CHAPTER III

PERSONNEL POLICY IN ARUNACHAL PRADESH

The North East Frontier Tract being loosely administered during British rule, it lacked specific planned personnel policy. The Ahoms, as discussed in the previous chapter, had no plan to extend their administration to the hills. They appointed Katakis (interpreters) to deal with the hill tribes bordering Assam. The British administration continued with the practice of Katakis since it served their interests, and administrative officers were posted in this frontier looking at the suitability of the colonial interests. It was only after Indian independence that the Government of India considered a possibility of raising a band of officers to serve in the North East Frontier Tract.

Personnel Policy of the Ahoms

The Ahoms did not have a fixed personnel policy to deal with the tribes since the hill areas were not administered territory of Assam. However, to deal with the tribes and negotiate with them the Ahoms appointed agents known as Katakis. They were diplomatic agents who carried out correspondence not only with tribes of the hills but also with other princely states. They had to interpret the policy of the government in accordance with the Ahoms diplomatic procedures and the violations of such were severely dealt with.284

The Katakis were highly intelligent and educated class of persons who settled important issues involving political matters. They were disciplined, erudite and astute body of persons. These Katakis were given regular training in diplomatic procedures so that they could represent their government in a fitting manner.285 The Katakis were bound by strict code of behaviour. Any one of them found to be dishonest were punished severely. King Pratap Singha executed several of them on

285. Ibid.
account of receiving gratification in the form of money, cloths and brass vessels from the Mogul commander Sattrajit. 286

At the time of Pratap Singha, Ahom Katakis comprised of Brahms and non-Brahms. The Brahman Katakis were shrewd in dealing as they were gifted with persuasive qualities and therefore, the King appointed them to deal with neighbouring Kingdoms. The Non-Brahman Katakis were preferred while appointing them to deal with Frontier Tribes because dealing with the tribes required not so much of shrewdness but rather, a spirit of tolerance, understanding, sincerity and straightforwardness. 287

British Personnel Policy

Having taken over the territory of Assam the British administrators felt it pertinent to watch over the frontier areas and maintain relationship with the tribes. Hence, they revived the post of Katakis which was prevalent during the Ahoms to establish relationship with the hill tribes.

The British Government appointed Katakis as interpreters and political agents who were called upon whenever the need arose. Most of the time, they were sent to the hills to obtain information or interpret policy matters, or accompany the Deputy Commissioners on tours. They became a sort of mediator between the tribes and the Government. The Government remunerated them by revenue-free land as well as paid them salary. 288

The Katakis were all from Assam. These local officers were well versed in frontier languages and tactics. Their duty was to manage relationship with the tribes. They were required to mediate in quarrels, keep peace between rival tribes, and investigate into heinous crimes like murder and dacoity. This practice of Katakis continued to exist even after the appointment of Political Officers. 289

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286 Ibid. p.341.
287 Ibid. p.342.
289 Ibid. p.156.
In non-regulated province of Assam the administration was carried out by personnel belonging to Army and Covenant Civil Service. The executive staff of Chief Commissioner of Assam consisted of three services: a) Assam Commission composed of the Covenant Civil Service with a portion of officers taken from Indian Army, b) The Provincial Service, a body of subordinate magistrates recruited in India, most of them natives of the country and c) Subordinate Civil Service, which consisted of the native officers.\footnote{290}

The Covenant Civil Servants were recruited in England through a process of nomination. Such practice continued till 1858, after which competitive examinations were held to select Covenant Civil Servants. The Uncovenanted Servants were not in regular service. They were appointed by the Government of India from among the Indians and Europeans alike.\footnote{291}

The British reserved large number of vacancies in the Civil Services for army officers. As a result the officers serving in Assam consisted of officers from Indian Army who were deputed to Civil Services. A small percentage of vacancies were kept for Civil Service officers and the rest was the monopoly of Indian Army. Usually the Commissioner was a civilian but his Assistant from the Army.\footnote{292}

Appointing army officers was a policy that the British followed in the initial stages. The British found the province of Assam surrounded by hill tribes, whom they wanted keep away. The Army was deployed under civil authority. The civil administrators had to involve political relation tempered by armed forces. Hence the deployment of Army for civil purposes required military knowledge. Hence the officers of districts and subdivisions were filled by Army personnel. As such one-fourth of the membership of Assam commission was reserved for army personnel.\footnote{293}

Prior to 1953, there was no special cadre or administrative services. The officers from All-India or other Services of Assam were appointed to serve North East Frontier. Personnel from Indian Civil Service, Indian Police Service and Indian Army provided officers to serve as Political officers and Assistant Political officers. There had been few cases of appointment of Extra Assistant Commissioners from Assam State as Political Officers and Assistant Political Officers on ad hoc basis.  

Indian Frontier Administrative Service (AFAS)

The personnel serving in North East Frontiers were drawn from All India Service cadres of Assam. In some cases Assam Civil Service cadres were appointed as Political Officers or Assistant Political Officers. This was an ad hoc arrangement and often met with difficulties. To carry out developmental activities in the interior hills of NEFA, technical persons were required. In Independent India, there had been practically no social welfare and technical services as the British did not care to build up. As a result technical persons were deputed from Assam Government. This arrangement did not function smoothly as many officers were not eager to accept posting in NEFA due to rigorous life. An attempt was made to recruit from all over the country. However, even this was unsuccessful. Therefore the need arose to formulate a dedicated band of civil servants who would serve in the North East Frontier Agency.

In 1953, T.N Kaul, the Joint Secretary of the Home Ministry of the Government of India took initiative to organise a separate service for tribal administration. Verrier Elwin, who had done much research in tribal studies, was appointed to aid and advise the personnel. Nari Rustomji, the first advisor to the Governor of Assam for Frontier Area was requisitioned for training the personnel.

Requisition for the new service took place at the end of 1953 from defence forces and civil departments. They were to be called Indian Frontier Administrative Service. It was formed to expand administration of the North East Frontier Agency.

296 Chowdhury, J.N., *Arunachal Pradesh (From Frontier Tracts to Union Territory)*, p.256.
Officers were called for interview from among the seventy officers selected; about one third were selected in Grade I (same as senior scale of the IAS) and about two thirds in grade II (equivalent to the junior scale of the IAS). Civil servants were mostly from army and a few from air force and civil departments.\textsuperscript{298}

In 1956, the Indian Frontier Administrative Service was formally constituted to provide greater continuity of policy for the Frontier Areas. IFAS was not confined to NEFA alone, rather it was extended to Ladakh, Nagaland, Manipur, Tripura, the Andaman and Nicobar Islands and Himachal Pradesh. In spite of regular exchange of personnel in these areas, it became extremely hard to keep up the service, since it had limited avenues. Many personnel felt unhappy, since the IFAS was not treated as par with the Indian Administrative Service.\textsuperscript{299}

In 1968, a separate Cadre was created from Indian Administrative Service for Union Territory and NEFA from which, Deputy Commissioners, Additional Deputy Commissioners and Assistant Commissioners were appointed. Police Service did not exist then. CRPF and other Armed Police from other states performed police duties.\textsuperscript{300}

Many IFAS personnel were absorbed into newly created Indian Administrative Service for Union Territory. Those who were not absorbed or did not qualify for new cadre, were allowed to stay on with benefits of promotion till their retirement.\textsuperscript{301}

**Recruitment Policy in NEFA**

Recruitment to the Indian Frontier Administrative Service was governed by Rules and Procedures laid down in 1956. However, there were no recruitment rules approved by the Government of India prior to 1963, for recruitment to Base Superintendent, Assistant Political Officers (II), Ministerial Services in NEFA Secretariat and Heads of Departments.


\textsuperscript{299} Chowdhury, J.N., *Arunachal Pradesh (From Frontier Tracts to Union Territory)* pp.261-262.

\textsuperscript{300} Mohanta, Bijan, *Administrative Development of Arunachal Pradesh*, p.110.

\textsuperscript{301} Chowdhury, J.N., *Arunachal Pradesh (From Frontier Tracts to Union Territory)*, p.262.
Indian Frontier Administrative Service consisted of all Political Officers and Assistant Political Officers (I) who were selected by Special Board in December 1953 and January 1954. Having completed their probation in service and found satisfactory, they were elevated to the permanent membership of the service. Thereafter recruitments were done in accordance to the provisions of the Indian Frontier Service Rules of 1956. The service was categorised into two grades viz. Grade I, which consisted of Political Officers and Officers of equivalent or higher rank and Grade II, which consisted of Political Officers (I) and Officers of equivalent rank. All appointments and postings in the service were done by the Central Government of India. After 1960, the President of India authorised the Governor of Assam, the transfers and postings of IFAS officers against the sanctioned posts in NEFA administration.\(^302\)

The method of recruitment to the Service was through direct recruitment as well as through promotion. Direct recruitment referred to recruitments for initial constitution of the Service, made by Central Government on the advice of the Special Selection Board. Selections were done from three categories of officers. They were from: a) Officers of the Indian Administrative Service, the Indian Foreign Service and the Indian Police Service, b) Officers who held or had held permanent short service, temporary or emergency commissions in the Defence Force, and c) Other persons whose applications were forwarded by the Central Government, State Governments, North East Frontier Agency Administration – Naga Hills Tuensang Area Administration and the Universities. Recruitment by promotion was done on the advice of the Special Selection Board, from among the officers belonging to local services of the North East Frontier Agency, Naga Hills Tuensang Area Administration and the states of Manipur and Tripura. The ratio of direct recruitment and promotion was 80 and 20 per cent respectively.\(^303\)

All the Grade I posts were filled in through promotion from Grade II officers on the advice of the Departmental Promotion Committee consisting of: a) Chairman – A Secretary to the Government of India in the Ministry of External Affairs, b) A Joint

\(^{302}\) The Indian Frontier Administrative Service Rules, 1956.

\(^{303}\) Ibid.
Secretary in the Ministry of External Affairs in the charge of the Indian Frontier Administrative Service and c) A representative of the Ministry of Defence. Vacancies in Grade II were filled in, on the advice of Special Selection Board partly through direct recruitment as mentioned above or partly through promotion of officers belonging to the local services of the North East Frontier Agency, Naga Hills Tuensang Area Administration and the States of Manipur and Tripura. The Special Selection Board consisted of: a) A representative of the Ministry of External Affairs who was the Chairman of the Board, b) The Adviser to the Governor of Assam, c) A representative of the Ministry of Home Affairs and d) One or more anthropologists or experts in the tribal affairs.  

The probation of the officers was 18 months, including period spent on training. The Central Government however, could reduce or extend the period in individual cases on the basis of merit. In the case of extension of probation, minimum 1 year at a time was given, however, not more than 3 years. IFAS officers were required to undergo 5 months of Foundational Course at the National Academy of Administration, Mussoorie, at the end of which, they had to pass an examination conducted by the Academy. Besides, the Officers were required to spend 2 additional months in various Departments, courts etc. for practical training. The officer had to pass Departmental Examination, as a test for their efficiency in the service. (IFAS (Amendment) Rules, 1961) There had been suggestion for IFAS personnel to undergo 2 years in probation and Departmental Examination for confirmation. This proposal was not accepted on the ground that, unlike All India and Central Service, the IFAS were not recruited through fresh written examination. Besides, they were officers already serving in various services who had some years of experience.  

The Government policy was in favour of loose type of administration, which would neither interfere with the pattern of indigenous society nor with its powers for regulating day to day life of the people. As a result, the Government would create posts and fill them up according to the needs of the time. The purpose of the administration was to establish a ‘Base’ somewhere in the foothills from where the

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304. Ibid.
Political Officers operated into the interior. Hence Superintending Officers at the foothills 'Bases' came to be known as 'Base Superintendent'. There had been no properly constituted Service at that time and therefore, for practical purpose cadres of Base Superintendents and Assistant Political Officers (II) were recruited on ad hoc basis in the absence of rules. Though there was no properly constituted rules of recruitment, normal principles of Selection through Departmental Promotion Committee were followed in which, the Chairman of the Assam Public Service Commission was the head. In the early forties, physically fit and adventurous people were sought after for the posts, who would seek fulfilment and joy through service in the trackless jungles. As the administration became more and more settled, emphasis was shifted to educational qualification. Possession of University Degree was the qualifying feature but there were few non-graduates who had been promoted to Base Superintendent.\(^{307}\)

The proposal to constitute NEFA Civil Service was muted in 1962 and a copy of the draft was submitted to the Governor. The fundamental rules for entry into Base Superintendent and promotion upwards were approved in 1963. Special reservations and privileges had to be provided for NEFA tribal graduates, who were growing in numbers. NEFA administration had to maintain a flexible outlook, since the administrative conditions were not settled. The cadre of Base Superintendent formed the foundation of Administrative Service and the posts of Assistant Political Officers II were filled in by promotion from Base Superintendent except for few cases as per the rules.\(^{308}\)

After the framing of procedures of recruitment for the posts of Base Superintendent and Assistant Political Officers (II) 1963, recruitment to the said officers was done as per the guidelines.

The Method of Recruitment to Base Superintendent was done through competitive examination as well as through selection. Competitive examination was conducted by Selection Board. Recruitment by Selection was done by the NEFA Departmental Promotion Committee strictly on merit from among persons employed.

\(^{307}\) Ibid.
\(^{308}\) Ibid.
in connection with the affairs of the NEFA administration. Candidates for selection were required to have minimum of 6 years in service and executive aptitude. Normally, Upper Division Assistants or Officials of equivalent status or technical service personnel like those in the department of Agriculture, Statistics, Cooperatives, and Research were eligible to the posts.

Recruitment to Assistant Political Officers (II), were filled in through promotion on the recommendation of the NEFA Departmental Promotion Committee, on the basis of seniority-cum-merit from among the Base Superintendents, who had served minimum of 6 years in regular service. Twenty per cent of vacancies were filled in by direct recruitment procedure through competitive examination conducted by Selection Board for the eligible NEFA tribal candidates.

The procedure of direct recruitment for Base Superintendent and Assistant Political Officers (II) was written and viva voce examination. The written examination consisted of 4 papers, two compulsory and 2 optional. The compulsory papers were General English and General Knowledge each carrying a total of 150 marks and each optional subjects carrying a total of 200 marks. The total marks of Viva Voce examination was out of 300 marks. In the case of recruitment by Selection, the Departmental Promotion Committee would check service records and annual confidential reports and if necessary would even conduct interview.

The Qualification for direct recruitment for both categories of posts was university degree from any recognised university. It was relaxable in the case of NEFA tribal candidates who possessed minimum qualification of having passed Intermediate or Higher Secondary or Pre-University or any equivalent examination from any recognised university.

Of the total number of recruitment to Base Superintendent, 80 per cent of the post was filled in by direct recruitment and 20 per cent through Departmental
Promotion. Out of the direct recruitment, 80 per cent of the posts were reserved for NEFA tribal candidates and 20 per cent for others.\textsuperscript{309}

Prior to 1963, no regular Service rules existed and the appointments were made on ad hoc principles or procedures. Therefore principles were laid down for the manner in which recruitment to various ministerial services in the NEFA Secretariat would take place. The NEFA Secretariat Service consisted of Superintendents, Assistant Superintendents, Superintendents (Non-gazetted), Upper Division Assistants, Lower Division Assistants and Typists.

