

Dated: 22nd December, 2016

Dear Sir / Madam,

I am writing to invite nominations of officers for appointment on deputation to posts under the Central Staffing Scheme (CSS) for the year 2017. The detailed guidelines for nominating suitable officers are given in Appendix-I. I would request that the guidelines are strictly adhered to while forwarding the applications of officers.

2. At the outset, I would like to draw your attention to the Central Deputation Reserve (CDR) statement as on 1st November, 2016 enclosed with this letter (Appendix II). 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. While there is a general shortage of IAS Officers at Deputy Secretary/Director level, you may like to recommend a sufficiently large number of officers for appointment to posts at Deputy Secretary/Director under the Government of India at least in proportion to actual strength so as to share the shortage proportionately between the Centre & the States.

3. You would agree that the movement of the officers from the States to the Centre and back is also 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 if a conscious attempt is made to forward the names of officers for deputation under Government of India in such a manner 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 CSS. 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 CSS. 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 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 DoPT, an officer who is debarred from being taken on deputation to a post under the CSS 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 CSS:-

- (i) Sufficient names of women and SC and ST Officers may be sponsored so that adequate representation can be provided to them on posts under the CSS.
- (ii) Officers whose names are offered should have completed the necessary 'cooling off'.

(iii) The APARs completed upto 31.03.2016 are sent simultaneously as it will be difficult to retain the names of officers with incomplete APARs.

7. An officer being nominated should be willing to serve anywhere in India; preference of an officer for a particular station(s) on account of personal reasons, if any, may be explicitly indicated. The Officers should also indicate three preferences for Departments/Ministries where they would like to work under the CSS. However, actual appointments will be subject to availability of posts and the suitability of officers for the posts.

8. The online application form for applying for the CSS for the year 2017 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.

9. Only those applications that have been validated electronically by the Nodal Officers will be accepted for retention. 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.

10. It is observed that the applications of officers, who have applied for the CSS, 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 in their cadres & 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 may kindly be sent to Deputy Secretary (SM) and those for Deputy Secretary/Director level may be sent to Director (MM) in the EO Division. I would request you to forward the names keeping in view the above mentioned requirements, by 31st January, 2017. Given the procedural delays in receiving offers from the CCAs and consequential delays in finalizing the 'Offer List' for the year 2017, we presume your concurrence in operating the 'Offer List' of 2016 till 31.03.2017.

with regards.

Yours sincerely,


(Rajiv Kumar)

1. Chief Secretaries of All State Governments
(By Name) (As per list enclosed).
2. Sh. Rajiv Mehrishi
The Union Home Secretary- (In r/o IAS officers of AGMUT Cadre)
Ministry of Home Affairs
North Block, New Delhi

Copy to:- NIC, DoP&T, with a request to upload this circular on the Department's website under "Online Services- Central Staffing Scheme- Circular for Indian Administrative Service".

Guidelines for the preparation of offer list for consideration for appointment to the posts of Joint Secretary/Director/Deputy Secretary in the Government of India during the year 2017.

ELIGIBILITY

(A) JOINT SECRETARY

- (i) Officers adjudged suitable/empanelled for Joint Secretary equivalent level posts at the Centre, intimated to the Cadre Controlling Authorities.
- (ii) The officers of 1987 Batch may not be sponsored for deputation to Joint Secretary level posts as their empanelment at Additional Secretary level has become due.

(B) DIRECTOR

- (i) Officers who have completed 14 years of service and have been granted Non Functional Selection Grade in the Cadre in IAS.
- (ii) Officers of 2003 Batch will be eligible for appointment at the level of Director only w.e.f. 1st July, 2017.
- (iii) The officers of 2000 batch may not be offered for Central Deputation during the year 2017 as the empanelment at Joint Secretary level of officers of 2000 batch is likely to be taken up during the course of the year and hence they cannot be considered for placement at Director level any longer.

(C) DEPUTY SECRETARY

- (i) Officers who have completed 9 years of service in Group 'A'.
- (ii) Officers of 2008 Batch would be considered for appointment as Deputy Secretary only from July, 2017.

