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**REPORT
OF
THE COMMITTEE ON
COMBINED COMPETITIVE
EXAMINATION REFORMS**



सत्यमेव जयते

2015

GOVERNMENT OF ASSAM

DEPARTMENT OF PERSONNEL:: PERSONNEL B

Preface:

In the Constituent Assembly, while discussing the importance of a Public Service Commission, one Hon'ble Member Dr. P.S. Deshmukh said-“Sir, these Commissions are said to be a necessity of a modern State. These commissions are primarily meant to keep appointments away from day to day politics, party preferences and influences and the attempt is made, by having recourse to these Commissions, that the appointments shall be as far as possible on merit and there shall be no interference in their choice or in their selection from day to day by the executive authorities of the States.” Unfortunately, the performance of many PSCs has been far from those lofty expectations.

The Assam Public Service Commission which had a very glorious history and reputation, has in recent times been the subject of much public criticism. Widespread allegations of rampant corruption have eroded the reputation of the APSC and public confidence in the constitutional body has been very low.

There were efforts from Government to look into the functioning of the Commission. The constitution of the one man Committee of late Tapan Lal Barua is one such concrete effort. The One Man Committee examined the general issues pertaining to the APSC in detail and its Report draws attention to many vital issues

The present Committee had a limited mandate-- being the outcome of the APSC's proposal placed before the Hon'ble Chief Minister primarily for holding the Combined Competitive examination in the OMR format. The Committee though concentrating its enquiry within the purview of the terms of reference did look into some issues that have relevance to the CCE process. The recommendations therefore touch on some central issues of reform.

The recommendations incorporated in the report were arrived at after detailed deliberations with persons who either served devotedly the Commission during their service life or are connected with the issues involved. I would like to thank all of them including the Commission and its Office bearers for their help and co-operation.

I would like to sincerely thank Shri Subhas Das and Shri Deepak Sarmah for sparing their time in spite of very busy schedule to take part in the deliberations of the Committee. The Committee immensely benefitted from their extensive knowledge of the governance system of Assam. Shri Udayan Hazarika, notwithstanding his many regular duties efficiently took care of all the logistical arrangements and greatly helped in putting together the report. I am personally grateful to all of them.

M. P. Bezbaruah IAS (Retd)
Chairman:Committee on C C Examination Reforms.

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CHAPTER ONE

INTRODUCTION

1.1: The Combined Competitive Examination Reforms Committee was mandated to make an in-depth study of the Combined Competitive Examination system conducted by the Assam Public Service Commission for recruitment to various positions of civil services including Assam Civil Services (ACS) and Assam Police Services (APS) and to scrutinize probable areas of its weaknesses with the core objective to achieve at least one recruitment annually and finally to come up with suggestions to strengthen the system in a manner that could ensure the time bound completion of the recruitment process.

1.2: In recent years with greater emphasis on government's primary responsibility of good governance, delivery of public services has assumed increasing importance. Coupled with this, responsible governments are taking many steps to strengthen and reform the public delivery systems and the civil services to face these challenges. In the process, good or best practices are being replicated while at the same time innovative ideas have also been encouraged as part of administrative reforms.

1.3: In Assam, the demands for an effective public delivery system have been in place for quite a long time. Among the pressing requirements in this context was the need for putting in place adequate numbers of competent public servants. This requirement necessitated that the entire system of recruitment of civil servants be looked into. Service delivery is a continuous process where recruitment process is an input provider. It is essential therefore that the recruitment process also should be continuous, time bound, unhindered and effective enough to meet the requirements. To achieve this objective, it is necessary to refurbish the system and the attached components that are pressed into services during the recruitment process run by the Public Service Commission. It is in this context that this Committee was constituted to suggest various reforms in the system.

