

1	2	3	4	5
6	Gujarat	260	213	47
7	Haryana	205	166	39
8	Himachal Pradesh	147	102	45
9	Jammu and Kashmir	137	100	37
10	Jharkhand	208	124	84
11	Karnataka	299	239	60
12	Kerala	214	154	60
13	Madhya Pradesh	417	312	105
14	Maharashtra	350	288	62
15	Manipur-Tripura	207	153	54
16	Nagaland	91	50	41
17	Orissa	226	186	40
18	Punjab	221	181	40
19	Rajasthan	296	221	75
20	Sikkim	48	36	12
21	Tamil Nadu	355	288	67
22	Uttarakhand	120	84	36
23	Uttar Pradesh	592	457	135
24	West Bengal	359	240	119
TOTAL		6217	4737	1480

Process for empanelment of IAS officers to HAG

1464. SHRI JAGAT PRAKASH NADDA: Will the PRIME MINISTER be pleased to state:

(a) the process for empanelment of IAS officers for holding posts of additional secretaries in the Government of India and bench mark for ACR gradings;

(b) the role of the expert committee in assessing the suitability of officers for empanelment;

(c) whether the law laid down in *Dev Dutt versus Union of India* (2008[8] SCC 725) regarding communication of below bench mark ACR gradings to the officers is followed for the empanelment of IAS officers for posts of additional secretaries and secretaries; and

(d) the details of the assessment of IAS officers of 1982 and 1983 batch for empanelment as additional secretaries?

THE MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE (SHRI V. NARAYANASAMY): (a) Appointment to various senior level posts of Additional Secretaries and Secretaries under the Central Government is regulated by the Central Staffing Scheme (CSS). Further, the appointment of officers to these posts on deputation is preceded by their "empanelment" at respective levels in accordance with "Empanelment Guidelines". The salient features of these guidelines are available on the website of Department of Personnel and Training.

Empanelment process is carried out by a Special Committee of Secretaries (SCoS) which takes into account the experience profile of the concerned officers, scrutinizes their records and evaluates qualities such as general reputation, merit, competence, leadership, flair for participation in policy making and in their implementation, while recommending the names of the officers to be included in the panel. Prior to that, an Experts Panel consisting of five retired Secretaries initially examines the Annual Confidential Reports (ACRs) / Annual Performance Appraisal Reports (APARs) of the officers in detail for each batch and gives its own assessment of the grading of the officer which is taken into account by SCoS before making their recommendation. Further, there is no specific benchmark and the benchmark depends upon the number of vacancies, number of officers considered and the suitability of the officers in the light of their service-record.

(b) Expert Panel's role is to examine the ACRs / APARs year-wise in detail of IAS officers to ensure that the grading matches the performance and achievement of the officer in the light of the officer's self-assessment and remarks

of the Reporting / Reviewing / Accepting Authorities. The Expert Panel gives its own assessment of the grading of officer for each year which is taken into account by the Special Committee of the Secretaries (SCoS) for empanelment purpose.

(c) The law laid down by the Hon'ble Supreme Court in *Dev Dutt Vs. Union of India* (2008 [8] SCC 725) regarding communication of below benchmark grading to the officers is relevant in cases of promotion following DPC procedure. However, the Empanelment is a process of identification of suitable officers for appointment in the Government of India on "deputation" and is different from the concept of "promotion".

(d) The details of IAS officers of 1982 and 1983 batch who have been assessed as suitable for empanelment to hold Additional Secretary/equivalent posts in the GoI are given in the Statement.

Statement

*List of 1982 batch IAS officers empanelled to hold
Additional Secretary level posts in the Centre*

Additional Secretary/Equivalent

No.	Name	Cadre	DOB
1	2	3	4
1.	Khurshid Ahmed Ganai	JK	20-10-55
2.	Malovika Pawar	RJ	23-01-55
3.	Tapan Ray	GJ	09-09-57
4.	Girish Shankar	BH	01-09-57
5.	Anand B.Kulkarni	MH	04-01-56
6.	C.B.Venkataramana	AP	29-09-55
7.	Depinder Singh Dhesi	HY	07-06-59
8.	Vinod Zutshi	RJ	28-02-57
9.	Rohit Nandan	UP	27-01-57

1	2	3	4
10.	Rajiv Gauba	JH	15-08-59
11.	Shobhana K Pattanayak	KN	23-09-58
12.	Pravir Kumar	UP	16-07-59
13.	J S Deepak	UP	16-07-58
14.	Aruna Sundararajan	KL	12-07-59
15.	G Elias	KL	16-10-56
16.	Neeraj Kumar Gupta	UP	19-04-58
17.	Sarvesh Kaushal	PB	26-08-58
18.	Sanjay Mitra	WB	06-05-59
19.	Amitabh Verma	BH	16-09-59
20.	Nihal Chand Goel	RJ	20-04-58
21.	Trilochan Singh	WB	01-02-56
22.	Avinash K Srivastava	UP	23-01-06
23.	Amarjit Singh	GJ	21-11-57
24.	G Latha Krishna Rao	KN	01-05-58
25.	Ajay Nath	MP	10-09-55
26.	K Skandan	TN	08-12-56
27.	Rashmi Verma	BH	28-11-58
28.	Gautam Chatterjee	MH	20-01-56
29.	Jitendra Shankar Mathur	MP	19-01-58
30.	Pradeep Sen	RJ	30-01-55
31.	Raghav Chandra	MP	31-10-58
32.	Navin Verma	BH	06-02-59

