

**STAFF SELECTION COMMISSION
GOVERNMENT OF INDIA
Block No. 12, CGO Complex,
Lodhi Road, New Delhi – 110 003.**

Minutes of meeting held on 11.3.2016 with User Departments regarding recruitment to Selection Posts by SSC

A meeting was held in the Commission on 11.03.2016 at 4.00 P.M. which was chaired by the Chairman, SSC to discuss the issue related to the revised modality to be adopted for recruitment to Selection posts by the Staff Selection Commission (SSC), as a sequel to the Government's decision to dispense with interviews for all Group 'B' (non-gazetted) and Group 'C' (Non –technical) posts w.e.f. 1.1.2016.

The list of participants from the six Ministries who attended the said meeting is at **Annex-I**

2. Chairman, SSC welcomed the representatives from the User Departments and explained the objective of the meeting. The Chairman reiterated the Government's decision to dispense with Interviews for all Junior Level Posts viz., all Group 'B' (non-gazetted) and Group 'C' (non-technical) posts w.e.f. 1st January 2016.

3. In the given context, the Chairman stated that the Staff Selection Commission conducts its recruitments in two modes viz..

1. **Through All India Open Competitive Examinations for filling up regular vacancies;**

2. **Selection method for recruitment to isolated posts where the number of vacancies is small / the Essential Qualifications vary from Matriculation to Post Graduate Degree / and the Essential Qualifications for the same post differ from Department to Department, specific to the job requirements.**

4. With regard to Recruitment for Selection Posts the modality followed by the Commission **before** Interviews were dispensed with was:

1. Recruitment to Isolated Selection Posts with Grade Pay above Rs. 1900/- was being made **through interview only.**

2. For posts with Grade Pay upto Rs. 1900/- selection was being made **through a Common Screening Test.**

The SSC in conformity with the Governments decision has w.ef. 1.1.2016 dispensed with Interviews for all selection posts, except

for 46 categories of posts, (comprising 303 vacancies) for which the scrutiny of applications had reached an advanced stage of processing at the time of the Govt. Order. Accordingly, the Commission with the prior approval of Department of Personnel and Training (DoP&T) (in consultation with Department of Legal Affairs) is conducting interviews and would complete the process of interviews by 26th April, 2016.

5. After dispensing with Interviews the salient contours of the Recruitment Process for Selection Posts would be as follows:-

- (i) **Written Examinations** will be held for Recruitment to all Posts filled up through Open Examinations.
- (ii) Eligible candidates will be shortlisted for written examination in the ratio of 1:20 (which could be enhanced to 1:25) i.e., for each vacancy 20/25 candidates will be called for Written Examination subject to availability of eligible candidates.
- (iii) Skill Tests like Typing/Data Entry/Computer Proficiency Test/Stenography Test, etc. will be conducted, wherever prescribed.
- (iv) Skill Test will be only of a Qualifying Nature.
- (v) Final Merit will be drawn up on the basis of the performance in Written Examination

6. Within this framework, the modality of administering the Written Examination would either be **OMR Based** or **Computer Based** Objective Type Multiple Choice Examination, which would be administered for posts with different Essential Qualifications (EQ) viz. (i) **Matriculation** (ii) **Higher Secondary** (iii) **Graduation** and (iv) **Post Graduation (with specialisation)** through the proposed **SCHEME OF EXAMINATION** given below :-

(A) For posts with **Matriculation as EQ**, the examination will have **150 Question** carrying one mark each, on the four components given below:-

General Intelligence & Reasoning	- 25 Questions
Numerical Aptitude	- 25 Questions
General English	- 50 Questions
General Awareness	- 50 Questions

(B) For posts with **Higher Secondary as the EQ**, the Examination will have **200** questions carrying one mark each as indicated below:-

General Intelligence	- 50 Questions
Quantitative Aptitude	- 50 Questions
English Language	- 50 Questions

(C) For posts with **Graduation** (in any subject) as the **EQ**, Examination will have 200 questions each carrying one mark on the subjects given below:

General Intelligence & Reasoning	- 50 Questions
General Awareness	- 50 Questions
Quantitative Aptitude	-50 Questions
English Comprehension	-50 Questions

(D) In respect of posts with **Graduation / Post Graduate Degree / (with specialization)** as EQ, the following three options for the written examination viz., i.e. different Questions paper sets, containing 200 questions carrying one mark each, are suggested, as indicated below to select the most desirable option:-

Option-1	Option -2	Option-3
General Intelligence - 50	General Intelligence - 50	General Intelligence - 50
English Language - 50	English Language - 50	English Language - 50
Concerned Stream - 100	Quantitative Aptitude - 50	Quantitative Aptitude - 50
	Concerned Stream - 50	General Awareness - 50

7. Chairman, SSC while explaining the Scheme of examination for selection posts, highlighted the difficulty being faced by the Commission in identifying Professors / Experts/Resource Persons for preparing questions of a highly specialised nature for isolated posts with limited number of candidates / or else for posts with the diverse nature of EQs.

To surmount this problem, the Commission suggested the following alternatives for consideration of the participating Ministries / Departments:

- Proposal to **remove the specialisation component altogether**, by adopting Option 3 above.

