

**Review of performance of IAS officers**

1692. SHRI SANJIV KUMAR: Will the PRIME MINISTER be pleased to state:

- (a) whether it is a fact that one IAS officer has been compulsorily retired recently by Government, as part of review of performance;
- (b) what are the criteria set out by Government to review the performance of IAS officers;
- (c) whether any such review has been undertaken for IAS officers of Jharkhand cadre;
- (d) if so, the details thereof; and
- (e) if not, the reasons therefor?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (DR. JITENDRA SINGH): (a) and (b) As per the recommendation of Review Committee constituted by the MHA which acts as the State Government in respect of AGMUT cadre, one IAS officer of 1991 batch of AGMUT cadre was prematurely retired under rule 16(3) of the AIS (DCRB) Rules, 1958 *vide* this Department's order dated 09.12.2016. As per rule 16(3) of the AIS (DCRB) Rules, 1958 and guidelines prescribed by the Central Government, the State Governments of the cadre concerned are required to constitute a Review Committee to carry out review of performance of All India Service officers as follows:-

- (i) All officers who have completed 15 years of qualifying service;
- (ii) All officers who have completed 25 years of qualifying service or attained the age of 50 years, whichever is earlier, subject to the following conditions;
  - (a) An officer should have completed minimum 15 years of qualifying service;
  - (b) In the case of the State Service Officers appointed to an All India Service by promotion or by selection, they should have completed a minimum of 5 years of actual service in the respective All India Service.

(c) to (e) The Review Committee constituted by the State Government of Jharkhand carried out performance review of IAS officers of Jharkhand cadre for ninety four officers on 09.10.2015. There was no officer recommended for premature retirement.

**Cut off age for Government Jobs for Single Ladies**

1693. SHRI BISHNU CHARAN DAS: Will the PRIME MINISTER be pleased to state:

- (a) what is the cut off age for appearing in different Government examinations for jobs for candidates belonging to different categories-General, SCs, STs and OBCs;

(b) whether Government would consider raising the maximum age limit for single ladies-unmarried, widowed, divorced to atleast 35 years to allow them to compete and join the mainstream to support themselves and their families and to allow them to maintain a dignified life in society; and

(c) by when it would be done?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (DR. JITENDRA SINGH): (a) As per the guidelines issued by the Department of Personnel and Training (DoP&T) on framing/amendments of Recruitment Rules (RRs), the upper age limits for different posts depend upon the nature of duties, educational qualifications and experience requirements. The criteria for prescribing the upper age limit in RRs is prescribed in the DoP&T's OM No. AB. 14017/48/2010-Estt. (RR) dated 31.12.2010. Details of Relevant extracts contained in the Paras 3.7.4.1 and 3.7.4.2 of the said OM are given in Statement-I (*See below*).

Further, relaxation in the upper age limit for candidates belonging to different categories *viz.* SCs, STs and OBCs has been prescribed in the Department of Personnel and Training's Office Memorandum No. 15012/2/2010-Estt.(D) dated 27th March, 2012, a copy of which is given in Statement-II (*See below*).

(b) and (c) A provision for relaxation of age up to 35 years (up to 40 years for members of Scheduled Castes and Scheduled Tribes) for the widows, divorced and women judicially separated from their husbands who are not re-married for employment to Group 'C' and erstwhile Group 'D' post already exists in the instructions contained in the Office Memorandum dated 27th March, 2012 *ibid.* No proposal for raising the maximum age limit for single ladies-unmarried to 35 years is under consideration in the Department of Personnel and Training.

#### ***Statement-I***

*Details of criteria for prescribing the upper age limit in RRs as contained in  
Paras 3.7.4.1 and 3.7.4.2 of DoP&T's OM*

#### **Relaxation for Departmental Candidates**

3.7.2 A provision may be made in the rules for relaxation of the upper age-limit for departmental candidates upto 40 years for appointment by direct recruitment to Groups C posts. Provision on age-relaxation in favour of Government servants for appointment by direct recruitment to Groups A and B posts may be made by inserting the following note:

*“(Relaxable for Government servants upto 5 years in accordance with the instructions or orders issued by the Central Government)”*

### Crucial Date for Calculation of the Age Limit

3.7.3 In the case of recruitment through the UPSC and the Staff Selection Commission, the crucial date for determining the age-limit shall be as advertised by the UPSC/SSC. In the case of other recruitment, the following Note may be inserted according to the requirements:

*Note:* The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub Division of Chamba district of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).