1.4: Government while constituting this Committee laid down its mandates in clear terms in the form of terms of reference (TOR). The mandate for the Committee was primarily to review the method of conducting the Combined Competitive Examination (CCE) with the objective of conducting “flawless” examination and bridging the gap between expectations and actual performance of APSC in achieving at least one recruitment annually and in holding fair examination. The specific mandates to the Committee include—

- 1) Study the present system.
- 2) Improve the use of ICT to help in conducting the examinations regularly and in time.
- 3) Study the examination system and the process of evaluation.
- 4) Ways to prevent leakages of examination papers.
- 5) Recommend syllabus and resource allocation.

1.5: The task of the Committee therefore begins with the study of “As is” condition of the system. While referring to the “system”, the Committee primarily confined its attention to i) the CC Examination process and ii) the institution that oversees it.

Identifying the deficiencies, if any, in the system and suggesting corrective and reforms measures within the span fixed by the Government i.e. 60 days therefore was an uphill task. The Committee therefore extensively examined the existing system and concentrated on measures that could be immediately implemented to achieve the objectives outlined. There are many long term structural issues which need to be looked into relating to other areas of functioning of the Commission, which the Committee hopes will receive attention in due course

1.6: The Constitution of India has mandated the State Public Service Commissions to conduct examinations for appointment to the services of the States. Further, the State government is also bound by the Article 320(3) of the Constitution, to consult

the State Public Service Commission on all matters relating to the methods of recruitment to civil services and for civil posts. It is therefore the bounden duty of the State Government to make an all out effort to have a Commission having capability to discharge efficiently the responsibilities entrusted by the Constitution and having an image that inspires public confidence.

1.7 To get a deeper understanding of the issues connected with the objectives within the time frame available, the Committee decided on a methodology which involved taking stock of the secondary data available that could form the base-line information for the examination reforms, consultations with Commission and also with people knowledgeable in the issues involved. In the process it procured the recommendation of the 'One Man Commission' constituted earlier by the Government under the Chairmanship of Late Tapan Lal Barua. The study made by the T.L. Barua Committee (referred to as TLBC henceforth) on various aspects of APSC was thorough and even after a lapse of almost 13 years, many of recommendations appear to be still valid. This report provided the Committee very valuable basic reference points in its endeavour.

1.8: In order to quickly reach the public and get their response on the issues in hand, the Committee shared the website of Personnel Department, Government of Assam and hosted there the notification about the Committee and also the recommendations of TLBC requesting response from general public. In order to draw the attention of the public to the constitution of the Committee, Advertisements were issued in local dailies. Large numbers of responses from public were received but most of these were mere narration of the examinee's own examination experience, and allegations of unfair practices in conduct of examinations and interviews. However, amongst these, number of mails has good contents suggesting measures about examination reforms which also helped the committee in various ways.

1.9: As a part of its methodology, meeting the official stake-holders and getting their responses was in the agenda of the Committee. Accordingly, the Committee sat with the APSC officials and the Chairman and Members in several rounds of discussions. A Questionnaire was issued to the Commission requesting their response. The Committee also met Prof Dilip Kumar Barua who is the coordinator

of “Pre Examination Training Centre”, of AASC, Khanapara, Guwahati, and a host of other officials, both working and retired and other knowledgeable persons having connection with the running of public examinations.

1.10: The Committee had its first sitting on 1st June 2015 and finally wind up its sittings on 1st August 2015. Though the Committee completed its consultations and examination of voluminous records within the 60 days time given to it, because of circumstances beyond its control and to give the matters related to such an important part of governance issues adequate examination, the Committee had to take a little more time to draft, deliberate on and finalise the Report and recommendations..

1.11: The issues examined by the Committee are grouped into, apart from this introductory Chapter, in seven more Chapters. Chapters Two to Chapter IV cover the scope of first and Second terms of reference. Chapter V presents the discussion and recommendation on the Third terms of reference, Chapter VI deals with the leakages and finally the Chapter VII deals with some crucial issues integral to the terms of references and the recommendations made thereon. The last chapter contains the summary of the recommendations.