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 extant 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 31.3.2016. 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 2017, 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 for the officers who come on central deputation under the Central Staffing Scheme would be as per extant guidelines.

DEPUTATION

In case the officer(s) who are presently on deputation, complete details of the post i.e. the nature of deputation as to whether it is a Central Deputation or Cadre deputation 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.

Central Deputation Reserve (CDR)

S. No.	Cadre	No. of Senior Duty Posts	CDR	No. of officers at Centre	CDR Utilization (Col. 5 as % of Col. 4)	Shortfall in CDR Utilization
1	2	3	4	5	6	7
1	Andhra Pradesh	115	46	19	41.3	58.7
2	A G M U T	183	73	44	60.3	39.7
3	Assam Meghalya	143	57	38	66.7	33.3
4	Bihar	186	74	41	55.4	44.6
5	Chhattisgarh	97	38	5	13.2	86.8
6	Gujarat	162	64	18	28.1	71.9
7	Haryana	112	44	15	34.1	65.9
8	Himachal Pradesh	80	32	23	71.9	28.1
9	Jammu & Kashmir	75	30	9	30.0	70.0
10	Jharkhand	117	46	9	19.6	80.4
11	Karnataka	171	68	19	27.9	72.1
12	Kerala	126	50	38	76.0	24.0
13	Madhya Pradesh	226	90	29	32.2	67.8
14	Maharashtra	196	78	21	26.9	73.1
15	Manipur	60	24	14	58.3	41.7
16	Nagaland	52	20	8	40.0	60.0
17	Odisha	129	51	21	41.2	58.8
18	Punjab	120	48	16	33.3	66.7
19	Rajasthan	161	64	18	28.1	71.9
20	Sikkim	27	10	3	30.0	70.0
21	Tamil Nadu	204	81	22	27.2	72.8
22	Telangana	89	35	12	34.3	65.7
23	Tripura	53	21	13	61.9	38.1
24	Uttarakhand	66	26	10	38.5	61.5
25	Uttar Pradesh	337	134	68	50.7	49.3
26	West Bengal	195	78	12	15.4	84.6
	Total	3482	1382	545	39.4	60.6

ANNEXURE -I

<u>PERSONAL DATA</u>		Photograph
<i>Applying for Level: Deputy Secretary / Director / Joint Secretary</i>		
1	Service	
2	Cadre (only for AIS)	
3	Identity Number (for IAS Officers only)	
4	Applying for Level	a) Joint Secretary b) Director c) Deputy Secretary
5	First Name	
6	Middle Name	
7	Sur Name	
8	Contact Details a) E-mail Id b) Office Telephone c) Residential Telephone d) Mobile Number	e-mail: Office: Residence: Mobile:
9	Exam Year	
10	Allotment Year	
11	Date of Joining	
12	Gender	
13	Date of Birth	
14	Category	
15	Pay/Level/Grade Pay	

16	Basic Pay as on 01.07.2016	
17	Date of NFSG Grant	
18	Whether Spouse is working in a service participating under Central Staffing Scheme. a) Service of Spouse (if reply to 18 is Yes) b) Cadre of Spouse (if AIS)	YES/NO
19	Whether Spouse currently working under Central Deputation	YES/NO
20	Whether willing to be considered for a non-CSS post in a PSU/Autonomous Body/Registered Society/Statutory Body etc.	YES/NO
21	Whether slotted for Foreign Training / Assignments	YES/NO
22	Whether Debarred from Central Staffing Scheme Previously If Yes, Date from (of debarment) Date to (of debarment)	YES / NO
23	Whether worked on central deputation before :	YES/NO
(i)	If Yes, Date of Reporting to Cadre	
24	Whether Cooling-Off Period Completed	YES / NO
(a)	Cooling-Off Period Completion Date	
25	Whether retained in the Offer List during previous Years	Year 2014: YES / NO Year 2015: YES / NO Year 2016: YES / NO
26	Choice of Stations (upto a maximum of five stations can be selected)	
27	Choice of Ministries/Departments (Any three)	

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

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

29. 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			

30. 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:

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

ANNEXURE - IV

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 31/3/2016						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