Office Memorandum

Subject:- Discontinuation of interviews at Junior level posts in the Government of India – recommendations of the Committee of Secretaries.

The undersigned is to refer to this Department's O.M. of even number dated 4.09.2015, 9.10.2015, 9.12.2015 and subsequent correspondence dated 11.12.2015 and 16.12.2015, on the above subject.

2. In this connection, a copy of Record of Discussion of the meetings on 'Discontinuation of Interview at Lower Level posts in the Government of India, held on 14th & 17th December, 2015 is forwarded herewith.

3. All the Central Ministries/Departments are requested to ensure that necessary follow-up action in respect of their Ministry/Department may be taken within the stipulated time as prescribed by the Committee of Secretaries, in the matter, and also to furnish CONSOLIDATED INFORMATION in respect of action taken within the purview of the administrative Ministries/Departments, to this Department by 24.12.2015.

4. A soft copy of the consolidated information may also be sent to this Department at Jssv1-dopt@nic.in

(Dr. Devesh Chaturvedi)
Joint Secretary to the Govt. of India
Tel. No.23094398

To
All the Secretaries of the Central Ministries/Departments
As per list attached.
1. Ministry of Civil Aviation
2. Ministry of Petroleum & Natural Gas
3. Ministry of Power
4. Ministry of Health and Family Welfare,
5. Ministry of Human Resource Development
6. Ministry of Railways
7. Ministry of Coal
8. Ministry of Mines
9. Ministry of Steel
10. Ministry of Food and Public Distribution
11. Ministry of Textiles
12. Department of Commerce
13. Department of Defence Production
14. Department of Financial Services
15. Department of Heavy Industries
16. Department of Telecommunications
17. Ministry of Urban Development
18. Ministry of Defence
19. Ministry of Water Resources
20. Ministry of Statistics and Programme Implementation
The Hon'ble Prime Minister (PM) in his address to the nation, on the occasion of Independence Day, announced that the Government should discontinue holding interviews for recruitment for such junior level posts where personality assessment is not an absolutely necessary requirement. He has called upon the Government Organizations to end this practice at the earliest, as it will help in curbing corruption, more objective selection in transparent manner and substantially easing the problems of poor people. He stressed that the recruitment should be made on merit basis through transparent online processes leading to less Government and more Governance. The Prime Minister also impressed upon the State Governments to discontinue the stage of interview for junior level posts as soon as possible.

2 A note for Committee of Secretaries (CoS) in this regard circulated on 8.09.2015 was considered in a meeting held on 14.09.2015. Based on the recommendations of the Committee of Secretaries (CoS) in its meeting held on 14th September 2015 and with the approval of MOS(PP) it was decided that:-

(i) Interview will be dispensed with for all Group "C" and Group "D" (which are now reclassified as Group "C") posts. Interview should also be discontinued for non-gazetted posts of Group "B" Category.

(ii) The process of doing away with the interview for these posts will be completed by 31.12.2015 so as to discontinue interviews from 01.01.2016.

(iii) Specific and isolated Group "B" non-gazetted posts for which any particular department considers interview absolutely essential, clearance of Department of Personnel and Training would need to be obtained.

(iv) In those cases pertaining to non-gazetted Group "B" posts and Group "C" & "D" posts, where Recruitment Rules specify the process of selection which includes conduct of interview, the Ministries/Authorities concerned will take necessary steps to carry out the requisite amendments to the Recruitment Rules immediately.

(v) DOPT will monitor the implementation of the actual progress made on the ground and bring up a status report by first fortnight of January, 2016.

3 The Department of Personnel and Training (DOPT) has issued instructions to the Staff Selection Commission (SSC) on 5th October 2015 to implement the "No Interview Requirement" proposal with immediate effect. It has also been clarified that as Skill Test or Physical Test is different from Interview they may continue.

3.1 SSC does the recruitment to the following posts of various Ministries/Departments:-

(i) **Combined Graduate Level Examination (CGLE)***

- Central Secretariat Service (Assistant)
- Intelligence Bureau (Assistant)
- Ministry of Railways (Assistant)
- Ministry of External Affairs (Assistant)
- AFHQ (Assistant)
Other Assistant  
CBDT (Inspector of Income Tax)  
CBEC (Inspector of Central Excise)  
CBEC (Inspector Preventive Officer)  
CBEC (Inspector Examiner)  
Directorate of Enforcement, Department of Revenue (Assistant Enforcement Officer)  
Central Bureau of Investigation (Sub-Inspectors)  
Department of Post (Inspector of Posts)  
Offices under CAG (Divisional Accountant)  
M/o Statistics & Programme Implementation (Statistical Grade II Inv.)  
Central Bureau of Narcotics (Inspector)