CHAPTER – TWO

ASSAM PUBLIC SERVICE COMMISSION: CCE-PRELIMINARY EXAMINATION AND RESULTS

2.1: The Second Administrative Reforms Commission in their Tenth Report on Refurbishing of Personnel Administration: Scaling New Heights” while dealing with the issue of ‘recruitment’ commented: “In any governance system, the quality of its public servants is critical and in this context recruitment of suitable persons is of great importance. Those aspiring to be civil servants must have not only the required skills and knowledge, but also the right values which would include integrity, commitment to public service and above all, commitment to the ideals and philosophy embodied in the Constitution. Therefore, the recruitment process, apart from being transparent, objective, fair and equitable should also ensure that the right types of persons join the civil services.” This is the desirable and ideal objective that every Public Service Commission should strive to achieve. The reality however often is much different.

2.2: The Assam Public Service Commission (APSC) was created in the year 1951 under a Regulation namely The Assam Public Service Commission Regulations and Limitation of functions, 1951, notified vide No GGN.57/50/66 dt. 11th Aug., 1951. It was indeed one amongst the earliest Public Service Commissions. Like all other State Public Commissions, APSC also considers the holding of Combined Competitive Examination as its prime function. Through this examination recruitment to the highest cadres of the State civil services is made. Currently a total of 14 numbers of posts/cadres are within the ambit of this Examination.

2.3: The Combined Competitive Examination is conducted as per Assam Public Services Combined Competitive Examination Rules-1989. This set of Rules provides the details about the subjects, marks, duration of examination and

syllabus for the Preliminary and Main Examinations. On the other hand procedure for conducting the Combined Competitive Examination has been laid down in the Assam Public Service Commission (Procedure and Conduct of Business) Rules, 2010 under Chapter-IV. For the purpose of conducting the examination, the Commission has to get requisition from the Personnel (A) Department of the Government of Assam- being the Nodal Department which oversees the conduct of the CC Examination.

2.4: In absence of any laid down guidelines, the initial tasks of readying the draft advertisement for recruitment to the various posts / services under CCE begins at any time of the year. Being the Nodal Department, Personnel (A) Department writes to the Departments concerned inviting draft advertisement relating to their departments for inclusion in the requisition proposal for CCE. It appears this process of procuring this information and finally sending to the APSC for advertisement takes quite a long time. The reasons behind this delay are stated as one or more of the following:

- i) Absence of up-to-date data on vacancy position.
- ii) Complete lack of monitorable data on reserved category of incumbents.
- iii) Official hazards like lack of knowledge of calculating vacancy position.
- iv) Absence of a regular cell whose primary task is to prepare requisition for CCE

Thus, the process begins with a delay which impacts the other stages of the process as well. ***The Committee strongly feels that all such excuses for not submission of vacancy information are unacceptable and the government must put in place a system that is accountable for ensuring the first step within a fixed date every year. The entire process of CCE will start from this fixed date.***

2.5: For the Commission, the process of CCE begins only on receipt of the requisition from Personnel (A) Department. Assuming that the correct draft advertisement has been issued from the Government, the gap between receipt of the draft advertisement and issue of advertisement is only 15 days as reported by the Commission. The details are presented in the Table 2.5 below.

Table-2.5: Dates marking beginning of various stages of CCE

Year of Examination	Date of receipt of draft Advertisement from Govt	Date of issue of advertisement	Last date of submission of forms	Date of Preliminary Examination
2006	15 days time	10-08-2006	22-09-2006	18.11.2007
2009*	-do-	16-02-2009	20-03-2009	11.12.2011
2013	-do-	11-08-2013	19-09-2013	29.12.2013
2014	-do-	03-04-2014	10-05-2014	28.09.2014

Note: * Exceptional year marked by nos of Court Cases

2.6: The usual system is to give a minimum of one month's time (Table-2.5) for submission of application forms on-line from the date of advertisement. The receipt of the forms by APSC online and their scrutiny takes place parallelly. As such, on the terminal date of the form submission, the final scrutiny is completed. In the next phase of events, the Commission is to announce the date of preliminary examination. From the Table-1 it is obvious that the Commission sets dates for preliminary examination more than two months from the terminal date of submission of forms. In the case of 2013 Examination the Commission set the date at a distance of 3 months 10 days time while in case 2014 examination, it was 4 months 18 days time. This indeed is too long a time to reckon with.