The post of Superintendents was filled in, on the recommendation of NEFA Departmental Promotion Committee, on the basis of seniority-cum-merit from among Assistant Superintendents of the NEFA Secretariat. The Selection Committee would examine Character Rolls, service particulars and personal files of the candidates and may even interview if required. The recruitment to the post of Assistant Superintendent was made on the recommendation of Selection Committee on the basis seniority-cum-merit from permanent Upper Division Assistants of the NEFA Secretariat. Similarly the post of Superintendents (Non-gazetted) was filled in on the recommendation of the Selection Committee on the basis of Seniority-cum-merit from among the Assistant Superintendents or Upper Division Assistants of the NEFA secretariat.\textsuperscript{310}

The post of Upper Division Assistant in the NEFA secretariat were filled in through promotion and through selection. Seventy-five (75\%) per cent of the regular vacancies were filled in through promotion on the recommendation of Selection Committee, on the basis of seniority-cum-merit from the Lower Division Assistant of the NEFA secretariat who had 4 years of continuous service. Twenty-five (25\%) per cent of the regular vacancies were filled in, through selection by Selection Committee on the basis of merit from among the Upper Division Assistants appointed in the erstwhile office of the Commissioner, NEFA and Heads of Departments, Divisional and Sub-Divisional Offices. The requirement was minimum 5 years of continuous

\textsuperscript{309} Procedure of Recruitment of Posts of Base Superintendents and Assistant Political Officers (II) (File no. GA 186/63).
\textsuperscript{310} Government of India, North East Frontier Agency, No. Estt.81/62, dated 8\textsuperscript{th} November, 1963 / Procedure of Recruitment to the Ministerial Service in NEFA Secretariat.
service, holding permanent appointments as Head Assistant or Upper Division Assistant.\textsuperscript{311}

Recruitment to the post of Lower Division Assistant in the NEFA Secretariat was 50 per cent through Competitive Examination, 35 per cent through Selection and 15 per cent through Promotion. Competitive examination was conducted by Selection Committee for candidates, sponsored by the employment exchange and eligible departmental candidates. Recruitment through selection was done by Selection Committee, strictly on merit from Lower Division Assistants of the attached Offices (in Heads of Departments) and from among candidates who do not exceed 35 years of age, who had rendered at least 4 years of continuous service as Office Assistants in Heads of Departments, Divisional and Sub-Divisional Officers and Record Keepers of the Secretariat, who had served at least 4 years in continuous service with minimum educational qualification. Promotion was made on the basis of merit assessed by Selection Committee from the Typist of the Secretariat having served 4 years of continuous service having required educational qualification. The qualification for Lower Division Assistant was Pre-University or Higher Secondary or equivalent examination from a recognised university. The competitive examination was out of 400 marks, with General English 100 marks, Precise writing 100 marks, Drafting 100 marks and Interview 100 marks.\textsuperscript{312}

Similar to the recruitment of ministerial staff in Secretariat, the recruitment of Upper Division Assistants (in Heads of Departments) were done through Promotion and Selection. Seventy-five (75\%) per cent of the recruitment was filled in through promotion from among the Lower Division Assistants recommended by Selection Committee, who were serving in the Heads of Departments and had minimum 3 years of continuous service. Twenty-five (25\%) per cent of the vacancies were filled in through Selection procedure made by Selection Committee, from among the Head Assistants/Upper Division Assistants serving in the Divisional and Sub-Divisional establishments who had rendered 5 years of continuous service, and from Lower Division Assistants of the NEFA Secretariat who had 3 years of continuous service.

\textsuperscript{311} Ibid.  
\textsuperscript{312} Ibid.
Recruitment to Lower Division Assistants in the Heads of Departments was done through Competitive Examination, Selection and Promotion. Fifty per cent of the vacancies were filled in through competitive examination. Thirty-five per cent of the vacancies were filled in by Selection Committee on merit from Office Assistants who had rendered 4 years of continuous service in Divisional and Sub-Divisional establishments and Record Keepers of the Secretariat who had rendered at least 4 years of continuous service. Fifteen per cent of the vacancies were filled in through merit from Typist who had rendered 4 years in continuous service. The required educational qualification was Pre-University or Higher Secondary or equivalent examination of a recognised university. The pattern of written examinations was same as that of direct recruitment examination syllabus of Lower Division Assistant in the Secretariat.\textsuperscript{313}

In engineering departments too, similar pattern of recruitment procedure for ministerial cadres were followed. The recruitment to Superintendent in engineering department was 100 per cent through promotion. Recruitment to Upper Division Assistants was, 75 per cent through promotion from among the Lower Division Assistants of the departments, and Head Assistants or Upper Division Assistants of Divisional and Sub-divisional offices. Twenty-five per cent of the vacancies were filled in through direct recruitment. Recruitment to Lower Division Assistants were filled in through, 50 per cent Direct Recruitment, 35 per cent promotion and 15 per cent promotion from matriculate typists.

Even in engineering departments, the recruitment to ministerial cadres were done in the similar pattern of NEFA secretariat recruitment. The recruitment of Superintendent in Superintending Engineer Office was 100 per cent through promotion, on the basis of seniority cum merit from Upper Division Assistants serving in SE Office NEFA. The vacancies arising in the post of Upper Division Assistant was filled in through 75 per cent promotion from Lower Division Assistants with a minimum of 3 years of continuous service. Twenty-five per cent of vacancies were filled in through Selection on the basis of merit assessed by DPC from among the Head Assistants, Assistant Divisional Accountants and Upper Division Assistants.

\textsuperscript{313} Ibid.
in the Divisional and Sub-divisional offices who have rendered at least 5 years of service.\textsuperscript{314}

\textbf{Directives on Personnel Policy in NEFA}

The policy of the government with regard to the development of the North East Frontier after independence was not to assimilate or detribalize, rather, 'to help the tribal people grow according to their own genius and tradition'. The then Prime Minister Nehru was firm on this opinion. While advocating the developmental policy for the North East Frontier, he also laid down certain directive policies for the civil servants who would be serving the region.

Nehru said: "An officer in the tribal areas must be one whose mind and even more so, whose heart understands the problems, who is an enthusiast, who does not go there just to sit in office, for a few hours a day and for the rest curse his luck, at being sent to an out-of-the-way place. The man who goes there as an official must be prepared to share his life with the tribal folk." "Some of our people who go there look upon the tribals in an inferior way. They make fun of them and sometimes they run after their women folk. All this creates a multitude of problems. Any person from outside who goes there must show respect and understanding of tribal ways. Otherwise, he is a misfit."\textsuperscript{315}

Nehru, through his policy directives, wanted the civil servants to treat the tribal people with respect and make them responsible for their own development. He wanted the Civil Servants to be persons of self-control while dealing with everyone. He said, 'Civil Servants should be courteous, friendly and respectful'. Nehru maintained that the local officers be taught to put their country first before tribe, clan or community.\textsuperscript{316}

\textsuperscript{314} Office of the Superintending Engineer, NEFA: Shillong, No.EIII/63/50 dated Nov 64, Memorandum/Archive File no. Estt.204/63.
\textsuperscript{315} Elwin, Verrier (Ed.), \textit{Important Directives on Administration}, p.5.
\textsuperscript{316} Ibid. pp.6-7.
To maintain a high standard of moral among the public servants, it was felt that there should be assessment review to weed out administrators who are misfit. The fourth Development Commissioners’ Conference at Simla, proposed to review the performance of the members of the staff to ascertain their output. Consequently the following suggestions were made:

(a) Heads of the Divisional Offices should judge the performance of the employees placed under their division and submit recommendation to the Political Officer.

(b) The Political Officer should scrutinize together with Divisional Head and forward the recommendation to the concerned department for action.

(c) The Head of the Department should give his own remark regarding the discharge of functions, increments, transfers, postings, deputations etc.\textsuperscript{317}

It was the underlined fact, that due to education undertaken in NEFA, more and more educated tribals would look out for Government jobs. However, all cannot be accommodated, only a select minority would be settled in Government jobs. Therefore, a vast majority would have to be settled in their land and villages. The Government must as a policy, appoint as much as local tribals in the Government and special care should be taken to select and train them for Government Services.\textsuperscript{318}

The NEFA administration categorised different grades of employees such as:
a) Grade IV consisting of Malis, Chowkidars, Peon etc., b) Grade III consisting of Village-level workers, Agricultural demonstrators, Assistant Agricultural Inspectors, Veterinary Field Assistants, Sericulture Operators, etc. and c) Grade II consisting of Gazetted Medical, Agricultural, Educational officers including Base Superintendents, Assistant Political officers and so on.\textsuperscript{319}

\textsuperscript{317} Ibid. p.8.
\textsuperscript{318} Ibid. p.290.
\textsuperscript{319} Ibid.
Employment in executive and departmental posts was acute. The policy was to give greater preference for the tribal candidates in filling up vacancies. However, it was felt that proper representation from different tribes was required. There was a tendency that few tribes were ahead in education and would fill up most of the vacancies. It was necessary therefore, to get equitable representation from various tribes, even if the candidates were not fully suitable.\textsuperscript{320}

The mode of filling up executive and departmental posts in the various departments, the highest preference was to be accorded to the tribals in all posts. The required number of vacancies reserved for the NEFA tribal people, was to be kept unfilled until all means were exhausted. The care was to be taken to represent various tribes.\textsuperscript{321}

Due to the insufficient trained staff, many posts were left vacant. As such, the Government directed as a policy, to recruit personnel not entirely on educational qualification lone. It was proposed to provide with proper training.\textsuperscript{322} The Government offered stipends for the purpose of training. However, in most cases it was not successful. The reasons been, either the youth were not aware of the Government policy or the political officers did not take interest.\textsuperscript{323}

In pursuance of the policy of equitable representation, the Government laid directives that, care should be taken to reserve few posts for the tribes which were not represented. The government was aware of the fact that, one or two major tribes were educationally advanced and would restrict the rest, in appointment to the posts. To remove disparity, the Government recommended equitable representation of the tribes in the services.\textsuperscript{324}

\textsuperscript{320} Ibid. p.293.
\textsuperscript{321} Ibid. p.294.
\textsuperscript{322} Ibid. p.291.
\textsuperscript{323} Ibid. p.290.
\textsuperscript{324} Ibid. p.293.
Personnel Policy of Arunachal Pradesh Since 1987

Since the attainment of statehood in 1987, Arunachal Pradesh had to deal with its own administration. The recruitment and appointment of personnel prior to Statehood, depended upon Government of India. Consequently, Arunachal Pradesh did not have its own personnel policy and therefore, after the attainment of statehood followed, Arunachal Pradesh Adaptation of Laws Order (No.2) 1989. By the Adaptation Laws of Order 1989, the state adopted Central Civil Services (Classification, Control and Appeal) Rules 1965, by which the competent state authority would adopt Central Civil Service rules with amendments, modifications or exception when required. Adaptation of Laws implied rules regarding Arunachal Pradesh Civil Services, General Arunachal Pradesh Services and posts, and Arunachal Pradesh Public Service Commission.\(^{325}\)

The administration of the state of Arunachal Pradesh is carried out by State Civil Secretariat. It is headed by Chief Secretary and assisted by Commissioners/Secretaries, Joint Secretaries, Deputy Secretaries, Under Secretaries and office staff. Commissioners/Secretaries are in-charge of various departments of the state. The administration of the district is carried out by Deputy Commissioners assisted by Additional District Commissioners, Sub-divisional Officers, Extra-Assistant Commissioners and Circle Officers.

The department of Personnel is entrusted with personnel policies, matters relating to recruitment, promotions, service conditions, service rules and regulations, transfers, posting and pension of State Civil Servants, All India Civil Servants and Arunachal Pradesh Civil Secretariat Service. The department of Administrative Reform is entrusted with all policy matters relating to recruitments, promotions, service conditions, prescription of educational qualifications etc.\(^{326}\)

The Governor is the appointing authority for all Group A services and posts in Governor’s Secretariat, Civil Secretariat (including Chief Minister’s Secretariat),

\(^{325}\) The State of Arunachal Pradesh Adaptation of Laws Order (No.2) 1989, in Government of Arunachal Pradesh, Law and Judicial Department, 1990, Schedule, p. 3.
Arunachal Pradesh Civil Service and various departments, except Legislative Assembly. In the Governor’s Secretariat, the Secretary is the appointing authority for all Group B and C services and posts. In the Civil secretariat including Chief Minister’s Secretariat, Secretary General Administration is the appointing authority for group B and C services and posts including all grades of Stenographers included in General Cadres.\textsuperscript{327}

In other departments the appointing authority for group B services and posts are Secretaries of the concerned department. For group C services and posts, Directors of the concerned department and SE Coordination, in the case of engineering department are the appointing authority. In the offices of Commissioners, the appointing authority for all group C services and posts, is the Commissioner of the concerned department.

In the Head offices, the appointing authority for group A services and posts is the Governor, for group B services and posts, the Secretary of the concerned departments, and for group C services and posts, Head of Office concerned (not below the rank of Group A officer). For all group C posts and services in the offices of Deputy Commissioners, the appointing authority is the Deputy Commissioners.\textsuperscript{328}

In the Legislative Assembly, the Speaker is the appointing authority for all group A services and posts. Secretary Legislative Assembly is the appointing authority for all group B services and posts, and for all group C services and posts Deputy Secretary is the appointing authority in the Legislative Assembly.\textsuperscript{329}

In the days of NEFA, the high ranking administrative officers such as Secretaries and Deputy Commissioners were drawn from Indian Frontier Administrative Service, a cadre specially formed to serve North East Frontier Agency. A new cadre was created in 1968 from IAS, for Union Territory and NEFA. Arunachal Pradesh being a Union Territory prior to its attainment of statehood, had its Secretaries and Deputy Commissioners drawn from Indian Administrative Officers of Union Territory.

\textsuperscript{327} The State of Arunachal Pradesh Adaptation of Laws Order (No.2) 1989, Schedule, p.5.

\textsuperscript{328} Ibid.

\textsuperscript{329} Ibid.
Presently the Secretaries and Deputy Commissioners of the state are drawn from IAS Officers of AGMUT Cadre (Arunachal Pradesh, Goa, Mizoram and Union Territories). The strength of the Cadre is decided by the Central Government in consultation with Governments of Arunachal Pradesh, Goa, Mizoram and Union Territories. IAS Officers of AGMUT Cadre are regulated by Indian Administrative Service (Cadre) Rules 1954 and the strength of the cadre for Arunachal Pradesh, Goa, Mizoram and Union Territory is regulated by Indian Administrative Service (Fixation of Cadre Strength) Regulations, 1955.

As per the Indian Administrative Service (Fixation of Cadre Strength) Second Amendment Regulations, 2010, the sanctioned strength of IAS Officers for Arunachal Pradesh is 37 (thirty-seven). Table 3.1 below shows the sanctioned IAS posts for Arunachal Pradesh.

