

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

**RAJYA SABHA**  
**UNSTARRED QUESTION NO. 2046**  
(TO BE ANSWERED ON 08.08.2024)

**LATERAL ENTRY APPOINTMENTS**

**2046. SHRI HARIS BEERAN:**

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

- (a) the Government's stance on lateral entry appointments into Central bureaucracy;
- (b) the number of lateral entry appointments Government has made in the last five years from the level of Under Secretary to the top;
- (c) whether Government has unified criteria for this; and
- (d) if so, the details thereof?

**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): NITI Aayog, in its three year Action Agenda, and the Sectoral Group of Secretaries (SGoS) on Governance, in its Report submitted in February, 2017 recommended for induction of personnel in the middle and senior management level in the Government with the twin objective of bringing in fresh talent and augment the availability of manpower. Keeping in view their specialized knowledge and expertise in the domain area, lateral recruitment at the level of Joint Secretary, Director and Deputy Secretary in Government of India, has been undertaken to appoint persons for specific assignments.
- (b): So far 63 appointments have been made through lateral entry at the level of Joint Secretary, Director and Deputy Secretary during last 5 years. Presently 57 officers are in positions in Ministries/Departments.
- (c) & (d): Lateral Recruitment is undertaken by UPSC for each post to be filled under Lateral Entry. The extracts of advertisement which mention the criteria adopted for selection during Lateral Entry for the year 2023 with regard to eligibility, comparable level and age & pay etc are given at Annexure.

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DATE FOR THE INTERVIEW ON WHICH THE SHORTLISTED CANDIDATES ARE REQUIRED TO BRING THE PRINTOUT OF THEIR ONLINE APPLICATION ALONGWITH OTHER DOCUMENTS AT UPSC SHALL BE INTIMATED SEPARATELY.

### **1. ELIGIBILITY:**

The following with a minimum of experience of Fifteen years for Joint Secretary Level posts, experience of Ten years for Director Level posts and experience of seven years for Deputy Secretary Level posts are eligible to apply:

- a. Officers of any State/UT Government who are already working at equivalent level or are eligible for appointment to equivalent level in their cadre, with relevant experience.
- b. Individuals working at comparable levels in Public Sector Undertakings (PSUs), Autonomous Bodies, Statutory Organizations, Universities, Recognized Research Institutes.
- c. Individuals working at comparable levels in Private Sector Companies, Consultancy Organisations, International/Multinational Organisations.

### **2. COMPARABLE LEVEL:**

The comparable/equivalent level would be defined as under:

- a) The candidate applying for Joint Secretary level post must have a minimum gross salary of Rs. 35 Lakh per year during any of the financial year 2021-22 or 2022- 23 as per Form-16/ITR.
- b) The candidate applying for Director level post must have a minimum gross salary of Rs. 20 Lakh per year during any of the financial year 2021-22 or 2022-23 as per Form-16/ITR.
- c) The candidate applying for Deputy Secretary level post must have a minimum gross salary of Rs. 15 Lakh per year during any of the financial year 2021-22 or 2022- 23 as per Form-16/ITR.

**Note:** In case of inability to submit the Form-16/ITR for the year 2022-2023 by the closing date, candidates has to submit an undertaking that the same will be submitted before the date of interview.

**NOTE:** Central Government employees are not eligible to apply for these posts.

### **3. AGE& PAY:**

- a) The minimum and maximum age limit for the **Joint Secretary level post** are **40 and 55 years** respectively and the Pay will be fixed at the minimum of Pay Level-14 in the Pay Matrix as per 7<sup>th</sup> CPC (approximate gross salary would be around **Rs. 2,66,000/-** including Dearness Allowance, Transport Allowance & House Rent Allowance in present level).
- b) The minimum and maximum age limit for the **Director level post** are **35 and 45 years** respectively and the Pay will be fixed at the minimum of Pay Level-13 in the Pay Matrix as per 7<sup>th</sup> CPC (approximate gross salary would be around **Rs. 2,18,000/-** including Dearness Allowance, Transport Allowance & House Rent Allowance in present level).
- c) The minimum and maximum age limit for the Deputy Secretary level post are **32 and 40 years** respectively and the Pay will be fixed at the minimum of Pay Level-12 in the Pay Matrix as per 7<sup>th</sup> CPC (approximate gross salary would be around **Rs. 1,43,000/-** including Dearness Allowance, Transport Allowance& House Rent Allowance in present level).
- d) However, the Government reserves its right to place deserving appointees at an appropriate level within the scale of pay.
- e) The crucial date for determining the age limit shall be the closing date for submission of online application.

### **4. OTHER CONDITIONS:**

- a) All appointees are to be deemed as public servants for the purpose of the CCS (Conduct) Rules and such other statutes as notified by the government from time to time.
- b) Tenure: The period of contract/ deputation would be Three years extendable up to a maximum of Five years, depending upon performance and requirement.
- c) The employment contract to be terminated by either side with a minimum notice period of 3 months.

d) Applicants who fulfill the eligibility conditions for the post of Director will be eligible for recommendation to the post of **Director** and applicants who fulfill the eligibility conditions for the post of Deputy Secretary will be eligible for recommendation to the post of **Deputy Secretary**.

## **5. OTHER DETAILS:**

All the above posts are in Group 'A'. Appointment of Candidate from Private Sector will be on contract basis as per terms of contract to be signed between the selected candidate and the Government of India. Officials of State/UT Admin/PSUs, Autonomous Bodies, Statutory Organizations, Universities, Recognized Research Institutes would be appointed on deputation basis as per standard term of deputation.

## **5. HEADQUARTERS:**

New Delhi.

**NOTE-1:** The candidates willing to apply for the above posts are advised to visit Commission's Website <http://www.upsconline.nic.in>. The detailed advertisement along- with 'Instructions and Additional Information to candidates' has been displayed on Commission's Website <http://www.upsc.gov.in> and website <http://www.upsconline.nic.in>.

**NOTE-2:** Candidates are requested to apply only Online against this advertisement on the Online Recruitment Application (ORA) website <https://www.upsconline.nic.in> and NOT write to the Commission for Application forms. They are also requested to go through carefully the details of posts and instructions published below as well as on the website <https://www.upsconline.nic.in>.

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