2.7: The Preliminary Examination is conducted in 22 district headquarters across the State in the venues fixed by the Deputy Commissioners. One day prior to the date of examination all necessary materials are dispatched to District Headquarters with full police escort provided by the concerned SP of the Districts. In the District these materials are deposited in the district treasury. On the day of examination one hour before the examination, question papers are transferred to the examination hall from treasury with full Security. In the Examination Centre, the question papers are opened before the Supervisor and then distributed to the invigilators in each Hall. The Supervisor is to submit a report on the status of the question papers at the time of opening.

2.8: At the end of the examination, answer scripts are collected and taken to supervisor's room. There these are packed. There are no specific sizes of the packets. These packets are then sealed in front of the supervisor and then delivered

to the district Head Post office where it is posted. In case of Guwahati, these packets are collected by authorised persons from the Commission.

2.9: Back in Commission’s office, the answer script packets delivered from post office are put to the strong room. Once all the packets are received, with the approval of Chairman, these are opened in the laboratory. Usually a memorandum should be prepared – packets are tallied with the attendance sheet. Answer scripts are then opened and scanned one after another. The scanning stores the details of the answers of each of the candidates. After scanning, the answer keys are feed to the software and immediately after that the score comes out. Then merit list is prepared and submitted to the Chairman of the Commission.

2.10: In the next step results of the Preliminary examination is to be declared. Usually, 10 to 12 times the vacancy position is called for main examination. In the following table difference between date of preliminary examination and that of the date of declaration of results is shown.

Table-2.10: Showing Difference in Nos of days between preliminary examination and Results of Preliminary Examination

Year of Examination	Date of preliminary examination	Date on which results of preliminary exam declared	Difference
2006	18.11.2007	30-4-2008	5 months 1 days
2009	11.12.2011	30-1-2012	1 month 20 days
2013	29.12.2013	06-02-2014	1 month 08 days
2014	28.09.2014	17-12-2014	2 months 19 days

It may be observed that in the last examination, despite introduction of OMR, it took the Commission a total of 2 months 19 days to declare results.

1. Recommendation (Para 2.4)

The Commission feels that Government action of drafting advertisement at any time is arbitrary. For such a public examination Government cannot be so casual. Government should fix guidelines for this. Government in the Personnel Department should ensure that each of the services under CCE works out their vacancy position as per their service Rules. For this purpose if necessary a cell may constituted who will in the month of December sit down and work out the details. An officer not below the rank of Deputy Secretary from Personnel Department may assist the cell. Under Rule 39 of the Assam Rules of Executive Business it is the duty of the Personnel Department to see that Service Rules are effectively implemented.

The APSC should prepare a complete time table for holding the CCE every year without fail—and should also include the date of declaration of results. All the other dates for completing this process should be worked out backwards and that should include the last date on which vacancy position is intimated by the government. The Committee has made recommendations in the following pages about various measures that should cut down drastically on the time required to hold examinations. Government, in consultation with the APSC should issue clear directions in this regard.

2. Recommendation(Para 2.6)

The Committee observes that the gap between the closing date for application and the date of preliminary examination is exceptionally long. This needs to be reduced. The Committee is of the view that with certain planning, and exercises, the date of preliminary examination could be announced immediately after the closing date at a distance of not more than one month's time. This will save at least two months time in the process.

3.Recommendation (Para 2.8)

The Committee observes with great concern that no neutral observers are engaged during opening and closing of the examination and packing of OMR sheets. The Committee strongly recommends that independent observers should be engaged in each centre at least while making packets of the answer scripts. After completion of sealing, the observer shall put his/her signature on the seal of the packets along with the supervisor. Attested signature of the observers should be sent to the Commission.

4.Recommendation (Para 2.10)

At least three observers should be engaged while opening the answer scripts in the laboratory of the Commission's Office. The observers will first of all verify the signatures of the examination observers with that of their attested signatures and pass each packet for opening. They shall attend the whole procedure and shall leave only after certifying the procedure right from opening of the packets to the completion of the procedure.