<table>
<thead>
<tr>
<th>SL.No</th>
<th>Portfolio</th>
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<tbody>
<tr>
<td>1.</td>
<td>Chief Secretary to the Government</td>
<td>1</td>
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<tr>
<td>2.</td>
<td>Development Commissioner</td>
<td>1</td>
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<tr>
<td>3.</td>
<td>Commissioner-cum-Secretary (PWD/RWD)</td>
<td>1</td>
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<tr>
<td>4.</td>
<td>Commissioner-cum-Secretary (Finance)</td>
<td>1</td>
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<tr>
<td>5.</td>
<td>Commissioner-cum-Secretary (Home)</td>
<td>1</td>
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<td>6.</td>
<td>Commissioner-cum-Secretary (Education)</td>
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<td>7.</td>
<td>Commissioner-cum-Secretary (Power &amp; Water Resources)</td>
<td>1</td>
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<tr>
<td>8.</td>
<td>Commissioner-cum-Secretary (Personnel)</td>
<td>1</td>
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<tr>
<td>9.</td>
<td>Commissioner-cum-Secretary (Health)</td>
<td>1</td>
</tr>
<tr>
<td>10.</td>
<td>Secretary (Industries)</td>
<td>1</td>
</tr>
<tr>
<td>11.</td>
<td>Secretary (Supply &amp; Transport)</td>
<td>1</td>
</tr>
<tr>
<td>12.</td>
<td>Secretary (Rural Development)</td>
<td>1</td>
</tr>
<tr>
<td>13.</td>
<td>Secretary to Chief Minister</td>
<td>1</td>
</tr>
<tr>
<td>14.</td>
<td>Secretary to Governor</td>
<td>1</td>
</tr>
<tr>
<td>15.</td>
<td>Registrar, Cooperative Societies</td>
<td>1</td>
</tr>
<tr>
<td>16.</td>
<td>Director (Transport)</td>
<td>1</td>
</tr>
<tr>
<td>17.</td>
<td>Director of Civil Supplies</td>
<td>1</td>
</tr>
<tr>
<td>18.</td>
<td>Director (Education)</td>
<td>1</td>
</tr>
<tr>
<td>19.</td>
<td>Director (Health Services)</td>
<td>1</td>
</tr>
<tr>
<td>20.</td>
<td>Resident Commissioner</td>
<td>17</td>
</tr>
<tr>
<td>21.</td>
<td>Deputy Commissioner</td>
<td>37</td>
</tr>
</tbody>
</table>

**Total IAS Sanctioned Post**: 37

Source: Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, Notification, 12 March 2010

The sanctioned post of IAS officers in Arunachal Pradesh is 37 (thirty seven), of which, 18 (eighteen) are appointed by promotion from Arunachal Pradesh Civil
Service (APCS) cadre and 3 (three) are inducted by selection from non-APCS cadre.\textsuperscript{330}

Recruitment to IAS officers of AGMUT cadre is done through appointment by Competitive Examination, appointment by Promotion and appointment by Selection. Appointment by Competitive Examination is a direct recruitment process governed by IAS (Appointment by Competitive Examination) Regulations, 1955. The examination is conducted by Union Public Service Commission at All India level.

Appointment by promotion to IAS is regulated by Indian Administrative Service (Appointment by Promotion) Regulation, 1955 and subsequent amendments of 1997, 2000 & 2005. Appointment by Promotion to IAS is made from State Civil Service Cadres who fulfils eligibility criteria. To be appointed to IAS, the State Civil Servant should normally hold charge of a sub-division of a district or a post of higher responsibility for purpose of revenue and general administration. The appointment to IAS by promotion is made by the Central Government in consultation with the Union Public Service Commission from the Select list proposed by the State Government.

Appointment to IAS by Selection is made from among persons who do not belong to State Civil Service, but serving in connection with the affairs of the State. The Central Government appoints from the Select list proposed by the State in consultation with Union Public Service Commission. The person in consideration should be of outstanding merit and ability, and holds a Gazetted post in a substantive capacity. He/She should have served not less than 8(eight) years in continuous service.\textsuperscript{331}

The state Civil Secretariat is the central machinery that moves the administration of the Government of Arunachal Pradesh. It is divided into various departments with specific allocation of business. The personnel at the helm of the departments are the Commissioners/Secretaries, who man different departments of the

\textsuperscript{330} Interview with Joint Secretary (PIO), Department of Personnel, Govt. of Arunachal Pradesh, dated 4/4/13.

\textsuperscript{331} Indian Administrative Service (Appointment by Selection) Regulations, 1997.
state. They play crucial role in formulating, executing and reviewing policies and programs of the Government.

The Chief Secretary is the head of the Secretariat. He is assisted by number of Commissioners/Secretaries. The personnel employed at the Civil Secretariat are a conglomeration of various cadres such as All India Service Officers, Arunachal Pradesh Secretariat Service, Arunachal Pradesh Civil Service Officers and the Arunachal Pradesh Secretariat Stenographers Service. Currently there are 1077 sanctioned personnel in the Secretariat. The personnel belonging to Arunachal Pradesh Secretariat Service and Arunachal Pradesh Secretariat Stenographers Service are Secretariat borne employees, whose direct recruitment is done by Arunachal Pradesh Public Service Commission. The other personnel are coming on tenure basis from AGMUT cadre and APCS cadre.

The total number of Commissioners/Secretaries and Special Secretaries posted at the Civil Secretariat is 25 (twenty-five) as per the notification Order, 22nd March 2013. The Table no 3.2 below gives us the detail.

**Table 3.2**

The posting of Secretaries in the secretariat as of 22nd March 2013

<table>
<thead>
<tr>
<th>SL No</th>
<th>Departments</th>
<th>Cadre</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Chief Secretary</td>
<td>IAS</td>
</tr>
<tr>
<td></td>
<td>1. Power &amp; Coordination &amp; WRD, 2. Div. Commissioner (West),</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Development Commissioner</td>
<td>IAS</td>
</tr>
<tr>
<td>3.</td>
<td>Principal Secretary</td>
<td>IAS</td>
</tr>
<tr>
<td></td>
<td>Labour &amp; Employment</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>Commissioner &amp; Secretary</td>
<td>IAS</td>
</tr>
<tr>
<td></td>
<td>1. Personnel &amp; AR, 2. Director General (Training), 3. PWD</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>Commissioner</td>
<td>IRS</td>
</tr>
<tr>
<td></td>
<td>1. GA, 2. DA, 3. Protocol</td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>Commissioner &amp; Secretary</td>
<td>IAS</td>
</tr>
<tr>
<td></td>
<td>(Cabinet), 5. Tax &amp; Excise,</td>
<td></td>
</tr>
<tr>
<td>7.</td>
<td>Commissioner &amp; Secretary</td>
<td>IAS</td>
</tr>
<tr>
<td></td>
<td>1. Agriculture, 2. Horticulture</td>
<td></td>
</tr>
<tr>
<td>8.</td>
<td>Commissioner</td>
<td>IAS</td>
</tr>
<tr>
<td></td>
<td>1. Education, 2. RWD, 3. Commissioner to HCM, 4. Research</td>
<td></td>
</tr>
<tr>
<td>9.</td>
<td>Secretary</td>
<td>IAS</td>
</tr>
<tr>
<td></td>
<td>1. Land Management, 2. Social Justice, Empowerment &amp; Tribal Affairs, 3. Women &amp; Child Development</td>
<td></td>
</tr>
<tr>
<td>10.</td>
<td>Secretary</td>
<td>IAS</td>
</tr>
</tbody>
</table>
| 11. | Secretary  
| 12. | Secretary  
| 13. | Secretary  
1. Power | IAS |
| 14. | Secretary  
1. RD, 2. PR | IAS |
| 15. | Secretary  
Transport | IAS |
| 16. | Secretary  
| 17. | Secretary  
1. Cooperation, 2. Labour & Employment | IAS |
| 18. | Secretary  
Tourism  
Special Secretary 1. Supply & Transport, 2. Transport | IRS |
| 19. | Secretary  
1.Civil Aviation,  
Spl.Secy 1. (PWD & Vigilance) | IAS |
| 20. | Secretary  
| 21. | Secretary  
1. PHE & Water Supply | Non-IAS |
| 22. | Secretary  
1. WRD, 2. Information Technology | Non-IAS |
| 23. | Secretary  
1. Fisheries, Special Secretary 2nd State Finance Commission | IDAS |
| 24. | Secretary  
RWD | Non-IAS |
| 25. | Special Secretary  
1. Health & Family Welfare | IRS |

Source: Government of Arunachal Pradesh, Department of Personnel, Order, 22nd March 2013.

Chief Secretary is the principal officer to the Government, who is at the helm of administration. The overall control and supervision of the administration in the state rests upon him.\textsuperscript{332} He is the central point of interdepartmental coordination at the officers' level. He provides leadership and guidance to the officers in the state. The Chief Secretary functions as chief communication link between the State Government and the Union Government as well as to other state governments. He exercises supervision and control over entire Secretariat.\textsuperscript{333}

\textsuperscript{333} Avasthi, Amrleshwar and Avasthi, Anand Prakash, Indian Administration, p.333.
The Chief Secretary is the senior most administrative officer in the state appointed by the Government of India or State government on the basis of seniority and pay scale. His/her pay scale is 80,000 fixed.\[334\]

Development Commissioner is the second senior most administrative officer in the state. Development Commissioner is the head of various developmental departments such as Horticulture, Agriculture, Fisheries, Animal Husbandry & Veterinary and so on. He is responsible for the supervision and coordination of Commissioners in charge of various development departments. The post of Development Commissioner is one. His/Her pay scale is HAG 67,000 (annual increment@3%)-79,000.\[335\]

There is no post of Principal Secretary as per the AGMUT cadre strength for Arunachal Pradesh.\[336\] However, as a practice it exists. The post of Principal Secretary in the HAG 67,000 (annual increment@3%)-79,000 scale was created in 2007 and a senior IAS officer was posted. The IAS (fixation of cadre strength) regulation 1955 states that, the creation and upkeep of ex-cadre post beyond one year require approval of Home Ministry, Government of India. It seems such approval has not been sought but the post continues to exist.\[337\]

The Commissioners are senior administrative officers of the state appointed on the basis of seniority and pay scale. Their pay scale is PB-4, 37,400-67,000 with a grade pay of 10,000. The number of Commissioners in the state at present is five. They hold charge of various departments in the state. The term Commissioner is not a post, rather a designation given on the basis of seniority and pay scale. Their function is same as that of Secretaries to the Government.\[338\]

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\[334\] Interview with Joint Secretary (PIO), Department of Personnel, Govt. of Arunachal Pradesh, 4th April 2013.

\[335\] Ibid.


\[337\] Interview with Joint Secretary (PIO), Department of Personnel, Govt. Arunachal Pradesh, 4th April 2013.

\[338\] Ibid.
Divisional Commissioners are not posts; rather, it is an organisational provision. The state of Arunachal Pradesh is divided into East Zone and West Zone, with head quarters at Namsai and Itanagar for administrative convenience. The charge of West Zone, is under Chief Secretary and the East Zone is under Commissioner cum Secretary holding the charge of Health and Family Welfare, Tax and Excise. Their function is to coordinate and supervise the Deputy Commissioners under their zones. They are appointed by the state government on the basis of Seniority and Pay Scale. Their pay scale is PB-4, 37400-67000 with a grade pay of 10,000.339

A Secretary is the head of one or more departments. He is the principal adviser to the Chief Secretary or the Minister-in-Charge on all matters of policy and administration within his/her departments. The Secretary exercises general supervision and control over the transactions of business within his department. He may be assisted by Special Secretary/Addl. Secretary/Joint Secretary, Deputy Secretary, Under Secretary, Section Officer and other subordinate staff. The Secretary is solely responsible for careful observance of the transaction of business rules and prompt dispatch of business within his/her department. He/she has general control and supervision of personnel in his/her department.340 Secretaries within the Civil Secretariat are appointed by the Government who are generally IAS officers from the AGMUT cadre. Their pay scale is PB-4, 37,400-67000 with a grade pay of 8700. An administrative officer with a pay scale of PB-3, 15600-39100 with a grade pay of 7600 is also posted as Secretary in some cases.341

There is no sanctioned post of Special Secretary in the State of Arunachal Pradesh; however sometimes Junior All India Service officers such as IAS, IRS and IDAS are posted as Special Secretary to the Government on deputation. (Government of Arunachal Pradesh, Department of Personnel, Order, 22nd March 2013) The officers with pay scale of PB-3, 15600-39100 with a grade pay of 7600 or PB-3, 15600-39100 with a grade pay of 6600 have been posted as Special Secretary on deputation.

339 Ibid.
341 Interview with Joint Secretary (PIO), Department of Personnel, Govt. of Arunachal Pradesh, 4th April 2013.
The total strength of sanctioned Secretaries in the Civil Secretariat is lower than the actual posting of Secretaries.

<table>
<thead>
<tr>
<th>SL.No</th>
<th>Nomenclature of posts</th>
<th>Sanctioned</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Chief Secretary to the Government</td>
<td>1</td>
</tr>
<tr>
<td>2.</td>
<td>Development Commissioner</td>
<td>1</td>
</tr>
<tr>
<td>3.</td>
<td>Commissioner-cum-Secretary</td>
<td>7</td>
</tr>
<tr>
<td>4.</td>
<td>Secretary (IAS) Sr Time Scale</td>
<td>4</td>
</tr>
<tr>
<td>5.</td>
<td>Principal Secretary (Ex-cadre post)</td>
<td>1</td>
</tr>
<tr>
<td>6.</td>
<td>Secretary (non-IAS)</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>18</strong></td>
</tr>
</tbody>
</table>

Source: Department of Personnel Administration

The number of Secretaries in the Secretariat alone as per the sanctioned post is eighteen. However, the actual posting shows twentyfive Commissioners/Secretaries in the Secretariat alone. It would mean an excess of six Commissioners/Secretaries posted in the Secretariat.

The post of Secretary is an IAS Cadre post and is filled up by Indian Administrative Officers of AGMUT Cadre (Arunachal Pradesh, Goa, Mizoram and Union Territories). As per the Para 8/9 of the IAS (Cadre) Rules, 1954, the IAS cadre post is filled up by Cadre post only. There are 4 sanctioned post of non-IAS Secretaries viz. Law, IPR, Sports and Youth Affairs and Planning. The Secretary Law is appointed from the feeder grade of the legal service as per the recruitment rules. But the Secretary to IPR, Sports and Youth Affairs and Planning are appointed from various cadres such as All India Services, Chief Engineers and so on.