1	2	3	4
33.	Susheel Kumar	UP	21-04-58
34.	Dinesh Singh	UP	18-06-58
35.	Ramesh Abhishek	BH	03-07-59
36.	Vinod Kumar Thakral	MT	02-07-56
37.	Rajiv Sharma	AP	06-05-56
38.	Krishan Kumar Jalan	HY	06-06-57
39.	G Gurucharan	KN	09-12-56
40.	Ajay Narayan Jha	MT	15-01-59
41.	Alok Sheel	KL	06-05-56
42.	A.K. Dubey	KL	01-01-59
43.	Prabhas Kumar Jha	UP	16-04-58
44.	Snehlata Srivastava	MP	18-09-57
45.	Leena Nair	TN	30-06-58
46.	Hem Kumar Pande	WB	01-04-57
47.	Vineet Chaudhary	HP	23-09-58
48.	Sudhir Kumar	BH	27-03-56
49.	Himangshu Sekhar Das	AM	20-09-55
50.	Jai Priye Prakash	AM	17-05-59
51.	M. Sathiyavathy	UT	13-05-58
52.	Dalip Singh	HY	09-04-56
53.	T.Y. Das	AM	13-08-58
54.	Kuljit Singh Kropcha	AM	19-12-57

Additional Secretary/Equivalent

No.	Name	Cadre	DOB
1.	Ramesh Chander Nayyar	PB	04-12-53
2.	Sanjiv Nair	UP	28-05-54
3.	Dillip Kumar Samantaray	MP	15-09-54
4.	M N Vidyashankar	KN	29-01-54
5.	K Deenabandu	TN	23-02-53
6.	B. Vijayan	UT	30-09-54
7.	K V Satyanarayanan	MT	29-04-54
8.	G V Krishna Rau	KN	30-07-54
9.	H.Khekuto Khulu	NL	01-07-54
10.	Sajen Peter	KL	07-03-53

*List of 1983 batch IAS officers empanelled to hold Additional
Secretary level posts in the Centre*

Sl. No.	Name	Cadre	DoB
1	2	3	4
1	Keshni Anand Arora	HY	11/09/1960
2	Subhash Chandra Garg	RJ	16/10/1960
3	Rajeev Kapoor	UP	05/12/1958
4	Sudhir Kumar Rakesh	BH	25/08/1957
5	Chandra Kishore Mishra	BH	16/05/1960
6	Navreet Singh Kang	PB	12/04/1958
7	Yudhvir Singh Malik	HY	19/03/1959
8	T M Vijay Bhaskar	KN	28/12/1960
9	Devendra Bhushan Gupta	RJ	11/09/1960

1	2	3	4
10	Umesh Kumar	RJ	18/04/1958
11	R. Sridharan	KN	16/09/1957
12	S.K. Shrivastava	MH	02/10/1958
13	Bharti S Sihag	HP	02/12/1958
14	Anjali Prasad	UK	03/05/1957
15	Ashim Khurana	GJ	13/05/1956
16	K P Krishnan	KN	29/12/1959
17	Asha Ram Sihag	HP	01/01/1960
18	Thomas Mathew	KL	09/05/1956
19	V J Kurian	KL	23/02/1957
20	Aditya Prasad Padhi	OR	17/02/1960
21	Dinesh Kumar Jain	MH	25/01/1959
22	Preeti Sudan	AP	30/04/1960
23	Basudeb Banerjee	WB	07/06/1957
24	Urvinder Pal Singh Madan	MH	08/10/1959
25	Jagdip Narayan Singh	GJ	02/05/1959
26	Suresh Kumar	PB	04/04/1956
27	Seema Bahuguna	RJ	14/09/1959
28	Shatrughna Singh	UK	28/12/1956
29	Dinesh Sharma	KL	03/11/1957
30	Binoy Kumar	AP	05/05/1960
31	Bhaskar Chandra Khulbe	WB	20/03/1959
32	Paul Antony	KL	27/06/1958

1	2	3	4
33	Arun Kumar Sinha	UP	14/05/1957
34	Kamal Kant Mittal	AM	16/04/1958
35	Bhagwati Prasad Pandey	UK	06/03/1957
36	Ram Tirath Jindal	AM	15/08/1956
37	Injeti Srinivas	OR	26/05/1960
38	Jatinder Bir Singh	AM	12/12/1957
39	Ambuj Sharma	TN	15/12/1958
40	Upendra Nath Behera	OR	23/07/1957
41	Braj Kishore Prasad	TN	20/05/1956
42	Raghvendra Singh	WB	21/06/1959
43	Gopal Krishna	WB	14/04/1960
44	Jagdish Prasad Meena	AM	10/08/1958

Additional Secretary Equivalent

No.	Name	Cadre	DoB
1	Pramod Kumar Anand	RJ	26/09/1954
2	Archana Arora	UT	12/09/1954
3	Tapesh Pawar	RJ	20/08/1954
4	Harbhajan Singh	UP	23/11/1955

Plan to increase retirement age of Government employees

1465. SHRI PANKAJ BORA: Will the PRIME MINISTER be pleased to state:

(a) whether Government has any plan to increase the retirement age of Government employees; and

(b) if so, by when and if not, the reasons therefor?