

F.No.2/8/2001-PIC
Government of India
Ministry of Personnel, Public Grievances and Pensions
New Delhi-110001

Dated, the 9th April, 2009

OFFICE MEMORANDUM

Subject: Optimisation of Direct Recruitment to Civilian Posts – regarding

Reference: (i) **OM No.2/8/2001-PIC dated 16.5.2001**
(ii) **OM No.2/8/2001-PIC dated 30.8.2006**

The undersigned is directed to refer to the above-cited subject and to say that vide this departments O.M. No 2/8/2001-PIC dated 16th May 2001, the Scheme of Optimization of Direct Recruitment to Civilian Posts was introduced for five years with the objective of rationalization of the manpower in various Ministries / Departments of the Government of India. As per the Optimisation Scheme, all Ministries / Departments were mandated to prepare the **Annual Direct Recruitment Plan** for each year in order to prioritize the fresh intake of manpower. After the expiry of the initial five years period, the Optimisation Scheme was reviewed in the year 2006 in consultation with the Department of Expenditure, Ministry of Finance and it was decided to extend the scheme for a further period of three years i.e., up to **31st March 2009** subject to a review after the receipt of the recommendations of the Sixth Central Pay Commission.

2. In this regard, the Sixth Central Pay Commission has recommended, *"multiskilling of the Government employees which would increase their operational efficiency while simultaneously optimizing the staff strength. It is however, noted that while rightsizing in Government is necessary given the changes in the work process due to technology and consequent reduction of layers, a blanket ban on filling up of vacant posts across the board can impact effective functioning. More flexibility is required in this policy for effective service delivery and care has to be taken that administrative delivery structures do not become hollow or thin in critical areas....."* (Para 6.3.10)

3. Keeping in view the above recommendation of the Sixth Central Pay Commission, the optimisation policy has again been reviewed in consultation with the Department of Expenditure, Ministry of Finance and it has been decided **not to extend** the validity of the Optimization Scheme beyond 31.3.2009.

Smita Kumār
(SMITA KUMAR)
DIRECTOR

To

All Ministries/ Departments