Though the Commissioners/Secretaries are IAS cadre post, the Government of Arunachal Pradesh has posted many non-IAS cadre officers to man the post. The table 3.2 shows that the Secretary to the post of Rural Works Department (RWD), Water Resource Development (WRD) and Information Technology, and Public Health Engineering (PHE and Water Supply) are posted from among the Chief Engineers. Again the same table shows that three Indian Revenue Service (IRS)
officers, and 1 (one) Indian Defence and Account Service (IDAS) Officer posted as Secretary and Special Secretaries on deputation.\textsuperscript{342}

The posting of non-IAS cadre officers to IAS cadre posts have been subject of much discussion. The posting seems to be done by the Government for administrative convenience. No specific rules or guidelines have been made in this regard.\textsuperscript{343} There have been non-IAS officers posted against IAS cadre post in the past as well as in the present.\textsuperscript{344} The file noting from the department of personnel states that, there is no any ex-cadre Secretary level post sanctioned or created under the Government of Arunachal Pradesh to which the non-IAS could be accommodated. Besides, a court case has been filled by Arunachal Pradesh Civil Service Officers Association (APCSOA in W.P.(C) No.211 (Arunachal Pradesh)/2010 which is sub judice.\textsuperscript{345} There has been a specific guideline from the Government of India,\textsuperscript{346} which clearly notifies that a definite 37 posts are earmarked for IAS officers for the state of Arunachal Pradesh as per the IAS (Fixation of Cadre Strength) Regulations, 1955. The letter also states that sufficient number of IAS officers has been posted in the state and therefore, the State Government should follow in true spirit the IAS Cadre Rules, 1954, Para 9(1) which states that, state shall not fill up a cadre post by a non-cadre post.\textsuperscript{347}

The posting of non-cadre officers to IAS cadre post does not seem to be in accordance with the Cadre post of IAS, Para 9(1) of the IAS (Cadre) Rules, 1954 which states, “a cadre post in the State shall not be filled up by a person who is not a cadre officer except when there is no cadre officer available for filling up the vacancy”. The posting of non-cadre officer to cadre post also demoralises and invites resentment from the part of IAS/Senior APCS (Administrative Grade) officers who are the officers in the line department.\textsuperscript{348}

\begin{flushleft}
\textsuperscript{342} Government of Arunachal Pradesh, Department of Personnel, Order, 22\textsuperscript{nd} March 2013 / Interview with Joint Secretary Personnel (PIO), Govt of Arunachal Pradesh, 4\textsuperscript{th} April 2013.
\textsuperscript{343} RTI reply, dated 18\textsuperscript{th} June 2013.
\textsuperscript{344} RTI reply: File noting F.No.PERS/AIS-60/2010(pt.)
\textsuperscript{345} Ibid.
\textsuperscript{346} Home Secretary, Government of India, 5\textsuperscript{th} October 2012, D.O.No. 14046/86/2012-UTS-I.
\textsuperscript{347} Ibid.
\textsuperscript{348} RTI reply: File noting F.No.PERS/AIS-60/2010(pt.)
\end{flushleft}
The Table 3.2 shows Central Group A service officers viz. IRS and IDAS are posted as Secretary to the Government. Generally, the Central Services serve the centre in various capacities. The deputation is normally done against a sanctioned post but the present posting seems to be not following such criteria.

Secretary in the department of Law, Justice and Legislative is not an IAS officer due to nature of work involved. The Secretary to the Law is appointed by the government with the Pay Scale of PB-4, 37400-67000 with grade pay of 8900. The appointment to the Secretary Law is 100 per cent by promotion from Joint Secretary (Law, Legislative and Justice), who has completed 2 (Two) years of regular service in the Grade in PB-4, 37400-67000 with grade pay 8700 failing which, from Deputy Secretary (Law, Legislative and Justice) who has completed 6(six) years of regular service in the PB-3, 15600-39100 and Grade Pay of 7600, failing which from transfer on deputation.\textsuperscript{349}

The Secretary in the Legislative Assembly comes outside the purview of Secretariat. The post of Secretary in the Legislative Assembly is a promotional post from the post of Joint Secretary (Legislative Assembly) having six years of regular service in the grade. His pay scale is PB-4, 37400-67000 with a grade pay of 8700.\textsuperscript{350}

The officers who manage middle level administration in the Secretariat are Joint Secretaries, Deputy Secretaries and Under Secretaries. They belong to Arunachal Pradesh Secretariat Service and Arunachal Pradesh Civil Service. Their post is significant as they uphold continuity of policy and provide ideas and opinion to run the Government.

\textsuperscript{349} Secretary (Law, Legislative and Justice) Recruitment Rules, 2010.
\textsuperscript{350} Arunachal Pradesh, Legislative Assembly Secretariat, Group A (Gazetted) Recruitment (Amendment) Rules, 2009 for the post of Secretary.
Table 3.4
Strength of Joint Secretaries, Deputy Secretaries and Under Secretaries

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Posts</th>
<th>Sanctioned</th>
<th>Posted</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Joint Secretary</td>
<td>4</td>
<td>12</td>
</tr>
<tr>
<td>2.</td>
<td>Director (Border Affairs)</td>
<td>Nil</td>
<td>1</td>
</tr>
<tr>
<td>3.</td>
<td>Deputy Secretary</td>
<td>19</td>
<td>19</td>
</tr>
<tr>
<td>4.</td>
<td>Under Secretary</td>
<td>24</td>
<td>24</td>
</tr>
</tbody>
</table>

Source: Secretariat Administration

The task of Joint Secretary is to assist the Secretary in the department. Sanctioned strength of Joint Secretaries in the Civil Secretariat is 4 (four) viz. Joint Secretary (PWD), Joint Secretary (Law), Joint Secretary (Parliamentary Affairs) and 1 post of Joint Secretary, sometimes, filled in by APSS cadre and sometimes by APCS cadre. A total of 12 (twelve) Joint Secretaries are posted in the Secretariat. The posting of Joint Secretaries against non-sanctioned post is due to exigency work.\(^{351}\)

Recruitment to the post of Joint Secretary PWD is filled in through promotion from Deputy Secretary of Arunachal Pradesh Secretariat Service, having five years of regular service in the grade having a pay scale of PB - 4 Rs. 37400-67000 and Grade pay of 8700.\(^{352}\) In the case of Joint Secretary Law, it is to be filled in by promotion from the post of Deputy Secretary possessing Degree in Law from a recognised university, having 5 years of regular service in the grade of Deputy Secretary. Failing both by appointment through promotion or transfer on deputation, direct recruitment is made to the post. In the case of direct recruitment, the candidate should have a degree in Law from a recognised University and should have been member of state Judicial Services for a period of not less than 15 years or should have held a superior post in the legal department of a State Government for a period not less than 15 years or should have been Teacher of law for not less than 15 years or should have at least 15 years experience in the editorial department connected with Law Reports published in India or abroad or should have at least 15 years experience of editing of law Reports or having at least five years experience as Advocate in any Court with at

\(^{351}\) Interview with Joint Secretary (PIO), Department of Personnel, Govt. of Arunachal Pradesh, dated 2\(^{nd}\) May 2013.

\(^{352}\) Joint Secretary (PWD) (Secretariat Service) Recruitment Rules (Amendment) Recruitment Rules, 2010.
least 10 years experience in legal matters in a superior post in Central Government or State Government or Public Sector Undertakings. In the case of Joint Secretary Parliamentary Affairs, the appointment to Joint Secretary is through promotion from the Deputy Secretary (Parliamentary Affairs) with 5 (five) years of regular service in the grade and possessing a minimum of 15 years experiences in Parliamentary practices and procedures and legislative works failing which, through deputation.

Appointment to Joint Secretary from the APCS Cadre is done from among Arunachal Pradesh Civil Service (Administrative Grade), having a pay scale of PB – 4, 37400-67000 with a grade pay of 8700.

A Deputy Secretary is in-charge of more than one branch. His function is identical to that of Secretary and can put up papers if authorised, directly to Chief Secretary. He/she functions as Branch Officer, if a branch is entrusted to him. He consults the Secretary on matters dealing with important questions and discipline.

The total sanctioned strength of Deputy Secretary is 19. Of the 19 posts two (2) are posted in the department of Law and one (1) each in Parliamentary Affairs and Administrative Reforms. Of the remaining 15(fifteen) posts, 7 (Seven) posts are reserved for APCS Selection grade and 8 (Eight) are reserved for Arunachal Pradesh Secretariat Service. The recruitment to the post of Deputy Secretary for the Secretariat Cadre, is through promotion from among the Under Secretary of the Arunachal Pradesh Secretariat Service, having 5 (five) years of regular service in the grade. His pay scale is PB – 3, 15600-39100 with Grade pay of 7600.

Appointment to Deputy Secretary in the department of Law is through promotion from the post of Under Secretary Law and Judicial, with 4 (four) years of regular service in the grade failing which, transfer on deputation. His pay scale is PB
3, 15600-39100 with Grade pay of 7600. Similarly, appointment to Deputy Secretary (Parliamentary Affairs), is through promotion, among Under Secretary (Parliamentary Affairs) having 5 (five) years regular service in the grade. His pay scale is Rs. 15600-39100 with Grade pay of 7600. The appointment of APCS officer to Deputy Secretary post is from Selection Grade, having a pay scale of PB – 3, 15600-39100 with Grade pay of 7600.

Under Secretary is usually in-charge of a Branch in a department which may have more than one section. He exercises control over the dispatch of Business allocation and discipline. He disposes as many cases as possible at his level, at the same time takes orders from Deputy Secretary or higher officers.

The total strength of Under Secretary is 24. Of the 24 posts, one (1) each is posted in the department of Law and Parliamentary Affairs. Of the remaining 22 posts of Under Secretaries, 8 (eight) posts are reserved for APCS Cadre, while 14 (fourteen) posts are reserved for Arunachal Pradesh Secretariat Service; and again within the 14 (fourteen) posts reserved for Arunachal Pradesh Secretariat Service, 7 (seven) posts are reserved for Ministerial Cadre and 7 (seven) posts are reserved for Stenographer Service.

The appointment to the post of Under Secretary is done through promotion from Superintendent of Arunachal Pradesh Secretariat Service or from Stenographer Grade I/Senior Grade Stenographer, Selection grade Stenographer of Arunachal Pradesh Secretariat Service, who have 6(six) years of regular service in the grade. Their pay scale is PB – 3, 15,600-39100 with a grade pay of 6600. The ratio for

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359 Arunachal Pradesh (Deputy Secretary, law and Judicial) Recruitment Rules, 2003.
360 The Recruitment Rules for the post(s) of Deputy Secretary (Parliamentary Affairs) Group ‘A’ 2000.
361 Interview with Joint Secretary (PIO), Department of Personnel, Govt. of Arunachal Pradesh, dated 2nd May 2013.
363 Interview with Joint Secretary (PIO), Department of Personnel, Govt. of Arunachal Pradesh, dated 2nd May 2013.
364 Ibid.
promotion to Under Secretary is 50:50 for Superintendent and Stenographer Service.\textsuperscript{365}

Appointment to Under Secretary for the APCS cadre is done from Senior Grade Officers having pay scale of PB – 3, 15,600-39100 with a grade pay of 6600.\textsuperscript{366} Appointment to Under Secretary (Parliamentary Affairs) is through promotion from among RO (PA) with 5 (five) years of regular service in the grade or deputation on transfer.\textsuperscript{367} In the department of Law and Judicial, the appointment to Under Secretary is through promotion from among Law Officer cum Junior Draftsman with 5 (five) years of regular service in the grade failing which, transfer on deputation.\textsuperscript{368}

Secretariat staff consists of personnel from Stenographic Service, General Secretariat Cadre, Technical Services and Multitasking staff.

Stenographic service personnel known as Private Secretaries or Senior Personal Assistant or Personal Assistant are attached to Governor, Chief Minister, Ministers, Parliamentary Secretaries, Chief Secretary, Commissioners and other officers with a specific task to assist them. Their duties are methodical maintenance of files and papers, confidential upkeep of records, taking dictation, planning the work, cultivating proper public relation, travel arrangement etc. of the officer attached.\textsuperscript{369}

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Nomenclature of post</th>
<th>Sanctioned post in Secretariat</th>
<th>Posts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Under Secretary</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>2.</td>
<td>Principal Private Secretary</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>3.</td>
<td>Private Secretary</td>
<td>48</td>
<td>54</td>
</tr>
<tr>
<td>4.</td>
<td>Senior Personal Assistant</td>
<td>38</td>
<td>48</td>
</tr>
<tr>
<td>5.</td>
<td>Personal Assistant</td>
<td>56</td>
<td>148</td>
</tr>
</tbody>
</table>

Source: Secretariat Administration

\textsuperscript{365} Arunachal Pradesh Secretariat Service (Recruitment Rules to the Post of Under Secretaries) Amendment Rules, 1992.
\textsuperscript{366} Interview with Joint Secretary (PIO), Department of Personnel, Govt. of Arunachal Pradesh, dated 24th May 2013.
\textsuperscript{367} Recruitment Rules for the post(s) of Under Secretary (Group A) Gazetted Recruitment Rules, 2001.
\textsuperscript{368} Under Secretary (Law, Justice and Legislative) Recruitment Rules, 2010.
The direct recruitment to Stenographic Service is done at the level of Personal Assistant. Since the service is specialized in stenography and typing, the Personal Assistant is required to have Class XII or equivalent from a recognised university with a minimum prescribed speed of 80 words per minute. Senior Personal Assistant is a promotional post with an 80 per cent promotion from Personal Assistant and 20 per cent from direct recruitment from the open market. The criteria for promotion to Senior Personal Assistant are that, he/she should have served 5 years as Personal Assistant and should have minimum speed of 100 words per minute.\textsuperscript{370}

General Secretariat Cadre consists of officers such as: Section Officer, Senior Research Assistant, Assistants, Upper Division Clerk and Lower Division Clerk. Their task is to provide direct support to the functioning of the secretariat for formulation of policies and programs. A Section Officer is in-charge of a Section which is the lowest unit in the department. He/She sees to the distribution of work among his subordinates. The specific duties of the Assistants and Upper Division Clerk are drafting policies, connecting incoming file with previous files and forwarding the case. They pin point various laws, regulations and polices of the department. The Lower Division Clerks or Typist does the work of typing, referencing and despatching.\textsuperscript{371}

\begin{table}[h]
\centering
\caption{Present strength of Secretariat Cadre of SO, SRA, Assistants, UDC and LDC}
\begin{tabular}{|l|l|l|l|}
\hline
Sl. No & Nomenclature of post & Sanctioned post in Secretariat & Posted \\
\hline
1. & Section Officer & 65 & 65 \\
\hline
2. & Senior Research Assistants & 10 & 10 \\
\hline
3. & Assistants & 160 & 160 \\
\hline
4. & Upper Division Clerk & 176 & 176 \\
\hline
5. & Lower Division Clerk & 96 & 96 \\
\hline
\end{tabular}
\end{table}

Source: Secretariat Administration

\textsuperscript{370} Personal Assistant (Arunachal Pradesh Public Service Commission, Group C, Non-Gazetted Ministerial) Recruitment Rules 2011.
\textsuperscript{371} Arunachal Pradesh Secretariat Manual of Office Procedure 2010, Chapter IV.
Recruitment to Secretariat cadre is governed by Arunachal Pradesh Secretariat Subordinate Service Rules 1989 and as amended in 2004. The Post of Section Officer is filled in by promotion from the post of Assistants who have rendered five (5) years of regular service on the basis of Seniority cum Merit. The posts of Assistant are filled in by Upper Division Clerks of the Secretariat and from the Upper Division Clerks of District General Ministerial Service. The 70 per cent of posts are filled in through promotion by Upper Division Clerks of Secretariat on the basis of Seniority cum Merit, who have rendered 5 (five) years of regular service and the 30 per cent of the posts are filled in by Upper Division Clerks of District General Ministerial Service through Limited Departmental Examination, who have rendered minimum five (5) years of regular service.372

The posts of Upper Division Clerks are filled in by Lower Division Clerks through promotion and direct recruitment. The 50 per cent of the posts are filled in through promotion based on Seniority cum Merit from among Lower Division Clerks, who have rendered five (5) years of regular service. The 50 per cent of the posts are filled in through direct recruitment which includes; written test and Viva Voce examination. The 90 per cent of posts of Lower Division Clerks are filled in by direct recruitment and 10 per cent of it, are filled in through promotion from the Multitasking personnel, who have three (3) years of regular service, passed matriculation and qualified for typing test conducted by Arunachal Pradesh Public Commission.373

Technical cadre in the secretariat consists of specialised personnel such as law officers, Analysts, Research Officer, Budget officer, Store Keeper, Record Keeper, Typewriting Mechanic and Multi-tasking staff.