### Upper Age Limit

3.7.4.1 The upper age limits for different posts depend upon the nature of duties, educational qualifications and experience requirements. Broadly, the following criteria may be followed:—

Posts	Age Limits
(i) Posts having Grade Pay more than Grade Pay ₹ 7600	Preferably below 50 years*
(ii) Posts having Grade Pay ₹ 7600	50 years
(iii) Posts having Grade Pay ₹ 6600	40 years
(iv) Posts having Grade Pay ₹ 5400	35 years
(v) Posts having Grade Pay ₹ 4200, 4600 and 4800	30 years
(vi) Posts having Grade Pay ₹ 1800, 1900, 2000, 2400 and 2800	Between 18 and 25 years.

\*Ministries may examine the age limit requirement at the time of framing of RRs and incorporate specific age limit in accordance with Para 3.7.1.

3.7.4.2 The upper age limit for recruitment by the method of Direct Open Competitive Examination to the Central Civil Services and Civil post on the date of commencement of the Central Civil Services and Civil posts (Upper age-limit for Direct Recruitment) Rules 1998, shall be increased by two years.

The above said rules shall not apply to recruitment to Para Military Forces, namely, Assam Rifles, Border Security Force, Central Industrial Security Force, Central Reserve Police Force and Indo-Tibetan Border Police.

*Note:* "Direct Open Competitive Examination" for the purpose of these rules shall mean direct recruitment by Open Competitive Examination conducted by the Union Public Service Commission or any other authority under the Central Government and it shall not include recruitment through Limited Departmental Examination or through short listing or by interview or by contract or by absorption or deputation.

**[DOPT Notification No. G.S.R. 758(E) dated 21.12.1998 (File No.15012/6/98-Estt. (D)]**

**Educational and Other Qualifications Required for Direct Recruits**

3.8.1 Column 7: (Educational and other qualifications required for direct recruits).

The minimum educational qualifications and experience required for direct recruitment may be indicated as precisely as possible, if necessary, these may be divided into two parts, viz., "Essential Qualifications" and "Desirable Qualifications". These requirements vary from post to post depending upon the scale of pay and the nature of duties. But they should be determined, as far as possible, keeping in view the provisions in the approved Recruitment Rules for similar posts and higher and lower posts in the same hierarchy.

***Statement-II***

*Details of relaxation in upper age limit for candidates belonging to different categories as prescribed in DoP&T's OM*

No. 15012/2/2010-Estt.(D)

Government of India

Ministry of Personnel, Public Grievances and Pensions

(Department of Personnel and Training)

New Delhi, dated the 27th March, 2012

**Office Memorandum**

Subject: **Consolidated orders on relaxation in upper age limit allowed to various categories of Government servants-regarding**

The undersigned is directed to invite attention to this Department's Notification No. 2/101/72-Estt(D) dated 07.03.1974 and to say that since then a number of instructions allowing relaxation in upper age to Central Government servants for recruitment to various categories of posts under the Central Government have been issued. For the facility of reference and guidance, the content of the important/relevant O.M's/orders on the subject have been consolidated. The number and date of original O.M.'s have been referred under each category for easy reference to the context.

Sl. No.	Category of Persons to whom age concession is admissible and O.M./Notification No.	Categories of posts to which the age concession is admissible	Extent of Age Concession
1	2	3	4
1.	Scheduled Castes and Scheduled Tribes Notification No. 2/101/72-Estt (D) dated 07.03.1974	All posts filled by Direct Recruitment	5 years
2.	Other Backward Class O.M. No. 43013/2/95-Estt. (SCT) dated 25.01.1995 O.M. No. 36012/22/93-Estt. (SCT) dated 22.10.1993	All posts filled by Direct Recruitment	3 years
3.	Persons with disabilities No. 43019/28/86-Estt.(D) dated 01.02.1999 read with O.M. No. 36035/3/2004-Estt. (Res.) dated 29.12.2005	(i) In case of Direct Recruitment to Group 'C' and erstwhile Group 'D' (now MTS) posts	10 years
	SC/ST Persons with disabilities	(ii) In case of recruitment to Group 'A' and Group 'B' posts through open competitive examination	15 years
	OBC Persons with disabilities		13 years
	Persons with disabilities O.M. No. 36035/3/2004-Estt (Res.) dated 29.12.2005	In case of direct recruitment to Group 'A' and Group 'B' where recruitment is made otherwise than through open competitive examination	5 years
	SC/ST Persons with disabilities		10 years
	OBC Persons with disabilities		8 years