(ii) Sub Inspectors (SI) in CAPF and ASI in CISF and SI in Delhi Police.  
(iii) Jr. Engineer (Civil/Electricals/Mechanical) in CPWD, CWC and MES, etc.  
(iv) Jr. Hindi Translators (CSOL) and subordinate officers

3.2 The decision is to be implemented by the SSC and advertisement for all future vacancies will be without the Interview as part of the recruitment process as there is a consensus amongst the user Departments to implement the decision of the discontinuation of interview by the SSC. The SSC has further clarified during the meetings that there is no requirement/need to amend the Recruitment Rules (RRs) as the requirement of interview is not specified in the RRs.

3.3 The interviews will be done away even in cases where SSC does not conduct written examinations and the selections are made purely on basis of performance in the interview. Recruitment to such posts is not done through open examinations as the numbers of vacancies are few and qualifications also vary from department to department. The SSC is in the process of revising the scheme for selection for such cases.

4. DOPT has also taken up the matter with other Central Ministries/Departments which undertake large scale recruitments in the attached/Subordinate offices/autonomous Bodies/Public sector Undertakings etc for junior level posts for which recruitment is not undertaken through SSC. Letters in this regard have been issued on 4th September 2015, 9th October 2015, 9th November 2015, 9th December 2015. DOPT has also been monitoring the matter by the way of holding meetings and discussions.

4.1 The matter was reviewed by the DOPT on 30th October 2015 where the select few Ministries/Departments were called.

4.2 A one day workshop was also organized by the DOPT on 16th November 2015. Other than the State Governments/UTs the select few Ministries/Departments were invited for the Workshop.

4.3 Secretary (Personnel) convened meetings on 14th December 2015 and 17th December 2015 to review the matter further and to get the updated status on the decision/progress made by the various Ministries/Departments.