The legal service in the secretariat consists of officers with a legal background to deal with matters of law, legislative and justice of the Government. The cadre comprises of a Secretary, Joint Secretary, two Deputy Secretaries, one Under Secretary, two Law Officers, one Research Officer and one Research Assistant. The post of Secretary, Joint Secretary, Deputy Secretary and Under Secretary are

373. Ibid.
promotional posts. The entry level of the cadre is direct recruitment to the post of Law Officer who has graduation in law with certain years of practice in the court. The post of Research Officer is filled up by promotion from Senior Research Assistant and the post of Senior Research Assistant is filled by selection from the Assistants of the Secretariat Cadre.

The post of Senior Analysts and Junior Analysts are technical posts in the secretariat, whose function is work study, organisational study, evolving new methods of improvement in administration, reforms and framing personnel policies of the Government. The personnel occupying such posts should posses knowledge of management science, rules and regulations. The post of Senior Analyst is equivalent to the Under Secretary and is filled in through promotion from Junior Analyst in the cadre possessing Advance Management Service course from ISTM, Government of India. The post of Junior Analyst is a Group A post filled in by selection from the Assistants of the Secretariat having graduation and Basic Management Service Course from ISTM, Government of India. There are 4 posts of Junior Analysts whose task is work study, organisational study and assist in formulation of policies of the Government.

There are 3 posts of Research Officers (Group A technical) in the Secretariat Cadre and is filled in by promotion from the Section Officers. The nature of the post is highly specialised in financial matters. Likewise, the post of Budget Officer is highly specialised in budgetary mechanism, financial estimation, economic survey and financial rules. Originally, the method of filling up Budget Officer was through selection from candidates LDCE. The post of Senior Research Assistant is an ex-cadre Group B post reserved for finance department. The nature of work is budgetary and financial. There are 10 posts and they are filled in by promotion/selection from Assistants of the Secretariat. Store Keeper is a technical post in the pay band and grade pay of Lower Division Clerk with no promotional avenue. Similarly, there are two post of Record Keeper and one post of Typewriting Mechanic which are individual posts without any promotional avenues.

The Multitasking Staff earlier known as Group D, has been elevated to Group C status by providing special training and granting revised pay rule of 2008. Their
task is to help in maintaining office by cleaning, keeping things orderly, dealing with posts, treasury etc. When attached to an officer he/she attends to cleaning, procuring things of the office and is available for any job assigned by the officer.

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Nomenclature of posts</th>
<th>No of posts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Duftry</td>
<td>16</td>
</tr>
<tr>
<td>2.</td>
<td>Peon</td>
<td>194</td>
</tr>
<tr>
<td>3.</td>
<td>Sweeper</td>
<td>20</td>
</tr>
<tr>
<td>4.</td>
<td>Chowkidar</td>
<td>9</td>
</tr>
</tbody>
</table>

Source: Secretariat Administration

The Multitasking Staff has possibility of career growth as 10 per cent of the posts of LDCs are reserved for them who posses adequate educational qualification. The appointment to LDC is done through Limited Departmental Examination. Besides, Multitasking Staff, there are transport cadre personnel known as Foreman, Transport Supervisor, Driver, Handyman, Fitter and Helper (Mechanic), who have no carrier service growth.

Head Office or the Directorates are executing offices of the various departments. The personnel at the helm of the Head Offices are Directors and Chief Engineers or any other designation as may be ascribed. They carry out their task with their subordinate officers and staff. The number of Head Offices in Arunachal Pradesh is seventy two.

The post of Director may be a cadre post or non-cadre post. If the Directorate is a cadre post, the appointment is made by the Government of Arunachal Pradesh from among the IAS or APCS Civil Servants. If the post of Director is non-cadre post, Joint Director or Deputy Director is promoted to the post of Director on the basis of seniority.
For example; the Directors of following Head Offices are reserved for IAS cadre.\textsuperscript{374}

1. Registrar, Cooperative Societies  
2. Director (Transport)  
3. Director (Civil Supplies)  
4. Director (Education)  
5. Director (Health Services)

Similarly there are posts in the Head Offices reserved for the APCS cadre. They are as follows: \textsuperscript{375}

1. Director Disaster Management  
2. Director Rural Development  
3. Director Panchayati Raj  
4. Director Tourism  
5. Director Industry  
6. Director Art & Culture  
7. Director Border Affairs  
8. Director Civil Aviation

The recruitment, training and promotion of the personnel from IAS and APCS is done by their respective cadres, while, for Director of a non-cadre post, the method of appointment is through promotion. For example, the post of Director of Trade and Commerce is filled in from Joint Director of the Department or equivalent post with 5(five) years of regular service in the grade or transfer on deputation/absorption from officers under Central Government /State Government working in the Trade & Commerce Department in regular basis or ex-officio/officiating basis or any other department holding analogous post of Joint Director rank with 5 years of working experience fulfilling educational qualifications.\textsuperscript{376} The pay scale of Director is PB-4, 37400-67000 with a grade pay of 8,700.

Joint Director assists the Director in executing the policies of the department. The post is filled in through promotion from the Deputy Director, having 5 (five) years of regular service failing which transfer on deputation. His/her pay scale is PB –

\textsuperscript{374} Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, Notification, 12\textsuperscript{th} March 2010.  
\textsuperscript{375} Interview with Joint Secretary (PIO), Department of Personnel, Govt. of Arunachal Pradesh, 2\textsuperscript{nd} May 2013.  
\textsuperscript{376} Arunachal Pradesh, Trade and Commerce group A (Gazetted) Recruitment Rules, 2007 for the post of Director, Trade and Commerce.
3, 15600-39100 with grade pay of 7600.\textsuperscript{377} There are 22 (twenty-two) Head Offices, which have Joint Directors post while others does not.\textsuperscript{378}

The post of Deputy Director is filled in through promotion from the post of Assistant Director of the department, who have completed 7(seven) years of regular service in the grade failing which by transfer on deputation from Central or Government of Arunachal Pradesh holding analogous post with 10 (ten) years of regular service.\textsuperscript{379} The pay scale of the Deputy Director is PB-3, Rs. 15,600-39,100 and grade pay of Rs. 6,600.

The post of Assistant Director is filled in through promotion from Superintendent (Ministerial Cadre) and from the post of District Officers failing which, by transfer on deputation or absorption. The promotion is 50 per cent from Superintendent and 50 per cent from District Officers. The pay scale of the Assistant Director is PB-3, 15,600-39,100 and grade pay of 5,400.\textsuperscript{380}

The rules regarding the appointment of Directors, Joint Directors, Deputy Director and Assistant Director are more or less the same in almost all the Head Offices. However, the existing post of Directors, Joint Directors and Deputy Directors are not uniform in all the departments. Certain Head Offices such as: Directorate of Planning, Agriculture and Marketing have more than 1 (one) Directors. Similarly certain head offices have Joint Directors post, while many have only the post of Deputy Directors.\textsuperscript{381} It appears that there is no common staffing pattern of personnel in Head Offices.

The staff at the Head Office generally consists of Administrative Officer Superintendent, Assistants, Upper Division Clerks, Lower Division Clerks and Group C multi-tasking personnel such as: Peon, Chowkidar, Dak runner, Sweeper, Kennel

\textsuperscript{377} Recruitment rules, for the post of Joint Director, Social Welfare Department, Government of Arunachal Pradesh, Notification, 8\textsuperscript{th} February 1993.

\textsuperscript{378} Diary 2013, Legislative Assembly Secretariat, Government of Arunachal Pradesh.

\textsuperscript{379} Deputy Director (Tourism) (Group A) (Amendment) Recruitment Rules 2010.

\textsuperscript{379} Recruitment (First Amendment) Rules for the post of Assistant Director, General Arunachal Service, Group B (Gazetted), Non-Ministerial, 2007) in the Department of Relief Rehabilitation and Disaster management.

\textsuperscript{380} Diary 2013, Legislative Assembly Secretariat, Government of Arunachal Pradesh.
man, Water carrier and so on. There are district officers and other specialised/technical personnel within the directorate, who are recruited as per requirements and perspective recruitment rules. The post of administrative officer does not exist in all the head offices.

The creation of the post of Administrative Officer is subjected to variation depending on workload in the departments. It is filled in through promotion from Superintendent of the Departments who have rendered 5 (five) years of regular service in the grade.\(^{382}\)

The recruitment to the post of Superintendent is filled in through promotion from Assistants cadre of the respective department, with 5 (five) years of regular service or transfer on deputation from State Government employees, holding analogous posts or posts of Assistants/Head Assistant with 5 years of regular service.\(^{383}\)

Seventy-five per cent (75\%) of the post of Head Assistant / Assistant is filled in through promotion from among the Upper Division Clerks (UDC) of the respective departments who have rendered 6 years of regular service and twenty-five per cent (25\%) of the posts through Limited Competitive Departmental Examination (LCDE), failing which, transfer on deputation. The 25 per cent of the cumulative total vacancies of the posts in all departments, excluding Forest and Engineering Department is filled in by the UDCs of the District Ministerial (General) cadre on the basis of merit adjudged through a limited competitive examination on the following subjects.\(^{384}\)

<table>
<thead>
<tr>
<th>Subject</th>
<th>Marks</th>
</tr>
</thead>
<tbody>
<tr>
<td>General English</td>
<td>100</td>
</tr>
<tr>
<td>Fundamental Rule/General Financial Rule</td>
<td>100</td>
</tr>
<tr>
<td>Conduct Rule</td>
<td>50</td>
</tr>
<tr>
<td>General Knowledge</td>
<td>50</td>
</tr>
<tr>
<td>Office Procedure</td>
<td>40</td>
</tr>
<tr>
<td>Viva-Voce</td>
<td>340</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>340</strong></td>
</tr>
</tbody>
</table>

\(^{382}\) Recruitment to the post of Administrative Officer (Amendment) Rules 2005.


The posts of Upper Division Clerks are filled in through 50 per cent direct recruitment and 50 per cent through promotion from Lower Division Clerks with 12 years of regular service in the grade, failing which by transfer on deputation from the Arunachal Pradesh State Government employees holding analogous post on regular basis or Lower Division Clerks with 12 years regular service in the post.\(^{385}\)

The posts of Lower Division Clerks are filled in through 90 per cent direct recruitment and 10 per cent through promotion from Group C staff who posses 12\(^{th}\) class pass or equivalent qualification and a typing speed of 30 words per minute in English on manual typewriter or typing speed of 35 words per minute on Computer and have rendered 3 years of regular service in the grade on the basis of the merit adjudged through departmental qualifying examination.

The eligibility criteria for the direct recruits are as follows:

a) 12\(^{th}\) Class pass or equivalent qualification from a recognized Board or Institution.

b) a typing speed of 30 words per minute in English on manual typewriter or typing speed of 35 words per minute on computer.\(^{386}\)

The recruitment to Group C (non-ministerial) post (Peon, Chowkidar, Dak runner, Sweeper, Kennel man, Water carrier) is 75 per cent through direct recruitment on the basis of merit adjudged on the following subjects:

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>General English</td>
<td>-</td>
<td>100 marks</td>
</tr>
<tr>
<td>2.</td>
<td>General Knowledge</td>
<td>-</td>
<td>100 marks</td>
</tr>
<tr>
<td>3.</td>
<td>Elementary Mathematics</td>
<td>-</td>
<td>100 marks</td>
</tr>
<tr>
<td>4.</td>
<td>Viva voce</td>
<td>-</td>
<td>40 marks</td>
</tr>
</tbody>
</table>

Total - 340 marks


The remaining 25 per cent of the posts are recruited from serving contingent staff who has served minimum 20 years or more in continuous service.\textsuperscript{387} The recruitment rules for the post of Cook, Barber, Washer man, Cobbler are same as the above.\textsuperscript{388}

**Chief Engineers/Superintending Engineers/Executive Engineers**

At the engineering Head Offices the post of Chief Engineers, Superintending Engineers, Executive Engineers, Assistant Engineers and Junior Engineers are filled in by promotion or direct recruitment as per the engineering recruitment rules of each department.

The post of Chief Engineer is filled in through promotion from Superintending Engineers or equivalent, who has rendered not less than 8 years of regular service in the grade and has requisite qualification, failing which the post may be filled in by transfer on deputation from officers holding Superintending Engineer or analogous post in any State or Central Government departments for at least 5(five) years in the grade and minimum 10 (ten) years of experience. The period of deputation does not ordinarily exceed 3(three) years.\textsuperscript{389} The pay scale of Chief Engineer is Rs. 37,400-67,000 with a grade pay of Rs. 10,000.

The post of Superintending Engineer is filled up by promotion on the principle of selection, from the Executive Engineer or equivalent, who has at least 5(five) years of regular service in the grade and have requisite qualification, failing which the post may be filled in by transfer on deputation from any officer holding the post of Superintending Engineer or analogous post in State/Central Government department for a minimum period of 2(two) years in the grade and at least 10(ten) years of experience or any officer holding the post of Executive Engineer or analogous post in State/Central Government department for a minimum of 6(six) years in the grade and

\textsuperscript{387} General Arunachal Pradesh Peon/Chowkidar/Dak runner/Sweeper/Kennel man/Water carrier

\textsuperscript{388} General Arunachal Pradesh Cook/Barber/Washer man/Cobbler Group C (non-ministerial) Common Recruitment (Amendment) Rules, 2011.

\textsuperscript{389} Recruitment Rules Department of Power, 1993.
12 (twelve) years of experience in the field. The pay scale of Superintending Engineer is Rs. 37,400-67,000 with a grade pay of Rs. 8,700.

Recruitment to the post of Executive Engineer is made through promotion on the principle of selection from the Assistant Engineers or equivalent, who has at least 8(eight) years of regular service in the grade of Assistant Engineer or its equivalent to the post and have requisite qualification. If the Assistant Engineer is a diploma holder, the period of regular service in the grade is 10(ten) years. If no person is eligible, the post is filled in through transfer on deputation from any officer holding the post of Executive Engineer or analogous post in State/Central Government department for a minimum period of 2(two) years in the grade and at least 6(six) years of experience or any officer holding the post of Assistant Engineer or analogous post in State/Central Government department for a minimum period of 6(six) years in the grade and at least 8(eight) years of experience. The pay scale of Executive Engineer is Rs. 15,600-39,100 with a grade pay of Rs. 6,600.

The recruitment to the post of Assistant Engineer is 50 per cent through direct recruitment and 50 per cent through promotion on Selection basis. Direct recruitment is based on written examination and Viva-voce test conducted by Arunachal Pradesh Public Service Commission. Recruitment through promotion is done within the department from Junior Engineers who have rendered 8(eight) years of regular service and have passed in Accounts Examination as Junior Engineer. The pay scale of Assistant Engineer is Rs. 15,600-39,100 with a grade pay of Rs. 5,400.

Ninety-five per cent (95%) of the posts of Junior Engineer is filled in through direct recruitment and five per cent (5%) through promotion (on Selection basis). Direct recruitment is based on written examination and Viva-voce test conducted by Arunachal Pradesh Public Service Commission. Recruitment through promotion is made from eligible Foreman working in the department and if no candidates qualify

390 Ibid.
392 Recruitment to the Posts of Assistant Engineer (Amendment) Rules, 2007.
for the same, the post is filled up by direct recruitment.\textsuperscript{393} The pay scale of Chief Engineer is Rs. 9,300-34,800 with a grade pay of Rs. 4,200.