1	2	3	4
4.	Retrenched Central Government Employee Notification No. 2/101/72-Estt. (D) dated 07.03.1974	For post filled otherwise than through UPSC on the basis of competitive tests i.e. filled through employment exchange	Period of previous service under the Government of India plus three years
5.	Whole Time Cadet Instructors in NCC (a) who were released from NCC after the expiry of their initial/extended tenure Notification No. 2/101/72-Estt. (D) dated 07.03.1974  (b) who were released from NCC before the expiry of their initial/extended tenure Notification No. 2/101/72-Estt. (D) dated 07.03.1974	For the purpose of appointment to the posts, recruitment to which is made through the Employment exchange  -do-	Period of service rendered in NCC plus three years  Period of service rendered in NCC plus three years provided they have served in NCC for a period of not less than six months prior to their release from NCC
6.	Ex-General Reserve Engineer Force Personnel O.M. No. 4/10/64-Estt. (D) dated 26.10.1964 Notification No. 2/101/72-Estt. (D) dated 07.03.1974	For post filled otherwise than through UPSC on the basis of competitive tests i.e. filled through Employment exchange	Period of service in GREF plus 3 years
7.	Territorial Army Personnel who have service on the permanent staff of Territorial Army Unit	For post filled otherwise than through UPSC	Entire Period of embodied service including broken

1	2	3	4
	or have been embodied for service under T.A. Rule 33 for a continuous period of not less than six months. O.M. No. 4/6/64-Estt (D) dated 11.02.1965 and Notification No. 2/101/1972-Estt. (D) dated 7.3.1974	on the basis of competitive tests <i>i.e.</i> for posts filled through Employment Exchange	period in the Territorial Army plus three years
8.	Ex-Servicemen Notification No. 39016/10/1979-Estt. (c) dated 15.12.1979	Group C and erstwhile D posts	Period of Military service plus 3 years
9.	Disabled Defence Services Personnel O.M. No. 14/42/65-Estt. (D) dated 29.03.1966 and O.M. No. 13/35/71-Estt. (C) dated 24.12.1971	(a) Group C and erstwhile D posts filled through Employment Exchange  (b) Group A and B posts filled otherwise than through Competitive Examination by UPSC	45 years (50 years of SC/ST)  45 years (50 years of SC/ST)
	O.M. No. 39016/5/1981-Estt. (C) dated 21.02.1981	(c) All Posts filled by competitive examination	3 years (8 years for SC/ST) subject to the condition that they would not be allowed to avail of a larger number of chances in respect of recruitment to a service, or group of services, than the maximum number of chances

1	2	3	4
			permissible to any general candidate under the age limit
10.	Ex-personnel of Army Medical Corps (Short Service Regular Commissioned Officer) O.M. No. 4/3/55-RPS dated 13.07.1956	All posts requiring Medical qualification	35 years
11.	Ex-servicemen ECO/SSCO O.M. No. 39016/15/79-Estt. (C) dated 07.09.1981 O.M. No. 36034/8/88-Estt. (SCT) dated 19.05.1988	Group A and B Posts Services/posts filled by direct recruitment otherwise than on a result of any open All India competitive examination held by UPSC subject to the condition that (i) the continuous service rendered in the Armed Forces by an ex-servicemen is not less than six months after attestation (ii) resultant age after deducting his age does not exceed the prescribed age limit by more than three years and (iii) condition	Military service plus three years



