

F.No.35 – 4 / 2016 – TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
*_*_*_*

Shastri Bhawan, New Delhi,
dated, the 11th December, 2019

To

- (i) The Registrars of all 31 NITs; and
- (ii) The Registrar, IEST, Shibpur.

Subject:- Discontinuation of Interviews at Junior Level Posts – Implementation of instructions issued by DoPT in NITs and IEST, Shibpur – regarding.

Sir \ Madam,

I am directed to refer to this Ministry's letters of even number dated 4th April, 2016 and 23rd December, 2016, respectively, on the subject mentioned above and to state that based on the decision of the Standing Committee of the Council of NITSER and the inputs subsequently received from the National Institutes of Technology (NITs) and Indian Institute of Engineering science and Technology (IEST), Shibpur (West Bengal), the matter regarding implementation of instructions of Department of Personnel and Training (DoPT), Ministry of Personnel, Public Grievances and Pensions on discontinuation of interviews at junior level posts in NITs & IEST, Shibpur was taken up with the DoPT.

2. The advice of DoPT has been examined in this Ministry and it has been decided with the approval of the Chairperson of the Council of NITSER to discontinue interviews for recruitment to all junior / lower level posts carrying the Grade Pay of Rs.4600/- or less [upto Level 7 in 7th CPC] in accordance with instructions issued by DoPT vide their Office Memorandum No.39029/01/2013-Estt(B)-Part dated 29th December, 2015 (copy enclosed) and subsequent instructions issued in the matter from time to time. The decision taken was also placed in the 12th meeting of the Council of NITSER held on 25th September, 2019 for its ratification.

3. As per advice of DoPT, the Institutes may take or continue with Skill Test of Physical Test, which is different from interview and these tests will only be qualifying nature and assessment will not be done on the basis of marks for such tests. With a view to recruit best and most suitable staff, the NITs and IEST are suggested to design the written exam paper in a way that all technical questions to be asked in the interview should be included in the written exam.

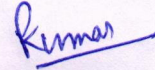
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F.No.35 – 4 / 2016 – TS.III

4. All the NITs and IEST, Shibpur are requested to implement the instructions of the DoPT on discontinuation of interviews for recruitment to all junior level posts. Necessary formalities related to amendments in Statute 23 (12) of the Statutes shall be carried out in due course of time in consultation with the NITs and IEST.

5. This issues with the approval of the competent authority.

Yours faithfully,

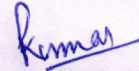


[Pawan Kumar]

Under Secretary to the Government of India

Copy for information to:-

- (i) The Directors of all the 31 National Institutes of Technology (NITs).
- (ii) The Director, Indian Institute of Engineering Science and Technology (IEST), Shibpur (West Bengal).
- (iii) The Deputy Secretary (IFD), Department of Higher Education, Ministry of Human Resource Development.
- (iv) Guard File.



[Pawan Kumar]

Under Secretary to the Government of India

Tel: 23384897

No. 39020/01/2013-Estt(B)
Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)

North Block, New Delhi,
Dated : 9th October, 2015

OFFICE MEMORANDUM

Subject:-Discontinuation of interviews for various junior level posts in the Government of India- recommendation of Committee of Secretaries (CoS).

The undersigned is directed to refer to this Departments D.O. letter of even No. dated 4.09.2015 whereby it was requested that an exercise for identifying lower level posts in your Ministry/Department for which interviews could be dispensed with should be undertaken.

2. In this connection it is informed that the Committee of Secretaries (CoS) in its meeting held on 14.09.2015, while considering a note on the subject mentioned above has made the following recommendations:-

(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 interview for these posts will be completed by 31.12.2015.

(iii) Specific and isolated Group 'B' non-gazetted posts for which any particular department considers interview absolutely essential, clearance of Department of Personnel & Training would need to be obtained. *It is clarified that since the skill test and physical test are different from interview such tests may continue*

(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 amendment to the Recruitment Rules immediately.

(v) For advertisements already done for selection with interview as a component, the posts could either be re-advertised, or if urgency or any other reason requires so, the ongoing process may be completed.