Besides Chief Engineer, Superintending Engineer, Executive Engineer, Assistant Engineer and Junior Engineer, there are technical staff, non-technical staff, work charged staff and casual labourers. Recruitment of the staff at Engineering Department is carried out by their Head Offices, following the recruitment rules framed by each department.

**Personnel at the District**

Administration of the Districts is carried out by Deputy Commissioner with the help of Additional Deputy Commissioner, Sub-Divisional Officers, Extra-Assistant Commissioners and Circle Officers.

The post of Deputy Commissioners/District Collectors has been termed by Fifteenth Report on State and District Administration (2009) of the Second Administrative Reforms Commission, the most important feature of Indian administration since 200 years. It’s a legacy left by British India which continues to occupy primacy of place in local administration. The initial duties of Deputy Commissioners such as: managing land revenue, civil, judicial and even military powers have multiplied in the present age.\textsuperscript{394}

The importance of Deputy Commissioner has grown due to the manner of governance and administration and the expectation of the society. The task of Deputy Commissioner has increased from just being the land revenue officer to coordinator of developmental activities and provider of welfare services to the people. His/Her responsibilities are multiplying, as he/she is the coordinator of the District Level officers and Staff of various Government Departments in the district, monitoring the progress of development schemes, removing bottlenecks in their implementation, maintaining constant direct touch with state Government departments in the state.

\textsuperscript{393} Recruitment Rules Department of Power, 1993.
\textsuperscript{394} Role of District Collectors in the Changing times, 4\textsuperscript{th} Annual Conference of Secretaries – 2012: Proceedings. p.17.
secretariat, making frequent visits in the fields, trying to achieve public order and peace, sustainable development and efficient provider of public services.  

In Arunachal Pradesh, the Deputy Commissioner occupies very significant place in district administration. The geographical condition of the state has empowered the Deputy Commissioner with what is called ‘single line administration’, a practice which existed since NEFA days. The Deputy Commissioner, besides being administrator and coordinators of various offices in the district, he is responsible for development of the state and also delivers quick justice.

The Deputy Commissioner is assisted by Additional Deputy Commissioners, Extra-Assistant Commissioners and Circle Officers. The post of Deputy Commissioner is an IAS cadre post (Indian Administrative Service, Regulation, 1955). The recruitment and training of IAS personnel is done by their respective cadre of origin as discussed earlier. However, the transfers and posting authority is the State Government, Department of Personnel.

Currently there are 18 (eighteen) posts of Deputy Commissioners; of which 10 (ten) are filled in from the IAS Cadre, while 8 (eight) are posted from APCS Administrative Grade Officers with a Pay Scale of PB: 4-37400-67000 + 8700 GP. APCS (Administrative Grade) officers are posted from time to time as Deputy Commissioners in exceptional cases for Government administrative convenience. There are no specific guidelines or rules for posting APCS officers as Deputy Commissioners in the state.

Additional Deputy Commissioners, Sub-Divisional Officers, Extra-Assistant Commissioners and Circle Officers assist the Deputy Commissioner in the district administration. The post of Additional Deputy Commissioner, Sub-Divisional Officer, Extra-Assistant Commissioner and Circle Officer are filled in by APCS cadre. The Administrative Grade APCS officers with a Pay Scale of PB: 4-37400-67000 + 8700 GP have been posted as Deputy Commissioner and Additional Deputy

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395 Ibid. p.18.
396 Interview with Joint Secretary (PIO), Department of Personnel, Govt of Arunachal Pradesh, 2nd May 2013.
397 RTI reply, dated 18th June 2013.
Commissioners, while the Selection Grade APCS officers with Pay Scale of PB: 3-15,600-39100 + 7600 GP have been posted as Sub-Divisional Officers. The Senior Grade APCS officers with Pay Scale of PB: 3-15600-39100 + 6600 have been posted as Extra-Assistant Commissioners and the Entry Grade APCS officers with Pay Scale of PB 3-15600-39,100 + 5400 GP have been posted as Circle Officer. The number of administrative officers apart from Deputy Commissioners are 35 (thirty-five) Additional Deputy Commissioners, 11 (eleven) Sub-Divisional Officers, 26 (twenty-six) Extra-Assistant Commissioners and 119 (hundred and nineteen) Circle Officers.

The heads of the department in the districts are recruited and appointed by their respective Directorates/Head Offices. The recruitment to District Ministerial (General) Cadre is done by Deputy Commissioner of each district under the provision of reservation quota of 80:20 ratio. Deputy Commissioners are the recruiting and appointing authority in the districts.

Since 1981, a Common District Ministerial (General) Cadre for all districts have been constituted by Government of Arunachal Pradesh to provide wider promotional prospects for ministerial personnel of the districts by re-grouping all Group D (non-technical posts in both major and minor departments) under the District Heads of Offices. Thus all group C (ministerial) posts existing in different cadre and departments of various districts of Arunachal Pradesh except for Engineering and Forest Departments have been brought under single ministerial cadre known as “The District Ministerial (General) Cadre of Tirap or Lohit or Dibang” etc., as the case may be.

Deputy Commissioner of each district is the Cadre Controlling, Appointing and Disciplinary Authority in the district. District Heads of the Departments like District Medical Officer, District Education Officer, District Agriculture Officer,

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398. Final Seniority List of Arunachal Pradesh Civil Service Officers (APCS) with their present posting details as on 30th June 2012.
399. Administrative Setup of Arunachal Pradesh, as on 8th April 2013.
401. Govt of Arunachal Pradesh, General Administration Department, No.GA-56/78, Office Memorandum, 28th September 1981.
Executive Engineer (RWD), District Animal Husbandry & Veterinary Officer etc., have been granted power to impose 'minor penalties' under (CCA) Rules, 1965.\textsuperscript{402}

Under this provision 25 per cent of the vacancies for the post of Assistants arising in Secretariat or Head of Departments have been reserved for the Upper Division Clerks of District Ministerial (general) Cadre, who are eligible to compete "through a limited competition". This provision does not include Engineering and Forest Departments.\textsuperscript{403}

The Deputy Commissioner draws up seniority list for each category of ministerial post. He/She as well as District Heads of Offices of the departments (who have been declared Drawing and Disbursing Officers) draw, pay and disburse allowances of the staff actually posted under them and expenditure debited to the heads of Accounts of the respective offices. Service books and leave accounts of the staff posted under the establishment of the Deputy Commissioners/Additional Deputy Commissioners are maintained by Deputy and Additional Deputy Commissioner. In the same way, the District Head of Offices of the departments who have the power of drawing and disbursing, maintain service book and leave accounts of the staff posted under them.\textsuperscript{404}

Deputy Commissioner is the controlling authority of all matters regarding discipline, annual increment, efficiency bar, annual confidential report, transfers and posting. The Deputy Commissioner issues orders regarding efficiency bar after posting. The Deputy Commissioner issues orders regarding Departmental Promotion Committee recommendations, Annual considering Departmental Promotion Committee recommendations, Annual Confidential Reports, Vigilance Clearance report etc. He alone issues orders for confirmation of temporary incumbents against clear vacancies of permanent posts. Deputy Commissioner is the sole authority of transfers and posting in the district. Transfer of a staff member within the same office is done by respective Heads of Offices however; transfer from one office to another, Deputy Commissioner is the District transferring authority. He does so through a Committee in which District

\textsuperscript{402} Ibid.
\textsuperscript{403} Ibid.
\textsuperscript{404} Ibid.
Establishment Officer is a Member Secretary and District Head Offices likely to be affected, are associated in the committee.\textsuperscript{405}

Exception had been sought by various departments. Order dated 14\textsuperscript{th} October 1993, sought to exclude block level ministerial staff of Rural Development Department from District Ministerial (General) Cadre under Deputy Commissioner. It sought to constitute a separate and one integrated cadre of ministerial staff under the Director of Rural Development for the purpose of better management of works in the block offices. This exception allowed the Director of Rural Development, the Appointing and Disciplinary Authority for the staff in this cadre.\textsuperscript{406}

Contrary to the creation of District Ministerial (General) Cadre 1981, Notification dated 30\textsuperscript{th} November 1995, sought to abolish Major and Minor departments, and formed a ‘separate cadre for their respective head of office or the head of department and their seniority to be fixed by their respective heads of office or the heads of the departments’.\textsuperscript{407}

In supersession to the Notification dated 30\textsuperscript{th} November 1995, the Government of Arunachal Pradesh issued direction to the effect that, making appointment or promotion of official of Ministerial Cadre by Heads of Department does not go in the spirit of the Government Order 1981. The notification stated that, Government Notification of 1981, which empowered Deputy Commissioners as Cadre Controlling and appointing authority in respect of ministerial staff of respective district is in force and any action or proposal by Heads of Department for a separate District Ministerial Cadre of their own required consideration from the Government. The Government urges the Heads of Department to refrain from appointing or promoting any one, against the Group ‘C’ Ministerial post of the District for which only the Deputy Commissioner has the power.\textsuperscript{408}

\textsuperscript{405} Ibid.
\textsuperscript{406} Government of Arunachal Pradesh, Department of Rural Development, No.CD-205/80(E)/84, Order, 14\textsuperscript{th} October 1993.
\textsuperscript{407} Government of Arunachal Pradesh Secretariat Administration Department Establishment (A) Branch, No. Estt. (A)-36/95, Notification, 30\textsuperscript{th} November 1995.
\textsuperscript{408} Government of Arunachal Pradesh, Secretariat Administration Department, Establishment (A) Branch, No. Estt. (A)-36/95, 23\textsuperscript{rd} May 1997.
Guidelines and directives have been issued against appointment and promotion of district ministerial staff made by respective departments, since; it goes against letter and spirit of the notification of 1981, which provides Deputy Commissioner as controlling and disciplinary authority at the district. With regard to direct recruitment at the District, 80 per cent of the posts are to be filled in by APST candidates of the concerned district only, including candidates from interior places. The guidelines also further states that, recruitment to district ministerial cadre examinations and interview should not be made at Itanagar, but at the concerned district by Deputy Commissioner. The recruitment to the posts at the district is to be made by a Selection Committee under the Chairmanship of the respective Deputy Commissioners.

District establishments such as DC HQ, have common pattern of staffing for group C personnel. The number of personnel as per notification 1999, DC HQ has 73 (seventy-three) posts, ADC HQ 22 (twenty-two) posts, SDO HQ 12 (twelve) posts, EAC HQ 10 (ten) posts and CO HQ 8 (eight) posts. The group C staff consists of: Head Assistant, Sheristardar, Upper Division Clerk, Lower Division Clerk, P.I Grade (I,II,III), Peon, Chowkidar, Mali, Sweeper, Duffry, Dak Runner, Process Server, LDC cum Store Keeper, Mandal, Recorder-Kanango and Chairman. The category of posts such as Dak Runner, Process Server, LDC cum Store Keeper, Mandal, Recorder-Kanango and Chairman do not reflect in sanctioned post of District Administration. The districts are not automatically entitled to such category of personnel, unless they claim with adequate justification.

Arunachal Pradesh Civil Service (APCS)

Arunachal Pradesh Civil Service occupies highest place among the state services. In the days of NEFA, it was known as Base Superintendent whose task was to assist Political Officers in the administration of Frontier Divisions by holding

\[409\] Government of Arunachal Pradesh, General Administration (B) Branch, No. GA (B) – 56/78, dated 5th Sept 97/No. GA (B) – 13/93, dated 2nd January 1998.

\[410\] Government of Arunachal Pradesh, General Administration (B) Branch, No. GA(B)-13/93, Office Memorandum, 2nd January 1998.

\[411\] Government of Arunachal Pradesh, General Administration Department, GA (B) Branch, No. GA (B)-32/95, Notification 5th January 1998 / Government of Arunachal Pradesh, District Administration Department, No.GA (B)-32/95, Notification, 13th August 1999.
various administrative offices such as Circle Office. Such practice has been continued till today by Arunachal Pradesh Civil Service officers by occupying offices of administration.

Arunachal Pradesh Civil Servants occupy various administrative offices. At the Secretariat level, the Administrative Grade APCS officers, are posted as Joint Secretary, Selection Grade APCS officers as Deputy Secretary and the Senior Grade APCS officers as Under Secretary. At the level of Directorate, Administrative Grade APCS officers are posted as Directors, Selection Grade APCS officers as Joint Directors, Senior Grade APCS officers as Deputy Directors and Entry Grade APCS officers as Assistant Directors. At the level of District, the Administrative Grade APCS officers are posted as Deputy Commissioners and Additional Deputy Commissioners, Selection Grade APCS officers as Sub-Divisional Officers, Senior Grade APCS officers as Extra-Assistant Commissioners and Entry Grade APCS officers as Circle Officers. Administrative Grade APCS officers are also posted as Secretaries in Commission Offices, General Manager Arunachal Pradesh State Transport Service, Additional Resident Commissioners and Project Directors. Selection Grade and Senior APCS officers are also posted as Project Directors in the Districts.\textsuperscript{412}

Arunachal Pradesh Civil Service is regulated by Arunachal Pradesh Civil Service Rules, 2006. It has have been classified into four grades namely; Entry Grade, Senior Grade, Selection Grade and Administrative Grade. As per the notification 2007, strength of Arunachal Pradesh Civil Service was: Administrative Grade 23 (twenty-three), Selection Grade 53 (fifty-three), Senior Grade 138 (hundred thirty-eight) and Entry Grade 189 (hundred eighty-nine).\textsuperscript{413} Number of posts has been created since 2007, to meet the requirements of personnel in various offices. At present the strength of Arunachal Pradesh Civil Service is Administrative Grade 50 (fifty), Selection Grade 57 (fifty-seven), Senior Grade 122 (hundred twenty-two) and Entry Grade 199 (hundred ninety-nine).\textsuperscript{414}

\textsuperscript{412} Civil Service Officers (APCS) with their present posting details as on 30\textsuperscript{th} June 2012.
\textsuperscript{413} Government of Arunachal Pradesh, Department of Personnel Administrative Reforms and Training, Notification, 18\textsuperscript{th} July 2007, No.PERS-53/97/4045, Schedule - 1.
\textsuperscript{414} Interview with Joint Secretary (PIO), Department of Personnel, Govt. of Arunachal Pradesh, dated 2\textsuperscript{nd} May 2013.
The strength of sanctioned posts for Arunachal Pradesh Civil Service for any grade is decided by Cadre Review Committee which consists of the following:

1) Chief Secretary - Chairman
2) Commissioner/Secretary of the Department - Member
3) Commissioner/Secretary of AR Department - Member
4) One APST officer not below the rank of Secretary to the Govt. member if none of above Member belong to APST - Member

The pay scale of Arunachal Pradesh Civil Service officers is as follows:

APCS (Administrative Grade)  PB: 4-37400-67000+8700 GP
APCS (Selection Grade)      PB: 3-15600-39100+7600 GP
APCS (Senior Grade)         PB: 3-15600-39100+6600 GP
APCS (Entry Grade)          PB: 3-15600-39100+5400 GP

Method of Recruitment to Arunachal Pradesh Civil Service

Recruitment to Arunachal Pradesh Civil Service takes place in two modes viz. Direct Recruitment and Recruitment by Selection. Eighty per cent (80%) APCS officers are recruited through direct recruitment and twenty per cent (20%) of the officers are recruited through Lateral entry.