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1	2	3	4
		<p>prescribed in O.M. No. 39016/10/79- Estt. (C) dated 15.12.1979</p> <p>For appointment to any vacacny in Group A and Group B Services/ posts filled by direct recruitment on the results of an All India Competitive Examination held by UPSC, ex-service and Commissioned Officers including ECOs/SSCOs who have rendered atleast 5 years military service and have been released on completion of assignment (including those whose assignment is due to be completed within 6 months) otherwise than by way of dismissal or discharge on account of physical disability</p>	<p>Five years</p>

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1	2	3	4
		attributable to military service or on invalidment	
12.	<p>Departmental Candidates with three years continuous service in Central Governemnt O.M. No. 15012/1/88-Estt. (D) dated 30.01.1980 O.M. No. 15012/1/88-Estt. (D) dated 20.05.1988  O.M. No. 15012/8/87-Estt. (D) dated 15.10.1987 O.M. No. 35014/4/79-Estt. (D) dated 24.10.1985</p>	<p>For appointment to Group 'C' and erstwhile 'D' (now MTS psots) by direct recruitment which are in the same line or allied cadres  Group A and Group B posts filled through UPSC (other than those filled on the basis of competitive examination) and posts which are exempted from purview of UPSC (where recruitment is made by organisation themselves)</p>	<p>Up to 40 years of age (45 years for SC/ST)  5 years (for posts which are in the same line or allied cadres and where a relationship could be established that the service already rendered in a particular post will be useful for the efficient discharge of the duties of post</p>
13.	<p>Widows, divorced and women judicially separated from their husbands and who are not re-married O.M. No.15012/13/1979-Estt. (D) dated 19.01.1980 O.M. No.15012/1/82-Estt. (D) dated 06.09.1983</p>	<p>Group 'C' and erstwhile Group 'D' posts under the Central Government filled through Staff Selection Commission and Employment Exchange</p>	<p>Up to the age of 35 years (up to 40 years for members of Scheduled Castes and Scheduled Tribes) but no relaxation of educational qualification or method of</p>

1	2	3	4
	O.M. No.15012/1/87-Estt. (D) dated 05.10.1990	Group 'A' and 'B' recruitment posts except where recruitment is made through open competitive examination	
14.	Meritorious Sportspersons No.15012/3/84-Estt. (D) dated 12.11.1987	All Group of Civil posts/ Services under the Government of India filled otherwise than through Competitive examinations conducted by UPSC	Up to 5 years (10 years for SC/ST candidates)
15.	Persons who had ordinarily been domiciled in the State of Jammu and Kashmir during the period 01.01.1980 to 31.12.1989 GSR 915(E) dated 30.12.2011 GSR 208(E) dated 10th April 1997 GSR 826(E) dated 27th December 1999 GSR 919(E) dated 20th December 2001 GSR 879(E) dated 10th November 2003 GSR 707(E) dated 6th December 2005 GSR 761(E) dated 7th December, 2007 GSR 839(E) dated 23rd November 2009	For recruitment to all Central Civil Services and Posts made through UPSC or SSC or otherwise by Central Government till 31.12.2013	Upper age-limit relaxable by five years subject to maximum number of chances permissible under the relevant rules

2. For the purposes of the above mentioned age concessions:

- (i) "a retrenched Central Government employee" means a person who was employed under the Government of India for a continuous period of not less than six months prior to this retrenchment and was discharged as a result of the recommendation of the Economy Unit or due to normal reduction in establishment;
- (ii) "a whole-time Cadet instructor in NCC" means a person who was recruited as a whole-time cadet instructor in NCC on or after 01.01.1963;
- (iii) "Ex-GREF personnel" means a person who was employed in that Force at least a continuous period for not less than six months and who was released from that Force on completion of his tenure of service.
- (iv) "disabled ex-servicemen" means ex-serviceman who while serving in the Armed Forces of the Union was disabled in operations against the enemy or in disturbed areas; and
- (v) "Ex-servicemen" means a person, who has served in any rank (whether as a combatant or a non-combatant), in the Armed Forces of the Union, including the Armed Forces of the former Indian States, but excluding the Assam Rifles, Defence Security Corps, General Reserve Engineering Force, Lok Sahayak Sena and Territorial Army, for a continuous period of not less than six months after attestation, and (i) has been released, otherwise than at his own request or by way of dismissal or discharge on account of misconduct or inefficiency, or has been transferred to the reserve pending such release, or (ii) has been released at his own request after completing five years service in the Armed Forces of the Union.