Or

- Adoption of Option 1 or 2 wherein the User Department / Ministry is fully conversant with the specific professional requirements for the post, and would therefore conduct the **written examination for the specialization component and thereafter** the marks obtained by the candidates on the said component would be intimated to the Commission to be suitably incorporated in the final result to be declared by the Commission.

or

- Adoption of Option 1 or 2 wherein the User Department / Ministry fully conversant with the specific professional requirement of the post would furnish the Commission with the Question Bank or else the question paper duly

customized to the requirement of the specialised post which would be administered to the candidates by the Commission.

or

- Adoption of Option 1 or 2 where in the user Department / Ministry fully conversant with the specific requirement of the post would furnish the syllabus and **specific topics with a minimum of 200 multiple choice questions from which any 50 questions could be short listed and administered to the candidates by the Commission.**

or

- The user Department would conduct the recruitment for the specialized posts themselves.

8. During the discussion that ensued, all the Department/Ministries unanimously agreed to the revised schemes of the Written Examination proposed by the Commission for **(i) Matriculation as EQ (ii) Higher Secondary as EQ (iii) Graduation as EQ.**

9. With regard to Graduation / Post Graduation with subject specialisation, as EQ, there was a general consensus among five of the six participating Ministries that the written examination should be administered in consonance with **Option 3** only which would comprise a paper of 200 questions carrying one mark each on the following components :

General Intelligence and Reasoning – 50;
English Comprehension – 50
Quantitative Aptitude – 50
General Awareness - 50

The Ministry of Home Affairs was initially in favour of Option – 2 (over Option 1 and 3) comprising the following components:

General Intelligence– 50;
English Language – 50
Quantitative Aptitude – 50
Concerned Stream - 50

wherein the Ministry / Department would provide the Question Bank specific to the specialised subject(s) for the Commission to administer. However, later the Ministry of Home Affairs retracted from this position and agreed with the general consensus that Option 3 may indeed be the preferred option as it may be difficult for the Ministries / Departments to provide the requisite Question Bank / Question Paper, (which is generally obtained from the attached/subordinate offices) on time to meet the timeline fixed by the Commission for the written examination.

Option 3 was preferred also keeping in view the fact that on the vexed issue, where for a single post which may have a diverse range of EQs, it may be difficult for the Ministries/Departments to formulate appropriate questions to be administered in the written examination.

10. It was further mentioned that to clear the backlog, the Commission would group the various selection posts, for recruitment to which the proposals from various Ministries/Departments have already been received, in accordance with their prescribed EQ (eg Matriculation, 12th, Graduation and Post Graduation etc) and conduct written examination as per the new scheme. Thereafter, a conscious effort would be made to integrate the written examination for various categories of posts with different EQs with the All India Open Competitive Examinations conducted by the Commission for different EQ levels.

The meeting ended with vote of thanks to the Chair.



(P.H. Pillai)
Under Secretary (EDP)

F. No. 10/7/2016-RHQ

dated 22.03.2016

Copy to:

1. Shri Subhasish Panda, Joint Secretary, Department of Food and Public Distribution, Krishi Bhawan, New Delhi - 110001.
2. Shri N.K. Gupta, Director, Ministry of Agriculture, Krishi Bhawan, New Delhi.
3. Ms. Geeta Narayan, Joint Secretary, M/o Textiles, Udyog Bhawan, New Delhi
4. Shri J.B. Sharma, Deputy Secretary, MHA, North Block, New Delhi
5. Shri A.K. Joshi, Deputy Secretary, M/o Legal Affairs, Shastri Bhawan, New Delhi
6. Shri Bhanu Surender, Deputy Secretary, M/o Environment & Forests and Climate change, Jor Bagh, New Delhi
7. Shri Sunil Kumar Swarnkar, Under Secretary, M/o Agriculture, Krishi Bhawan, New Delhi
8. Shri Ashutosh Kumar Jha, Section Officer, M/o Textiles, Udyog Bhawan, New Delhi

Annex**List of Participants****Staff Selection Commission**

Sl No.	Name of Officer	Designation
1.	Shri Ashim Khurana	Chairman, SSC
2.	Shri Sanjay Vikram Singh	Member, SSC
3.	Shri Chetan Prakesh Jain	Member, SSC
4	Shri Pabitra Sarkar	Director, SSC
5	Shri Randheep Thakur	Under Secretary
6	Shri P.K. Chowdhury	Section Officer

User Department

Sl No.	Name of Officer	Designation/name of Organization
1.	Shri Subhasish Panda	Joint Secretary, Department of Food and Public Distribution
2.	Shri N.K. Gupta	Director, Ministry of Agriculture
3.	Ms. Geeta Narayan	Joint Secretary, Ministry of Textiles
4.	Shri J.B. Sharma	Deputy Secretary, MHA
5.	Shri A.K. Joshi	Deputy Secretary, Ministry of Legal Affairs
6.	Shri Bhanu Surender	Deputy Secretary, M/o Environment & Forest
7.	Shri Sunil Kumar Swamkar	Under Secretary, Ministry of Agriculture
8.	Shri Ashutosh Kumar Jha	Section Officer, M/o Textiles