Competitive examination for recruitment to APCS is regulated by Arunachal Pradesh Public Service Combined Competitive Examination Rules 2001. A candidate appearing for Direct Recruitment should posses Bachelors degree in any discipline from a recognised University. The Government in consultation with State Public Service Commission lays down norms for qualification of candidates and conduct of the examination. The Arunachal Pradesh Public Service Commission decides the eligibility of the candidates for the examinations. The Commission selects candidates through process of selection procedure and forwards a list of qualified candidates to the Government.415

Twenty per cent (20%) of the posts in APCS Entry Grade is filled in by Selection on the basis of merit from among the departmental candidates nominated by prescribed authorities on the basis of their ACR and Viva Voce test conducted by Selection Committee. The Selection Committee for lateral entry consists of the following:

1) Chief Secretary - Chairman
2) Chairman/Member nominated By Chairman of State Public Service Commission - Member
3) Commissioner/Secretary of the Department - Member
4) Commissioner/Secretary of other Department (not connected with the Work of Department) - Member
5) One APST officer not below the rank of Secretary to the Government, if none of above member belong to APST - Member

Eligibility criteria for the candidates applying for lateral entry are as follows:

i) He/she should be a graduate from in any discipline from a recognized university.

ii) He/she should hold an appointment in the Group B (Non-Gazetted) under the Government of Arunachal Pradesh

iii) He/She should have completed 8 years of service under the Government of Arunachal Pradesh.

iv) Nomination of candidates by prescribed authority for selection: on receipt of requisition from appointing authority the Deputy Commissioner and the Secretary to the Department make nomination of suitable and qualified personnel for entry grade. The nomination is scrutinized by a screening board. The screening board recommends a list of candidates who have to appear for interview to the selection committee. The Selection Committee calls only the
recommended list for interview. To be nominated a candidate should have earned successively 3 good ACR.\textsuperscript{416}

Arunachal Pradesh Civil Servants at the level of Entry Grade have to undergo probation for a period of 2 (two) years. During the time of probation, the Candidate also undergoes training and departmental examination as prescribed from time to time. When a candidate has satisfactorily completed probation, he/she is confirmed in the service.\textsuperscript{417}

Appointment to the post of APCS Senior Grade, APCS Selection Grade and APCS Administrative Grade is made through Departmental Promotion Committee (DPC).

Departmental Promotion Committee (DPC) consists of the following:

1) Chief Secretary - Chairman

2) Commissioner/Secretary of the Department - Member

3) Commissioner/Secretary of other Department (not connected with the work of Department) - Member

4) One APST officer not below the rank of Secretary to the Government, if none of above member belong to APST - Member

Appointment to APCS Senior Grade is made through promotion by a list prepared by Departmental Promotion Committee (DPC) on the basis of Selection-by-Merit from APCS Entry Grade. An officer to be eligible for this selection should have served in the Entry Grade minimum for 5 (five) years. Appointment to APCS Selection Grade is made through promotion from the list prepared by DPC on the basis of selection-by-merit from APCS Senior Grade. An officer who has served a minimum of 5 years in the Senior Grade is considered eligible for the promotion to Selection Grade. Appointment to Administrative Grade is made through promotion from the list prepared by DPC on the basis of selection-by-merit from APCS

\textsuperscript{416} Ibid.
\textsuperscript{417} Ibid.
Selection Grade. An officer who has served a minimum of 5 years in the Selection Grade is considered eligible for the promotion to Administrative Grade.418

**Arunachal Pradesh Public Service Commission**

To advise and recruit personnel to the higher posts in Arunachal Pradesh, Public Service Commission has been formed in 1988, under the Constitutional provision of Article 315. It is a constitutional body to act as guardian of merit and equity in recruitment to higher post of civil services for the state. It discharges its functions under the provision of constitutional framework.

The organisational set up of the Arunachal Pradesh Commission can be divided into two; viz. the Commission and its Secretariat. The Commission consist of Chairman and four other members. The Commission secretariat comprises of Secretary, who is assisted by subordinate staff such as Joint Secretary, Deputy Secretary, Under Secretary, Private Secretary, Section Officer and other supporting staff.

**Table 3.8**

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Nomenclature of post</th>
<th>No. of post</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Chairman</td>
<td>1</td>
</tr>
<tr>
<td>2.</td>
<td>Members</td>
<td>4</td>
</tr>
<tr>
<td>3.</td>
<td>Secretary</td>
<td>1</td>
</tr>
<tr>
<td>4.</td>
<td>Joint Secretary</td>
<td>1</td>
</tr>
<tr>
<td>5.</td>
<td>Deputy Secretary</td>
<td>1</td>
</tr>
<tr>
<td>6.</td>
<td>Under Secretary</td>
<td>2</td>
</tr>
<tr>
<td>7.</td>
<td>Section Officer</td>
<td>3</td>
</tr>
<tr>
<td>8.</td>
<td>Private Secretary</td>
<td>1</td>
</tr>
<tr>
<td>9.</td>
<td>Assistant</td>
<td>5</td>
</tr>
<tr>
<td>10.</td>
<td>Senior Personal Assistant</td>
<td>2</td>
</tr>
<tr>
<td>11.</td>
<td>Upper Division Clerk</td>
<td>7</td>
</tr>
<tr>
<td>12.</td>
<td>Personal Assistant</td>
<td>3</td>
</tr>
<tr>
<td>13.</td>
<td>Receptionist</td>
<td>1</td>
</tr>
</tbody>
</table>

418. Ibid.
<table>
<thead>
<tr>
<th>No.</th>
<th>Position</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>Lower Division Clerk</td>
<td>5</td>
</tr>
<tr>
<td>15</td>
<td>Driver</td>
<td>6</td>
</tr>
<tr>
<td>16</td>
<td>Duftry</td>
<td>1</td>
</tr>
<tr>
<td>17</td>
<td>Peon</td>
<td>7</td>
</tr>
<tr>
<td>18</td>
<td>Sanitary Assistant</td>
<td>1</td>
</tr>
<tr>
<td>19</td>
<td>Chowkidar</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Contingent</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Driver (Skilled)</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Unskilled</td>
<td>10</td>
</tr>
</tbody>
</table>

Source: Work Study Report in the Arunachal Pradesh Public Service Commission

Secretary is the functional head of the Secretariat, who gives secretarial assistance to the Commission. His post is an IAS/APCS (Administrative Grade) cadre post with a fixed tenure.

The Chairman is the head of the Commission, who is vested with constitutional, administrative and financial powers. He presides over Selection Committee meeting and makes decisions on all matters related to selection of candidates. The Chairman and the Members are appointed by the Governor of the state. Arunachal Pradesh Public Service Commission, Regulation 1988, lays down that, any person, who had been in the service of the Government, local body, a University or any body wholly or partly owned or controlled by the Government can be appointed as Chairman or Members. At the same time Constitution article 316 lays down that, one-half of the members of Public Service Commission should have served at the time of appointment at least ten years either under the Government of India or State Government.

The tenure of the Chairman and the Members is six years or attainment of 62 years of age, whichever is earlier. The pay scale of the Chairman is 80000 fixed and Members 75500 fixed. The members of the Commission are selected by a screening committee, which consists of the following:

1. Chairman Arunachal Pradesh Public Service Commission - Chairman
2. Chief Secretary - Member
3. Vice-Chancellor, Rajiv Gandhi University - Member
The authority and function of the Commission and its Members is regulated by two regulations viz. Arunachal Pradesh Public Service Commission Regulations, 1988 and the Arunachal Pradesh Public Service Commission (Limitation of Functions) Regulations, 1988. The former regulates the office and the service condition of the Chairman, the Members and the Staff and the latter regulates the function of the Commission.

The sole duty of the Commission is to conduct examination to various posts and services as requisitioned by the appointing authority. It sends the name of the successful candidates in order of merit to the appointment authority. The Commission conducts examination to direct recruitment for Group A and Group B (Gazetted) and Secretariat Service. Examination is conducted as per the recruitment rules laid down by the various appointing authorities. The tables below gives details of examination conducted in last 5 years (2006-10)

### Table 3.9

<table>
<thead>
<tr>
<th>Year</th>
<th>Name of Examination</th>
<th>Details of post</th>
<th>No of application received</th>
<th>No of candidates appeared in the exam</th>
<th>Preliminary</th>
<th>Main</th>
<th>Personality test</th>
<th>No of candidates selected</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>DFDO</td>
<td>2</td>
<td>25</td>
<td>-</td>
<td>10</td>
<td>9</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td></td>
<td>AE (Civil)</td>
<td>19</td>
<td>304</td>
<td>-</td>
<td>297</td>
<td>44</td>
<td>19</td>
<td></td>
</tr>
<tr>
<td></td>
<td>College lecturer</td>
<td>23</td>
<td>86</td>
<td>-</td>
<td>-</td>
<td>70</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Doctor (Jr.specialist)</td>
<td>31</td>
<td>60</td>
<td>-</td>
<td>-</td>
<td>50</td>
<td>25</td>
<td></td>
</tr>
<tr>
<td></td>
<td>RFO</td>
<td>15</td>
<td>607</td>
<td>-</td>
<td>500</td>
<td>44</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td></td>
<td>College Lecturer</td>
<td>25</td>
<td>110</td>
<td>-</td>
<td>-</td>
<td>74</td>
<td>21</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Medical officer (Homeo) &amp; Dental Surgeon</td>
<td>32</td>
<td>158</td>
<td>-</td>
<td>122</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2008</td>
<td>Combined Civil Service examination -05</td>
<td>42</td>
<td>9687</td>
<td>8787</td>
<td>969</td>
<td>270</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Assistant Director (T&amp;H)</td>
<td>3</td>
<td>20</td>
<td>-</td>
<td>10</td>
<td>4</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td></td>
<td>AE (Electrical)</td>
<td>19</td>
<td>82</td>
<td>-</td>
<td>-</td>
<td>20</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td></td>
<td>College Lecturer</td>
<td>10</td>
<td>35</td>
<td>-</td>
<td>-</td>
<td>20</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td>Horticultural Developmental Officer</td>
<td>26</td>
<td>71</td>
<td>-</td>
<td>108</td>
<td>3</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td></td>
<td>College Lecturer</td>
<td>1</td>
<td>133</td>
<td>-</td>
<td>-</td>
<td>62</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Law officer-cum-draftsman</td>
<td>51</td>
<td>10203</td>
<td>9643</td>
<td>616</td>
<td>154</td>
<td>51(completed-2010)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Combined Civil service</td>
<td>26</td>
<td>71</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>College Lecturer</td>
<td>10</td>
<td>110</td>
<td>18440</td>
<td>3104</td>
<td>881</td>
<td>309</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lecturer (Polytechnic)</td>
<td>837</td>
<td>21925</td>
<td>18440</td>
<td>3104</td>
<td>881</td>
<td>309</td>
<td></td>
</tr>
</tbody>
</table>

### Table 3.10
Examination conducted by APPSC (2006-10) - II

<table>
<thead>
<tr>
<th>Year</th>
<th>Name of Examination</th>
<th>Details of post</th>
<th>No of application received</th>
<th>No of candidates appeared in the exam</th>
<th>Personal test</th>
<th>No of candidates selected</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Stenography speed test</td>
<td>Written</td>
<td></td>
</tr>
<tr>
<td>2006</td>
<td>UDC</td>
<td>12</td>
<td>2425</td>
<td>-</td>
<td>1873</td>
<td>34</td>
</tr>
<tr>
<td>-do-</td>
<td>LDC</td>
<td>7</td>
<td>3263</td>
<td>-</td>
<td>909</td>
<td>19</td>
</tr>
<tr>
<td>2007</td>
<td>Veterinary Officer</td>
<td>12</td>
<td>37</td>
<td>-</td>
<td>28</td>
<td>16</td>
</tr>
<tr>
<td>-do-</td>
<td>FAO/TO</td>
<td>2</td>
<td>37</td>
<td>-</td>
<td>15</td>
<td>-</td>
</tr>
<tr>
<td>-do-</td>
<td>Steno-III</td>
<td>9</td>
<td>265</td>
<td>228</td>
<td>10</td>
<td>-</td>
</tr>
<tr>
<td>2008</td>
<td>Steno-II</td>
<td>6</td>
<td>157</td>
<td>126</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>-do-</td>
<td>Section Officer</td>
<td>2</td>
<td>40</td>
<td>-</td>
<td>40</td>
<td>10</td>
</tr>
<tr>
<td>2009</td>
<td>Steno-Grade-II</td>
<td>11</td>
<td>181</td>
<td>159</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>-do-</td>
<td>Steno-grade-III</td>
<td>13</td>
<td>282</td>
<td>228</td>
<td>16</td>
<td>-</td>
</tr>
<tr>
<td>2010</td>
<td>UDC</td>
<td>8</td>
<td>4625</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>-do-</td>
<td>LDC</td>
<td>2</td>
<td>2161</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>-do-</td>
<td>Receptionist</td>
<td>1</td>
<td>278</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>-do-</td>
<td>FAO/TO</td>
<td>1</td>
<td>21</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>-do-</td>
<td>Prosecuting Officer</td>
<td>2</td>
<td>25</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>-do-</td>
<td>District Statistic Officer</td>
<td>13</td>
<td>285</td>
<td>741</td>
<td>2891</td>
<td>79</td>
</tr>
</tbody>
</table>


The table 3.9 and 3.10 show a total of 32 examinations have been conducted in during2006-2010 at an average of 6.4 examinations per year.

The process of conducting examination is a long process. The Commission nearly takes a year to complete a single examination process. One of the first methods of examination is seeking information from the applicants. The Commission uses Optical Mark Reader (OMR) for collecting initial information. The process of examination involves 1) Receipt of requisition, 2) Examination, 3) Finalization, 4) Advertisement, 5) Receipt of application, 6) Scrutiny of application, 7) Finalization, 8) Preparation of call letter, 9) Conduct of written examination, 11) Evaluation and compilation of result, 12) Publication of result, 13) Calling for interview/viva-voce, 15) Conduct of interview, 16) Declaration of result and 17) Forwarding of selected candidates to the employer in accordance with merit.\(^{[419]}\)

The Commission feels that, the strength of the staff is not commensurate with the workload. Need is felt to increase the number of staff in the Commission. One of

the setbacks, the Commission feels is, the removal of Departmental Promotion Committee (DPC), which was omitted from Arunachal Pradesh Public Service Commission (Limitation of Functions), Regulations, 1988. Recruitment of DPC is a mandatory function of the Commission as provided by Article 320 of Indian Constitution.\footnote{22nd Annual Report, Arunachal Pradesh Public Service Commission, Part V.}

**Administrative Training Institute, Government of Arunachal Pradesh**

Administrative Training Institute (ATI) of Arunachal Pradesh functioned as a training cell under the Administrative Reforms Department. It was since 1996-97, the institute began to work as a full fledged training centre. Administrative Training Institute is engaged in organizing and conducting various in-service training program, workshop and seminar for the state of Arunachal Pradesh.\footnote{Administrative Training Institute, Handbook, 2009-2010.}

The Institute is headed by a Director who is assisted by a Deputy Director, 2(two) Assistant Directors and a staff to overlook administrative works and management of training activities.