3. It was also suggested that a periodic review of the progress made in the implementation of 'No Interview Requirement for junior level posts by the authorities/ Secretaries concerned. DOPT will monitor the overall progress and bring up status report by the first fortnight of January, 2016.

4. In view of the above recommendations and as requested earlier you may please inform this Department about the decision/progress made in this regard in your Ministry/Department. The status report may kindly be furnished by 16.10.2015.


(Sumita Singh)

Deputy Secretary to the Government of India

To

All the Ministries/Departments, Government of India

Immediate

**No. 39020/01/2013-Estt (B)-Part
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)**

North Block, New Delhi.
Dated the 29th December, 2015

OFFICE MEMORANDUM

Subject:- Discontinuation of Interview at Junior Level Posts in the Government of India- recommendation of Committee of Secretaries.

The undersigned is directed to refer to this Department's D.O. of even number dated 04.09.2015 and subsequent GM's dated 09th October, 2015, 09th November, 2015 on the above subject seeking detailed information on the progress made/action taken in the matter.

2. It is informed that Secretary (Personnel) had convened meetings on 14th December, 2015 and 17th December, 2015 to review the progress of implementation of the "No Interview Requirement Proposal" and to get the updated status on the decision/progress made by the various Ministries/Departments. Keeping in view the queries raised by the representative of various Ministries/Departments the following is once again clarified:-

- (a) The decision to discontinue interview for recruitments is for all Group 'C', Group 'D' (which are now reclassified as Group 'C') Posts and for non-gazetted posts of Group 'B' Category and all such equivalent posts.
- (b) The 'No Interview Requirement' proposal has to be implemented for all the junior level posts in Government of India Ministries/Departments/attached Office/Subordinate Office/Autonomous Bodies/Public Sector Undertakings.
- (c) Instructions issued by the Department of Public Enterprises on 14th December, 2015 vide OM No. DPE-GM to all Administrative Ministries concerned with CPSES under them with advice to dispense with the practice of interview (copy enclosed).
- (d) The timelines set regarding completing the process of the discontinuation of interview by 31.12.2015 has to be adhered to strictly. From 01st January, 2016 there will be no recruitment with interview at the junior level posts as mentioned at 2(a) above, in Government of India Ministries/Departments/attached Office/Subordinate Office/Autonomous Bodies/Public Sector Undertakings. All the advertisement for future vacancies will be without the Interview as part of the recruitment process.

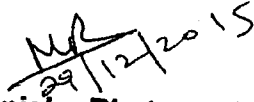
(e) The interviews will be done away even in cases where in the past the selections used to be made purely on the basis of performance in the interview. The Ministries/Departments/Organizations' will consider revising the scheme for selection for such cases.

(f) It is also clarified that as Skill Test or Physical Test is different from Interview, and they may continue. However, these tests will only be of qualifying nature. Assessment will not be done on the basis of marks for such tests.

(g) In case of specific posts where the Ministry/Departments wants to continue undertaking Interview as a process of recruitment, a detailed proposal seeking exemption will have to be sent to the DoPT with the approval of the Minister/Minister In-Charge.

3. All the Central Ministries/Departments are therefore requested to ensure that necessary action in respect of their Ministry/Department/Organizations are completed within the stipulated time. A consolidated report with the details of the decision taken/progress made in this regard should also be furnished to this Department at the earliest and not later than 7th January, 2016. 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 within the purview of the administrative Ministries/Departments.

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


(Manisha Bhatnagar)
Under Secretary to the Government of India
Tel. No. 23093175

Encl: As Above

To

**All the Secretaries of the Central Ministries/Departments
As per list attached.**

F. No. DPE-GM-01/0001/2015-GM -FTS-4857
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises


Public Enterprises Bhavari,
Block No. 14, CGO Complex,
Lodhi Road, New Delhi-110 003.
Dated: 14th December, 2015

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:

- (i) Cabinet Secretariat in reference to communication no. 501/1/3/2015-C.A.V. dated 26.11.2015.
- (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.