CHAPTER – THREE

APSC: COMBINED COMPETITIVE MAIN EXAMINATION AND RESULTS

3.1: At the time of declaration of results of Preliminary examination, the successful candidates are notified to fill up the prescribed application form within a specified date for Main examination. This application form is to be procured from APSC office either directly or through internet on production of Admit Card. The candidates are to deposit the forms in the APSC office either directly or indirectly.

3.2: Usually the terminal date for submission of form is set after one month's time from the date of declaration of results of Preliminary examination. Thereafter the date of main examination is announced. It may be observed that there is a large gap between the date on which results of preliminary examination is declared and the date of main examination. The gap is indeed a big one.

3.3: During the last four CC examinations, the number of candidates appearing at the main examination are shown in Table-3.3. It is seen from the table that there has been a gradually falling trend in the number of candidates from 2006 to 2014 which has almost become one third.

Table- 3.3: Difference between Dates of results of Preliminary Examination and Date of main examination and numbers of candidates.

Year of Examination	Date of result of preliminary examination	Date of results of Main exam	Nos of candidates appeared at the Main examination
2006	30-4-2008	01-12-2008	4381
2009	30-1-2012	31-12-2012	2503
2013	06-02-2014	14-02-2015	2287
2014	17-12-2014	14-06-2015	1550

As per Rule-51 of APSC (Procedure and Conduct of Business) Rules, 2010, total no. of candidates admitted to the Combined Competitive (Main) Examination is 1:11 to 12 times of the number of vacancies strictly adhering to the reservation policy and norms. Moreover, all the candidates securing equal marks after the last candidate in the merit list prepared as per aforesaid ratio are also given the benefit. Thus, going by this Rule, candidates appearing the main examination in usual course should not normally exceed 1800 if we go by the trend that Government hardly will go for recruitment to more than 150 posts at a time. If that is so, APSC has to arrange accommodation for only 1800 candidates, majority of which they can accommodate in-house, as they have already the capacity for accommodating 800 numbers of candidates in-house. Thus, the common complain for delay in setting date for Main Examination that it is difficult to get school buildings for examination does not hold good.

3.4: The CC (Main) examination is held only in Guwahati in three or four Centres depending on the number of candidates. The Security procedure for main Examination is same as that of the Preliminary Examination. For the purpose of the Main Examination the centre Heads are declared as Supervisors. Each answer script bears a Serial No and contains fixed nos of pages. In case of request from candidates for additional answer sheets, additional answer scripts are given containing a different serial no which is recorded in the specified place of the main answer script by the invigilator.

At the end of the examination, answer scripts are collected and taken to supervisor's room. There these are then packed. There are no specific sizes of the packets. These packets are then sealed in front of the supervisor.

3.5: These packets along with the Attendance List of the candidates are collected from the Supervisors by commission staff belonging to the Confidential Section and deposited to the Principal Controller of Examination/Controller of Examination under proper seal. Such Answer Scripts are kept in safe custody in the Strong Room.

3.6: After approval from the Chairman, these Answer Scripts are cross- checked with the Attendance List and Code No. is given in the Attendance List against each Roll No. After giving the Code Nos. in the attendance List, same Code No. is

inserted in the Answer Script of the candidates after tearing away the original Roll No. from the Answer Script. And thereafter these Answer Scripts are sent to the evaluators selected from the empanelled list for evaluation by the chairman. This Code No. remains till the Final Result is prepared.

3.7: Once the evaluated papers are received in office, 2(two) Scrutinizers are engaged. The scrutinizers so engaged are also from the empanelled list of experts. The scrutinizers are responsible for verifying (1) that all answers are evaluated by the evaluator. If any question or part is found to have been left out, he would immediately bring to notice of Principal Controller of Examination for necessary action (2) that the totalling exercise was correctly done. The scrutinizers are authorized only to correct the arithmetical errors. They are not authorized to correct errors in the Tabulation; however, they can point out if any answer is not evaluated by the Examiner. In that case, APSC either calls the Examiner or sends the Answer Script for evaluation.