Various forms of training such as: induction training, re-training, in-service training, short term refresher course etc., has been conducted for ministerial staff and Officers of departments. The duration of the programs varies from 1(one) day to 6(six) months depending upon the nature of training. Number of personnel for every program varies from 25 to 40.

ATI conducts as many as 25 to 30 number of various training program for different levels of Government officials. It undertakes at regular basis, the following training program:\footnote{Ibid.}

1. Finance and Accounts Training  
   duration: 6(six) months
2. Induction Training for Ministerial Staff  
   duration: 3(three) months
3. Basic Computer Training Programs  
   duration: 2(two) months
4. Induction Training Program for newly Recruited APCS Officers  
   duration: 2(two) months
5. Short-term refresher Courses for APCS Officers periodical  
   duration: 1(one) to 2(two) weeks


Training institute circulates letters to departments notifying, various training programs to be held. The awareness to train personnel has been felt among the departments. Number of government personnel trained in ATI has increased over the years (see table 3.11). For example Mass Re-training for Group D Employees of Government department in 2011-2012 was 3,409.425 The average participants per course in the table below indicate the steady number of participants for training program.

423 Administrative Training Institute, Training Calender, 2012.
424 Ibid.
425 Ibid.
Table 3.11
Year wise participants in Training Programs at ATI

<table>
<thead>
<tr>
<th>Year</th>
<th>No of Courses</th>
<th>No of Participants</th>
<th>Average per course</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>14</td>
<td>386</td>
<td>27.57</td>
</tr>
<tr>
<td>2010</td>
<td>32</td>
<td>873</td>
<td>27.28</td>
</tr>
<tr>
<td>2011</td>
<td>30</td>
<td>824</td>
<td>27.46</td>
</tr>
<tr>
<td>2012</td>
<td>24</td>
<td>553</td>
<td>23.04</td>
</tr>
</tbody>
</table>

Sources: Training log book, ATI, Naharlagun.

The response of the departments to send their employees for training is rather positive. However, there is a need for general policy or guidelines on training by which it becomes a binding force for the departments to send their employees for regular training.

The institute does not have Core Faculty team and therefore, depends on guest lecturers and visiting resource persons for conducting short term and long term courses. The guest lecturers and visiting resource persons are drawn from both retired and serving officers having experience and knowledge on the topics. Other trainers from national level and regional level are also invited now and then. The infrastructure consists of main building with administrative block for staff and officers, annexe building with Director’s and Deputy Director’s offices, computer lab, well furnished teaching equipments, library and Disaster Management Cell. The institute lacks a proper hostel building.

The Administrative Training Institutes of Nagaland, Meghalaya, Tripura and Assam, except for Mizoram are better equipped than Administrative Training Institutes of Arunachal Pradesh in respect to infrastructure such as administrative building, training facility, hostel and library. Consequently the number of training program conducted is higher than Administrative Training Institute Arunachal Pradesh. The states such as Nagaland, Tripura, Mizoram and Assam have separate faculty, apart from administrative staff, with specialization to train the personnel in their institutes.

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427. Ibid.
428. Tour Note of Shri Pema Tshetan, Director (Training), in connection with his tour to various Administrative Training Institutes of North Eastern States, 2001.
Reservation Policy

The personnel policy of NEFA regarding greater job opportunities and training for tribal people had major influence on the personnel policy of the Government. Lack of education had made employability difficult. However, keeping in view, the interest of the state and growing education scenario, reservation policy had to be emphasised for greater job opportunities.

It was important to reserve certain percentage of higher posts in order to protect the interests of the people of the state. The personnel who could head administrative departments were few in numbers and they had yet to be exposed to competitive nature of recruitment with the rest of the country. At the same time, to provide efficient administration, recruitment from outside the state could not be totally overlooked. Therefore, to have personnel which could efficiently administer and also nurture local administrative officers, measure was taken to reserve 50 per cent of the Group A posts to be filled by direct recruitment for Scheduled Tribes of Arunachal Pradesh.429 The same was amended in 2001 and provided with 80 per cent (80:20) reservation for the Scheduled Tribe of Arunachal Pradesh for the group A Post in the direct recruitment quota.430

Just as the reservation policy for Group A posts, the Government of Arunachal Pradesh extended 80 per cent reservation for group B posts to be filled in by APST candidates through direct recruitment.431 Similarly provision was made for 80 per cent reservation for APST candidates to be filled in Group C and Multitasking (erstwhile Group D) posts/services.432

In the districts 80:20, reservation ratio is accorded to Group C and Multitasking posts to be filled in by direct recruitment by Scheduled Tribes of

Arunachal Pradesh. In persuasion of the above policy, the Government directed that within the 80 per cent reservation in Group C and Multitasking posts in the districts preference should be given to backward areas or tribes inadequately represented in public employment. The recruitment to such posts would be conducted at the district level under the Chairmanship of Deputy Commissioner of the District.

In the 20 per cent unreserved category of posts of Group A, B, C and Multitasking, general candidates are recruited by direct recruitment. However an APST candidate may also apply for the same but his/her recruitment will be based on merit without relaxed standard means by securing higher position than the non-APST candidates.

Government of Arunachal Pradesh adopted the recruitment policy of Government of India for appointment of meritorious sports persons to Group C and Multitasking posts. It also extended its facility to Group B posts under the same procedure laid out for group C and Multitasking posts. In relaxation of the recruitment procedure, the appointing authorities and heads of department were to make recruitment not more than 5 per cent of the vacancies in Group B, C and Multitasking posts against direct recruitment quota from amongst the meritorious sports persons belonging to APST. Recently, the Government has increased the job reservation under sports quota from 5 per cent to 10 per cent especially, in the Department of Home (Police Organisation).

The number of sports discipline as per the notification of 2001 was 20 (twenty). However, the Government of Arunachal Pradesh has adopted 40 (forty) sports disciplines in consonance with the Government of India O.M. No.14034/91-

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Policy on Appointment of Persons with Disabilities

The Government of India Act 1995, (Equal Opportunities, Protection of Rights & Full Participation) for persons with disabilities, provides not less than 3 per cent reservation in the government jobs. In accordance with Central Government instruction on reservation of posts for the persons with disabilities, the Government of Arunachal Pradesh adopted the policy of 3 per cent reservation in the posts of Group A, B, C and Multitasking staff.440

Further the reservation indicated physically handicapped persons with 1 per cent reservation for blindness or low vision, 1 per cent reservation for hearing impairment and 1 per cent reservation for locomotor disability or cerebral palsy. The reservation for physically handicapped persons with regard to promotion is not only extended to Group C and Multitasking staff but also to Group A and B posts.441

Any recruitment to the reserved vacancy cannot be filled up due to non-availability of suitable persons. The vacancy is to be carried forward in succeeding recruitment year and if even in the succeeding year suitable person is not found, the vacancy should be filled first by interchange among the three categories of disabled persons and only when such possibility is not met with the employer might fill the vacancy with other candidates.442 To ensure that persons with disabilities are not discriminated, the Government of Arunachal Pradesh has made it mandatory for the reserved posts to be notified in the 100 point roster system.443

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442 Ibid.
Provision for the recruitment on compassionate ground has been made by Government of Arunachal Pradesh. Compassionate appointment is made to a dependent family member of a Government servant who dies in harness or who retires on medical grounds leaving his family in penury without any means of livelihood. The Government in order to relieve the family from financial destitution appoints a dependent member such as (a) spouse, (b) son (including adopted son), (c) daughter (including adopted daughter), brother or sister in the case of unmarried Government servant.\textsuperscript{444}

Compassionate recruitment is made to group C and Multitasking posts against direct recruitment quota. The persons applying for the post must be eligible and suitable for the posts under consideration and at the same time the family must deserve immediate financial relief. Compassionate recruitment is exempted from regular recruitment procedure and age limit is relaxed whenever found necessary. The appointment is made maximum up to 5 per cent of vacancies under direct recruitment quota in the group C or Multitasking posts. Appointment of such persons is not confined to department from where the person has died or retired on medical ground rather any department having suitable vacancy meant for the purpose.\textsuperscript{445}

The Government of Arunachal Pradesh has extended the provision of compassionate recruitment not only to APST candidate but also to general category. In this regard the departments are directed to adjust compassionate appointments as against reserve or un-served quota e.g. if he belongs to APST category, he will be adjusted against reserved roster point and if he belongs to General category, he will be adjusted against un-reserve roster point.\textsuperscript{446}

There has been a practice of employing contingent personnel in the departments to posts which are of short duration and due to the exigency of work. Contingent workers or employees are categorised as skilled and unskilled personnel in the state. Skilled contingent worker/employee is defined as one who is able to

\textsuperscript{444} Government of Arunachal Pradesh, Department of Personnel, Administrative Reform and Training, No. OM-4/2001, Office Memorandum, 4\textsuperscript{th} July 2001.
\textsuperscript{445} Ibid.
\textsuperscript{446} Government of Arunachal Pradesh, Ministry of Personnel, Administrative Reforms and Training, No. OM-4/2001, Office Memorandum, 12\textsuperscript{th} May 2005.
discharge his/her function efficiently, making considerable independent judgement. He/she should possess comprehensive knowledge of trade or industry in which employed. His/Her qualification should be in correspondence with the regular post in which he/she is employed. If there is no recruitment rule for the same, the skilled contingent person must have minimum entry level of matriculation or ITI. The unskilled contingent person is one who performs simple duties which may or may not require previous experience or independent judgement. There is no prescribed minimum qualification for unskilled contingent personnel; however he/she must have familiarity with occupational environment.\(^{447}\)

The Government has reviewed its decision on appointment to ad-hoc/officiating/contractual appointments on exceptional and extreme administrative exigency which had been in practice under the notification of No OM-8/97 dated 20\(^{th}\) April 2000. The Government having consulted Department of Law and Judicial for making amendment in the respective Recruitment/Service Rules and Common Examination Schemes made the new policy on ad-hoc/officiating/contractual appointments that no departments are to regularise the appointment and the appointee must go through regular procedure of direct appointment.\(^{448}\)

Framing of Recruitment rules are mandatory as soon as the decision is taken to create a post or upgrade or structure a post. Recruitment rules need to be framed for any post likely last for one year or more. Deputation may be allowed only for posts which are to last for a lesser duration.\(^{449}\)

Further, the Government has not only restrained department from making ad hoc, officiating and contract appointments, but also prohibits regularization of the appointment. It orders that the ad hoc, officiating or contractual appointment person should go through regular process of direct appointment.\(^{450}\)

\(^{447}\) Government of Arunachal Pradesh, Department of Administrative Reforms, No. AR-176/10, Office Memorandum, 15\(^{th}\) February 2011.

\(^{448}\) Government of Arunachal Pradesh, Department of Personnel, Administrative Reforms & Training, No. AR-79/09/920, Office Memorandum, 18\(^{th}\) August 2009.


Examination to Direct Recruitment for Group A and Group B (Gazetted) post is conducted by Arunachal Pradesh Public Service Commission since 1989. While the examination to direct recruitment for Group B (Non-gazetted) and Group C posts are conducted by various appointing authorities of the departments, offices and organizations.

Lack of common scheme for direct recruitment to Group C and Group B (Non-gazetted) led to adoption of various methods of recruitment process among the departments. To bring about uniformity in recruitment process the Government introduced a common recruitment examination scheme to be implemented by all departments.\(^{151}\)

Scheme of Examination as follows:

1. All recruitment examination process for appointment in the level of Group-C to Group-B (Non-gazetted) posts against direct recruitment quota which include posts in police administration shall be conducted under the process detailed below:

   | a) General English       | - 100 marks |
   | b) General Knowledge    | - 100 marks |
   | c) Elementary maths     | - 100 marks (appointing authority could opt the specialized subject as per relevant requirement rules in place of Elementary Mathematics for posts like JE/Technical, Assistant/Architectural, Assistant/Draughtsman posts etc.) |
   | d) Viva voce test       | - 40 marks |

   Total - 340 marks

2. The candidates who secure more than 45 per cent, out of aggregate mark of 300 but not exceeding 3 times of the actual vacancy may be eligible for appearing in the viva-voce test. The Selection Committee/Board is allowed to increase or reduce the limit of 45 per cent to certain extent to maintain the required number of candidates to 3 times of the actual vacancy. However, in

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case of non-availability of sufficient APST candidates the Selection Committee/Board may reduce the limit.

3. Merit list of selected candidates shall be prepared by the Selection Committee/Board on the basis of marks secured by the candidate (out of the aggregate total of 340 marks)

4. Registration of applicants in any of the Employment exchange in Arunachal Pradesh irrespective of whether a candidate belongs to APST or Non-APST category.

It was found that many appointing authorities were selecting candidates for Viva-Voce test based on one or two written subjects ignoring equally important papers. As a result candidates selected per vacancy varied from examination to examination. Therefore to maintain uniform pattern of selecting candidates for Viva-Voce test the Government of Arunachal Pradesh prescribed the following procedure for all direct recruitment examinations for appointment to group A, B & C posts.\(^{452}\)

1. Candidates shall be selected to Viva-Voce in the ratio of 1:3 (meaning 3 candidates shall be selected for each vacancy or 3 (three) times of the number of vacancies) on the basis of written examination. However the ratio of 1:3 will not apply if the number of candidates is less than the number of vacancies. In this case all the candidates securing 33 per cent marks in each written paper will be eligible for selection.

2. No candidate with less than 33 per cent marks in written test shall be qualified to appear for Viva-Voce test. A candidate securing 33 per cent or more marks in each written examination and secured 45 per cent marks out of total aggregate shall be eligible for Viva-Voce test. It also means that selection will also based on total aggregate mark and ratio of 1:3 to be eligible for selection.

3. The Selection Committee or Commission make also lower cut off mark of 45 per cent if there are no APST candidate securing cut off marks.

Arunachal Pradesh being a tribal state, in accordance with Constitution article 16(A), the government of Arunachal Pradesh has made reservation policy in matters of promotion for all classes Group A, B and C posts for Arunachal Pradesh Scheduled Tribe. The reservation notification dated 31 January 2000 and 1 February 2001 have been partially modified. The latest of modification has been reservation of promotional quota from Group B to Group A. Presently the reservation stands as follows:

From Multitasking (Group D) to Group C 80 per cent
From Group C to Group B 80 per cent
From Group B to Group A 80 per cent

The government of Arunachal Pradesh has made uniform pattern for the Departmental Promotion Committee (DPC) for Group A and B posts. They are as follows:

Group A Posts

1. Chief Secretary ........................... Chairman
2. Commissioner/Secretary of the Department ........................... Member
3. Commissioner/Secretary not connected with the work of the Department ........................... Member
4. One APST officer not below the rank of Secretary to the Government if non of the Above member belongs to APST ........................... Member

Group B Posts

1. Commissioner/Secretary of the Department ........................... Chairman
2. Commissioner/Secretary not connected with the work of the Department ........................... Member
3. Head of Officer ........................... Member

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4. One Group A APST officer if none of the members belong to APST

Group C Posts

1. Head of the Office

2. One Group A Gazetted Officer dealing with Establishment matter of the Department

3. One Group A Officer not related to the Work of the Department

4. One APST Group A officer if none of the members belong to APST