4.4 The updated status as per the information provided during the meeting is as follows:

Status of the implementation as informed by the representatives of the various Ministries and Departments is as follows:
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<tr>
<th>S. No.</th>
<th>Ministries/Departments</th>
<th>Status</th>
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<tbody>
<tr>
<td>1</td>
<td>Ministry of Civil Aviation</td>
<td>On 30th October 2015 it was stated that the letters to the Airport Authority of India and other PSUs, have been issued by the Ministry. Pending replies, the Ministry is not in a position to take a final view on this subject. A committee has been formed to decide on matters relating to the discontinuation of interview. Ministry may take about Two months time for a final decision in the matter.</td>
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<td>2</td>
<td>Ministry of Petroleum</td>
<td>On 17th December 2015 the representatives of the Ministry of Petroleum informed that some of the CPSEs have agreed to discontinue interview at lower level posts. However, in some CPSEs there is a view that interviews in few Group 'C' posts in various central undertakings are required to assess risk taking abilities since the persons have to work in hazardous work conditions. It was clarified to them that they can consider option of having some kind of skill test/physical tests. It was informed that the matter will be soon put up for the approval of the Minister. Thereafter, detailed information will be given in a week.</td>
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<td>3</td>
<td>Ministry of Power</td>
<td>A detailed reply has been furnished vide letter dated 1.12.2015 informing that there are 17 organizations under the Ministry of Power. Except for some posts in Appellate Tribunal for Electricity (APTEL), all the organisations are agreed on discontinuation of interviews of Group 'B' Non-gazetted and Group 'C' Non-gazetted.</td>
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<td>4</td>
<td>Ministry of Health and Family Welfare</td>
<td>On the 14th December 2015 the representative of the ministry informed that there are more than 112 Organizations under the Ministry. They are in the process to collate the views and process the matter for a decision in the matter.</td>
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<td>5</td>
<td>Ministry of HRD</td>
<td>Department of Higher and Secondary Education:-Letters to about 150 organisations/government funded institutions have been issued. The information is pending from most of the organisations/institutions particularly from autonomous institutions. Department of School Education: KendriyaVidyalaya: For non-teaching posts, there will be no interviews. However, there is provision of interview in the teaching posts. The Ministry has constituted a Committee to look</td>
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<td>Ministry of Railways</td>
<td>It was informed that the RRB is a pioneer in this area and that the process of doing away with the interviews was started by RRB way back in 1999. Interview is at present only for the post of (i) Teachers (ii) Law Assistants (iii) Senior Public Inspectors (iv) Physiotherapists (v) District Extension Educator (vi) Telephone Operator. The RRB will re-examine the matter and if required seek exemption from DOPT.</td>
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<td>7</td>
<td>Ministry of Coal</td>
<td>On 17th December 2015 it was informed all the companies under the Ministry have in-principle agreed to dispense away with the interviews at junior level posts. The details are being worked out. The detailed information will be provided in a week.</td>
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<td>8</td>
<td>Ministry of Mines</td>
<td>On 14th December 2015 it was informed that the 3 PSUs HCL, NALCO, MECL under the Ministry are ready to accept/implement the decision of the discontinuation of interview at the junior level posts. It was also informed that the 3 autonomous bodies under the Ministry have expressed reservations on implementation of the decision so far as the scientific posts are concerned. It was also informed that the matter is likely to be put up to the Minister for a decision in the matter within a week.</td>
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<td>9</td>
<td>Ministry of Steel</td>
<td>On 14th December 2015 it was informed that consultations are going on with the 8 PSUs including SAIL which comes under the Ministry. The matter for seeking the approval of the Minister would be expedited and information will be provided in a week’s time.</td>
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<td>10</td>
<td>Ministry of Food &amp; Public Distribution</td>
<td>A detailed reply has been furnished vide letter dated 24.11.2015 it has been informed that there is a general consensus amongst the organizations to discontinue interview at the lower level posts. However, the following</td>
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<td>No.</td>
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<td>11</td>
<td>Ministry of Textiles</td>
<td>On 14&lt;sup&gt;th&lt;/sup&gt; December it was informed that there is an agreement on the proposal. The Ministry proposes to continue interview in two posts in the following institutes namely NIFT and NTC. The matter has been processed for the approval of the Minister. The final reply will be provided by this week.</td>
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<td>12</td>
<td>Ministry of Commerce</td>
<td>On 17&lt;sup&gt;th&lt;/sup&gt; December 2015 it was informed that the information from 17 out of 29 organizations has been received. The remaining is yet to be received by the Ministry. On receipt of the same detailed information will be furnished by 23&lt;sup&gt;rd&lt;/sup&gt; December 2015.</td>
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<td>13</td>
<td>Department of Defence Production</td>
<td>On 17&lt;sup&gt;th&lt;/sup&gt; December 2015 it was informed that the internal consultations have been completed and all organizations are now in favour of discontinuation of interviews. The detailed information will be provided in a week.</td>
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<td>14</td>
<td>Department of Financial Services</td>
<td>During the workshop it was informed that all the financial institutions/banks running like autonomous bodies and the Board has to approve the Recruitment process. For Group 'D' service level posts interviews have been dispensed with. However, on the Clerical level (Group 'C'), banks are still insisting on interviews. On 14&lt;sup&gt;th&lt;/sup&gt; December it was informed that the proposal for discontinuation of Interview, for the post of Sub staff and Clerical staff has been processed for the approval of the Minister. A comprehensive reply/information in this regard will be furnished in a week.</td>
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<td>15</td>
<td>Department of Heavy Industries</td>
<td>On 17&lt;sup&gt;th&lt;/sup&gt; December 2015 it was informed there are divergent views on the matter in various organizations. The reservation is particularly for some technical posts. The detailed information will be communicated only after a consensus on the issue within a week.</td>
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<td>16</td>
<td>Department of Telecommunications</td>
<td>There are 4 PSUs – MTNL, BSNL, TCIL and CDot. It was informed that in MTNL, BSNL and TCIL there are no recruitment are going on as of now.</td>
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<td>17</td>
<td>Ministry of Urban Development</td>
<td>A detailed reply has been furnished vide letter</td>
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dated 2.12.2015 informing that there is an agreement to discontinue interviews in the organizations under the Ministry. However the DDA, Directorate of Printing, Government of India Press, Directorate of Estates, Government of India Stationery Office, Delhi Metro Rail Corporation Ltd. and Chennai Metro Rail Ltd. Want to continue with the interview for some posts.

