

डा. सी चंद्रमौली, भा.प्र.से.

सचिव

Dr. C Chandramouli, IAS  
SECRETARY



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

F. No. I. 11019/11/2018-CRD

May 27, 2019.

Dear Sir/Madam,

As you are aware, cadre review is the most important tool of cadre management. This helps realign a Service to ever changing organisational needs and maintain congruence between functional needs and legitimate aspirations of the officers. The cadre review exercise encompasses several key elements of cadre management to perform the objectives assigned to the service from time-to-time smoothly.

2. Considering the role of cadre review in cadre management, the Department of Personnel & Training (DoPT), the nodal Department of the Govt. of India for personnel management, has formulated guidelines on cadre review. Under the said guidelines, the ideal periodicity of cadre review is 5 years.

3. Despite repeated reminders from DoPT, the prescribed periodicity of cadre review has not been properly followed. With the objective of getting cadre review of all the Central Group 'A' Services/Cadres completed in time, the Department had issued a Calendar of Cadre Review on 26.05.2018. However, the progress towards this end is not satisfactory. About 34 Central Group 'A' Services/cadres were to be reviewed by the year 2018 (Annexure-I) out of which cadre review of 11 Services are to be completed at the earliest, as the pendency of submission of proposals ranges from year 1996 to 2017 (Annexure-II).

4. I would like to emphasize that the cadre review exercise needs to be taken up with proper care and in a timely manner. In all the cases where cadre review is pending/due and are part of the Calendar issued by DoPT in 2018 (Annexure III), the complete cadre review proposals should reach DoPT **latest by 30<sup>th</sup> June, 2019** without any exemption.

5. I shall be grateful, if you kindly look into the matter personally and get the actions requested above expedited.

with regards,

Yours sincerely

(Dr. C. Chandramouli)

All the CCAs





**ANNEXURE-I**

<b>Sl. No.</b>	<b>Name of Service</b>	<b>Year of Last Cadre Review</b>	<b>Remarks</b>
1	Defence Research & Development Service	None	
2	Indian Broadcast Engg. Service	1981	
3	Indian Broadcasting (Prog) Service	1984	
4	<b>P&amp;T Building Works</b>	<b>1989</b>	<b>Under Consideration</b>
5	<b>Survey of Indian Gr. 'A' Service</b>	<b>1985</b>	<b>-do-</b>
6	<b>Indian Naval Armament Service</b>	<b>1987</b>	<b>-do-</b>
7	Indian Meteorological Service	1987	
8	Central Water Engg Service	1991	
9	Central Reserve Police Health Service	1994	
10	BSF Health Service	1994	
11	ITBP Health Service	1994	
12	<b>Indian Ordnance Factory Health Service</b>	<b>1995</b>	<b>Under Consideration</b>
13	<b>Railway Protection Force</b>	<b>2002</b>	<b>-do-</b>
14	<b>Indo Tibetan Border Police</b>	<b>2001</b>	<b>-do-</b>
15	Indian Foreign Service	2004	
16	<b>Central Health Services (All Streams)</b>	<b>2004</b>	
17	Defence Quality Assurance Service	2004	
18	<b>Indian Railways Medical Service</b>	<b>2005</b>	<b>Under Consideration</b>
19	India Legal Service	2008	
20	Indian Company Law Service	2008	
21	Indian Audit & Accounts Service	2009	
22	<b>Indian Defence Estates Service</b>	<b>2009</b>	<b>Under Consideration</b>
23	<b>Indian Supply Service</b>	<b>2010</b>	<b>-do-</b>
24	<b>Indian Inspection Service</b>	<b>2010</b>	<b>-do-</b>
25	Geological Survey of India	2011	
26	<b>Indian Economic Service</b>	<b>2011</b>	<b>Under Consideration</b>
27	Central Engg. Service (CPWD)	2012	
28	Central Elec. & Mech. Engg. Ser.(CPWD )	2012	
29	Central Architect Service (CPWD)	2012	
30	Indian Customs & Central Excise	2013	
31	Indian Revenue Service (IT)	2013	
32	Indian Defence Service of Engg.	2013	
33	Indian Radio Regulatory Service	2013	
34	Central Labour Service.	2013	

**ANNEXURE-II**

<b>Sl. No.</b>	<b>Name of Service</b>	<b>Year of Last Cadre Review</b>
1	Central Water Engg Service	1991
2	Central Reserve Police Health Service	1994
3	BSF Health Service	1994
4	ITBP Health Service	1994
5	Defence Quality Assurance Service	2004
6	India Legal Service	2008
7	Indian Company Law Service	2008
8	Geological Survey of India	2011
9	Central Engg. Service (CPWD)	2012
10	Central Elec. & Mech. Engg. Ser.(CPWD)	2012
11	Central Architect Service (CPWD)	2012



Annexure-II

F. No. I. 11019/9/2018-CRD  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training  
Cadre Review Division

Lok Nayak Bhawan, Khan Market,  
New Delhi, dated 25/5/2018

**OFFICE MEMORANDUM**


**Sub: Calendar for Cadre Review of Central Group 'A' Services**

The undersigned is directed to say that in terms of this Department's OM No. I. 11011/1/1009-CRD dated 14/12/2010 the ideal periodicity of cadre review is 5 years. Despite the said instructions and repeated reminders, it has been observed that the said periodicity is not followed. The cadre review in some cases is pending for even more than 40 years.