3.8: Another set of experts from the empanelled list is engaged for Tabulation Work. The tabulation work is done in coded form. The tabulators are responsible for tabulation of marks of all candidates and preparation of merit list. The merit list is then presented before the Commission members for selection of persons eligible for viva-voce interview. Number of candidates selected is in the ratio of 1:2 proportions i.e. twice the actual vacancy position plus those securing the same mark against the last serial no strictly adhering to the reservation policy and norms.

Roll nos of the candidates selected for the viva-voce are decoded by the same person who initially coded the roll numbers so that their application forms may be sorted out and call for interview could be issued.

5.Recommendation (Para 3.4 & 3.5)

(i) It was alleged that malpractices occurred in the additional sheet of paper supplied to candidates for answering questions. The TLBC had noted among anomalies—“exorbitant marks secured in the additional sheets compared to the original answer book (e.g.28 ½ marks in the original answer sheet as against 92 ½ marks in the additional sheets”. APSC has explained the system as noted above.

In general what the APSC has followed should prevent malpractices. But TLBC’s observations raise very serious doubts. We have noted the system in Chhattisgarh which appeal to us. The questions are printed in the answer script itself. For each question a word limit is also given and

space is accordingly provided. Extra space is given to accommodate differences in handwriting. In this system the power of expression is also put to test as well as brevity, which comes only after fair understanding of the subject. It will also save much time in evaluation. ***(This has been put to practice by the Chhattisgarh PSC)***. It should not be difficult for APSC to devise such norms for its own subjects. It may be necessary to orient the paper setters well ahead of time. But this innovation is good, useful and worth trying.

(ii) The Committee proposes here the same recommendations as that of the Preliminary Examination regarding engagement of Observers. Both at the time of sealing the answer scripts in presence of the Supervisors and later when the answer scripts are opened. The Observers will verify the signatures on the sealed cover and the one in the attested signature. The observers will also be present during reading of the Bar codes.

6.Recommendation(Para 3.6)

(i) There should be specific guidelines as to when the answer scripts packing should be opened. It should not be at the sweet will of some one.

(ii) The Committee expressed its concern over method of giving code number on the attendance sheet and thereafter tearing the roll no of the answer script and putting the code number therein. This appears to be quite a cumbersome process. The process should be mechanised. Instead of the code, Bar codes should be used. At this point, the Committee endorses the Commission's proposal of bar coding. In Commission's word, " The coding of all the answer sheets manually one by one is a highly complex, tire some, time consuming system which requires a special kind of skill and expertise. The APSC Conduct Rule has provided that the coding and subsequent decoding should be done by ONE PERSON only. As on today there is a lone person capable of doing the job. A Damocles sword of human error always looms over.

❖ The manual Coding system should be replaced with computer generated BAR CODING system. This will reduce time, toil and ensure error free exercise.

❖ Digitization of records is another area of ICT intervention through which speed and accuracy may be brought in. This will also ensure quick and in-time service delivery under RTI Act."

For Bar coding the answer scripts may be perforated in three sections. In the first section there will be as usual the details of the candidate and the bar code. In the second section there will be the marks summary and the bar code and in the third section, there will be the invigilators signatures and bar code.

Once the answer scripts are opened, the first section shall be torn out and scanned. This

torn out part is then filed. The answer script is then given to the evaluator for evaluation. Once the evaluation, scrutiny and tabulation are done, the summary of the marks is filled up and returned to the Commission, the second part is torn out and scanned. The system will automatically integrate this second part to the already scanned first part.

This will help two ways, one – the scanned copy will record the marks originally obtained by the candidate and there will be no lacunae to revise the marks again. Secondly, in presence of the Observer, the actual nos of answer scripts that are to scanned shall be fixed on the machine so that no more than that number can be scanned.