3. These instructions are applicable only to Central Government Civilian Employees holding Civil posts and are not applicable to personnel working in autonomous/statutory bodies, Public Sector Undertaking etc. which are governed by regulations/statute issued by the concerned Administrative Ministries/Departments. In certain cases the benefit of age relaxation was allowed to a specified category of personnel for a limited period. The validity of relaxation in such cases will be for the period specified in the original instructions or as amended from time to time.

4. In case of recruitment through the UPSC and the Staff Selection Commission (SSC), the crucial date for determining the age-limit shall be as advertised by UPSC/SSC. The crucial date for determining age for competitive examination held by UPSC/SSC is fixed as per the instructions in this Department's O.M. No. 42013/1/79-Estt. (D) dated 04.12.1979 and O.M. No. AB. 14017/70/87-Estt. (RR) dated 14.07.1988.

5. A Government servant is not allowed any relaxation of age for recruitment to Group 'A' and Group 'B' post on the basis of competitive examination held by the Commission except in cases where it has been specifically provided for in the scheme of the examinations approved in consultation with the Commission (O.M. No. 4/4/74-Estt. (D) dated 09.04.1981).

6. The upper age-limit for recruitment by the method of Direct Open Competitive to the Central Civil Services and civil posts specified in the relevant service/recruitment rules on the date of commencement of the Central Civil Services and Civil posts (Upper Age-limit for Direct Recruitment) Rules 1998, shall be increased by two years (Notification No. 15012/6/98-Estt. (D) dated 21.12.1998). The "Direct Open Competitive Examination" for the purpose of these rules shall mean direct recruitment by Open Competitive Examination conducted by the Union Public Service Commission or the Staff Selection Commission or any other authority under the Central Government and it shall not include recruitment through Limited Departmental Examination or through shortlisting or by absorption or transfer or deputation.

7. Copies of previous O.M.'s referred are available at this Department's website [www.persmin.nic.in](http://www.persmin.nic.in)([www.persmin.nic.in](http://www.persmin.nic.in)>O.Ms and Orders>Establishment>(A) Administration >(II)Establishment>(g)Age relaxation)

8. This may be brought to the notice of all concerned for information, guidance and necessary action.

9. Hindi version will follow.

**(Mukta Goel)**

Director (E.I)

Tele: 23092479

To

All Ministries/Departments of the Government of India.

Copy to:

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7. The Registrar, Central Administrative Tribunal, Principal Bench, New Delhi.

8. The Comptroller and Auditor General of India, New Delhi.
9. The Secretary, Union Public Service Commission, New Delhi.
10. The Secretary, Staff Selection Commission, New Delhi.
11. All attached offices under the Ministry of Personnel, Public Grievances and Pensions.
12. National Commission for Scheduled Castes, New Delhi.
13. National Commission for Scheduled Tribes, New Delhi.
14. National Commission for OBCs, New Delhi.
15. Secretary, National Council (JCM), 13, Ferozeshah Road, New Delhi.
16. Establishment Officer and A.S.
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**(Virender Singh)**

Under Secretary to the Government of India

Tele: 23093804

**Task force on cadre structure of Group 'A' Central Services**

1694. SHRI RANJIB BISWAL: Will the PRIME MINISTER be pleased to state:

- (a) whether the Task Force constituted for comprehensive study of cadre structure of all the organised Group-'A' Central Services has given its report;
- (b) if so, the details of major recommendations made;
- (c) whether Government has accepted these recommendations;
- (d) if so, the details thereof and if not, the reasons therefor; and
- (e) the action taken by Government on the recommendations accepted by it?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (DR. JITENDRA SINGH): (a) Yes, Sir. After consultation with all the stakeholders and deliberations, the Task Force, constituted by the Department of Personnel and Training on 16.8.2016 for comprehensive study of cadre structure of all the organised Group 'A' Central Services and to suggest measures on stagnation and other issues, has submitted its report on 31.01.2017.