2. In view of the above, this Department has prepared a calendar (Annexure) for cadre review of the Central group 'A' Services, which is required to be followed by the Cadre Controlling Authorities (CCA) strictly. The months and year mentioned in the calendar is the time frame by which the cadre review proposal should be submitted by the Cadre Controlling Authorities to DoPT positively.

3. All the CCAs are therefore requested to submit cadre review proposals in accordance with the calendar without any exemption. For other services which have not been mentioned in the calendar and the cadre review is not due, the Cadre Controlling Authority concerned may submit their proposal in accordance with the Cadre Review Guidelines, as and when they feel that the cadre review is required.

4. Any proposal for addition in cadre strength of Central Group 'A' Services (Creation, encadrement, upgradation, merger etc.) must be routed through DoPT as reiterated in this Department's OM No. I. 11019/17/2016-CRD dated 15/2/2017.

  
(M S Subramanya Rao)  
Director (CRD)

To

All the Cadre Controlling Authorities of Central Group 'A' Services (as per list enclosed)

Copy to:

1. Ministry of Finance, Department of Expenditure (Attn: Mrs. Annie G. Mathew, JS (Pers)), North Block, New Delhi
2. Estt. (RR), DoPT



# CALENDAR FOR CADRE REVIEW/ MIDTERM CADRE REVIEW 2018

**ANNEXURE**

## *Cadre Review completed:*

1. Central Industrial Security Force
2. Indian Petroleum and Explosive Safety Service (IPESS) (New Service)

## *Proposals under consideration:*

1. Indian Railway Personnel Service
2. Indian Railway Traffic Service
3. Indian Railway Service of Engineers
4. Indian Railway Accounts Service
5. Indian Railway Stores Service
6. Indian Railway Service of Electrical Engineers
7. Indian Railway Service of Mechanical Engineers
8. Indian Railway Service of Signal Engineers
9. Railway Protection Force
10. Indian Defence Estate Service
11. Indian Naval Armament Service
12. Indian P&T Building Works Service
13. Indian Economic Service
14. Indian Ordnance Factories Health Service

## *JULY*

1. Defence Research and Development Service
2. Survey of India Group 'A'
3. Indian Metrological Service

- ## *AUGUST*
1. Central Water Engineering Service
  2. Medical cadre of BSF
  3. Medical cadre of ITBP
  4. Medical cadre of CRPF
  5. Indo – Tibet Border Police
  6. Indian Foreign Service
  7. Central Health Service
  8. Indian Railway Medical Service

## *SEPTEMBER*

1. Defence Quality Assurance Service
2. Indian Legal Service
3. Indian Corporate Law Service

- ## *OCTOBER*
1. Geological Survey of India (All services)
  2. Central Engineering Service (CPWD)
  3. Central Architect Service (CPWD)
  4. Central Mechanical and Electrical Engineering Service (CPWD)
  5. Military Engineering Service [Engineering cadre (IDSE), Surveyor cadre and Architect cadre]

## *NOVEMBER*

1. Indian Revenue Service
2. Indian Radio Regulatory Service
3. Central Labour service

- ## *DECEMBER*
1. Indian Revenue Service (Customs)
  2. Indian Cost Accounts Service
  3. Indian Information Service (Mid-term review)

### **Note:**

1. For IPESS Cabinet approval obtained. Notification/Order to be issued by the Department.
2. For Indian Economic Service, CCA is required to provide information sought by DoPT latest by 30/5/2018.
3. The month indicated above is the target month for the CCAs for submission of cadre review proposal to this department.
4. Services, where cadre review could not be undertaken due to any court cases (s) related to cadre review, the concerned CCA may provide detail of such case and reason(s) for non-conducting cadre review with approval of Minister-in-charge. In remaining cases, even if the CCA is of the view that no change required in the cadre, objective of the formation of service, changes which took place since last Cadre Review, requirement of service/posts in present scenario may be assessed and sent to this department with the approval of Minister-in-Charge.
5. CCA concerned may develop their own calendar for cadre review of Group 'B' and 'C' posts. No requirement for sending proposal of cadre review of Group 'B' and 'C' to this department unless question of policy or up gradation of posts from Group 'B' to Group 'A' is involved.
6. For any assistance, Cadre Review Division of DOPT may be consulted.