CHAPTER – FOUR

APSC: COMBINED COMPETITIVE EXAMINATION: INTERVIEW

4.1: Interview is the third phase of the Combined Competitive Examination. Interview brings an end to the APSC's direct interface with the candidates. At present Interview in CCE carries 200 marks while CCE Main examination carries 1400 marks Thus proportion of marks in Interview to the marks in main examination comes to around 14.28 percent. In this context it is worth mentioning here that UPSC has scaled down this proportion to 12.2 percent. The Kothari Committee in its Report made in 1976 had gone one step further to recommend that the viva voce test should carry only 300 out of a total of 3000 marks i.e. 10 per cent only. The observation of Hon'ble Supreme Court in Ashok Kumar Yadav and Ors. Etc vs State of Haryana And Ors. Etc. on 10 May, 1985 is worth mentioning here, "The percentage of marks allocated for the viva voce test by the Union Public Service Commission in case of selections to the Indian Administrative Services and other allied services is 12.2 and that has been found to be fair and just, as striking a proper balance between the written examination and the viva voce test. We would therefore direct that hereafter in case of selections to be made to the Haryana Civil Services (Executive Branch) and other allied services, where the competitive examination consists of a written examination followed by a viva voce test, the marks allocated for the viva voce test shall not exceed 12.2 per cent of the total marks taken into account for the purpose of selection. We would suggest that this percentage should also be adopted by the Public Service Commissions in other States, because it is desirable that there should be uniformity in the selection process throughout the country and the practice followed by the Union Public Service Commission should be taken as a guide for the State Public Service Commissions to adopt and follow".

4.2: Usually the number of candidates called for interview is around only two to three times of the vacancy strength. Although there is no specific provision in the

APSC Conduct of Business Rules number of candidates called for interview in the last four CCE is shown in the Table 4.2 below.

Table-4.2: Numbers of Candidates at various stages of CCE

Year of Examination	Nos of candidates appeared at the Main examination	Nos of candidates called for interview	Nos of candidates recommended
2006	4381	600	116
2009	2503	582	280
2013	2287	497	241
2014	1550	-	-

From the above table, it may appear that, except in case of 2006, in the remaining three CCEs candidates equivalent to the twice the numbers of vacancies were called for interview.

4.3: For the purpose of interview, the codes inserted in place of Roll Nos are now required to be converted to roll Nos as the application forms of the candidates selected for interview will now be sorted out as per roll Nos only. This decoding is done by the same person. Thus, for the whole process, coding and decoding is done by only one person and he and only the Chairman know about the codes and the corresponding roll Nos.

The application forms in original along with certificates and documents are placed before the interview board so that the members get first hand information about the candidate's bio-data.

4.4: Interview is taken by Interview Boards. These Boards are constituted by the Chairman, APSC. The constitution of Interview Board is governed by Rule-21 of APSC (Procedure & Conduct) Rules, 2010. For C.C. Examination, usually two Members and one expert constitute the Interview Board. The Expert is an officer of the Government of Assam in the rank of Secretary/Additional Secretary. One board is expected to interviews 20 candidates per day.

4.5: Pattern of marking by the Board Members follows a unique system. The Board acts not as a single entity. Each individual member weighs the candidate separately

and accordingly gives marks. Marks to each of the Board Members are allotted in following manner:

Total Marks in Interview = 200 marks

75 marks for each Member = 75 X 2 = 150

Expert/Adviser gives grades such as = Excellent for 50 Marks, Very good for 45 Marks, Good for 40 Marks and Average for 35 Marks.

Marks given by the Members of the Interview Board are handed over to the Principal Controller of Examination every day in sealed cover after the Interview.

It may be noted that this system of distribution of marks however is not indicated in the APSC Rules.

4.6: After completion of Interview, the marks obtained in interview are added to the marks obtained by a candidate in the written examination. On the basis of this total then the merit list is prepared according to the Preferences given by the candidates keeping the reservation policy correctly and place before the Commission for final preparation of select list service/posts wise on the basis of order of preferences given by the candidate and Reservation Rules in force.

7.Recommendation(Para 4.1)

(i) That the system is badly flawed is brought out in the report of TLBC. “ It appears from random checking that Board members have absolute discretion in allotment of marks to the candidates.