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<th>18</th>
<th>Ministry of Defence</th>
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| Inputs from various organisations have been taken, but as they have divergent views regarding the discontinuation of interviews, a meeting has been convened on 15th December, 2015 to firm up the final views. It was informed that the decision has been taken to dispense away with the interview for the following:-

(i) Military Engineering Service (MES): For the posts of Junior Engineer, UDC and Steno

(ii) DG NCC: for the junior level posts |

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<th>19</th>
<th>Ministry of Water Resources</th>
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<td>The post of Junior Engineer is through SSC where interviews are being dispensed with. There are 18 other organizations under the Ministry for which the combined information is not available. It was informed that after collecting the information the matter will be processed for decision in the matter and the complete information will be furnished within a week.</td>
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<th>20</th>
<th>Ministry of Statistics and Program Implementation</th>
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<td>On 17th December 2015 it was informed that the matter is being processed for Minister’s approval and thereafter the detailed information will be provided in a week.</td>
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From the above status report and discussions held during the meeting, it can be concluded that:

5.1 The “No Interview Requirement Proposal” will be implemented for the posts where recruitment is done by the SSC as per the timelines set by the CoS.

5.2 Ministries/Departments like Railways, Food and Public Distribution, Urban Development and Power have already taken decisions and submitted the report clearly specifying the posts where interviews are being dispensed with and where they may seek exemption.

5.3 Ministries/Departments like Mines, Steel, Textiles, Financial Services, Defence, Defence Production, Water Resources, Statistics and Programme Implementation are in processing for taking the approval of the competent authority/Minister on this policy and would like to send their final compliance report within a week.

5.4 Ministries/Departments of Civil Aviation, Petroleum, Health and Family Welfare, HRD, Coal, Commerce and Heavy Industries which have large number of
subordinate/autonomous organizations/PSUs and they are processing of compiling information and providing compliance report after the approval of competent authority. However, they have been asked to expedite this process and provide this report before 24th December, 2015.

6. The Ministries and Departments have been informed that that the timelines set regarding completing the process of the discontinuation of interview by 31.12.2015 has to be adhered strictly.

6.1 It was reiterated that from 1st January 2016 there will be no recruitment with interview at the junior level posts in Government of India Ministries/Departments/attached Office/Subordinate Office/Autonomous Bodies/Public Sector Undertakings.

6.2 The representative of the Department of Public Enterprises informed that on 14th December 2015 vide O.M. No. DPE-GM instructions have been issued to all Administrative Ministries concerned with CPSEs to advise the dispensing with the practice of interview.

6.3 It was further clarified that in case of specific posts in Group B(non-gazetted) and Group C( Including Group D) where the Ministry/Departments wants to continue undertaking interview as a process of recruitment a detailed proposal seeking exemption will have to be sent the DOPT with the approval of the Minister/Minister In-Charge.

6.4 It was decided that all Ministry/Departments will send a consolidated report with the details of the decision taken/progress made in this regard by 24.12.2015. Report so to be furnished with the approval of the Minister/Minister In-Charge shall include the details of the name and number of posts where the interview is discontinued and posts for which the exemption has been sought.
OFFICE MEMORANDUM

Subject: Discontinuation of interview for recruitment to Non-Executive posts in CPSEs-reg.

The Department of Public Enterprises has been emphasizing from time to time on the need for formulation of proper recruitment and management policies by Public Enterprises which are in conformity with the latest policies / decisions taken by the Government. This requires a periodical review of Recruitment Rules, CDA Rules and Service Rules so that they are in line with the extant instructions of the Government on personnel management.

2. Recently it has been decided by DoPT to dispense with the practice of interview for all Group 'C' and 'D' posts and non-Gazetted posts of Group 'B' category. Accordingly those cases where recruitment rules of above categories of posts specify the process of selection through interview, the authorities concerned are required to amend the recruitment rules immediately.

3. In pursuance of the above decision of the Government, all Ministries/Departments are requested to advise the CPSEs under their administrative control to adopt a revised mechanism of recruitment for the non-executive level posts by dispensing with the practice of interview for such posts by effecting suitable amendments to the existing Recruitment Rules, wherever necessary. In case for any particular post, interview is considered essential, the clearance of administrative Ministry/Department of the concerned CPSE would need to be obtained by the CPSE or alternatively CPSEs may adopt alternate modalities to assess the required skills for recruitment to such posts in consultation with concerned administrative Ministry/Department.

4. The completion of the above exercise may be done by 31-12-2015 and a compliance report to this effect be submitted to ‘DPE by the concerned administrative Ministry/Department by 07-01-2016.

(J. N. Prasad)
Director

To:
All Administrative Ministries / Departments concerned with CPSEs and a copy each to:

(ii) Chief Executive of all CPSEs.
(iii) NIC, Cell DPE with a request to upload a copy at DPE’s web-site under the link Guidelines/Miscellaneous.
(iv) Guard File.