Marks awarded by some of the interview Boards to candidates:

Roll No 898

1 st member	68 out of 70
2 nd Member	69 out of 70
Expert	35 out of 50
Resume	8 out of 10

Total	180 out of 200 (90%)

Roll No 5145

1 st member	67 out of 70
2 nd Member	69 out of 70
Expert	45 out of 50
Resume	09 out of 10

Total	190 out of 200 (95%)

It is clear that these high marks were given to them so that they can come within the range of selection, because all the above are close relatives of the members/ Chairman of the Commission”

Such types of influence to change the merit of a candidate through the interview marks are bound to continue in a small state setting even if other reforms are put in place. It is difficult to really assess the personality of a person in a brief period of 20 minutes. While it is essential to form a general impression of the person, it is necessary to ensure that the interview marks do not unduly tilt his merit position either way. The SC has directed that the maximum of interview marks should not be more than 12.2%. We would like to recommend that considering the overall situation related to APSC it may be fixed at the same level.

(ii) The Committee would also like to make the following recommendations.

- 1) There should be three interview Boards. Government should ensure that the vacancies of members are filled up. With 7 members in position it should be possible to form 3 Boards daily. It will also expedite the whole process.
- 2) Half an hour before the time for interview the Boards should be constituted by lottery.
- 3) Two Members of the APSC, one expert from the government not below the rank of Secretary to the government, and 1 or 2, preferably two experts (drawn from persons of repute in public life, renowned academician, administrators, professionals, senior private sector professionals) should form the Board.
- 4) Minimum of 20 minutes should be given to each candidate.
- 5) The system of allotting marks for each Board member should be discontinued. The Board should function as one and not just several members working independently. After each interview the Chairman of the Board should decide on a consensus mark to be given. There should be no overwriting and marks recorded in numerals and in words. Each day the sheet should be signed by all and immediately scanned. The bar codes should immediately tabulate the marks and expedite the process of preparing the merit list. The copy should be sealed for future reference.

The Chairman of APSC should brief all the Board members about the procedure and general guidelines on the first day of the interview for each Board. One such Board should continue for a week or two weeks as may be convenient so that there is as much uniformity in the interview as possible.

CHAPTER – FIVE

CCE: METHOD OF EVALUATION

5.1: Evaluation of answer scripts of Preliminary examination is a mechanical process as it is done through the process of OCR. This process we have already discussed in Chapter Two. The Committee has also made comments on it. Therefore, here we will go directly to the evaluation methods of Main Examination.

5.2: Once the collection of all the answer scripts is completed, then with the approval of the Chairperson the packets of answer scripts are opened and the answer Scripts are crossed checked with the Attendance List and Code No. is given in the Attendance List against each Roll No. These Answer Scripts are then sent to the evaluators selected from the empanelled list for evaluation by the chairman.

5.3: Ordinarily three week's time is given to the examiner for returning the answer scripts. But the APSC' has informed that sometimes the answer scripts are not returned even after a lapse of three to four months. This is one major reason of delay in declaration of results as stated by the Commission.

5.4: The examiners are not given any guidelines about the methods to be adopted for evaluation / The Commission's response was that since the evaluators are persons with vast experience in evaluation of answer scripts of university examination and also they are considered as established experts in respective subjects, question of giving direction become redundant. The evaluators stick to the norms and principles of examining answer scripts of university examinations. The Commission considers that this is more candidates friendly because majority of the candidates are fresh from universities and colleges.

5.5: Once the evaluated papers are received in office, 2(two) Scrutinizers are engaged. The scrutinizers so engaged are also from the empanelled list of experts. The scrutinizers are responsible for verifying (1) that all answers are evaluated by the evaluator. If any question or part is found to have been left out, he would immediately bring to notice of PCE for necessary action (2) that the totalling exercise was correctly done. The scrutinizers are authorized only to correct the arithmetical totalling exercises. They are not authorized to correct errors in the Tabulation and also they can point out if any answer is not evaluated by the Examiner. In that case, The Commission either call the Examiner or send the Answer Script for re-evaluation.

5.6: Another set of experts from the empanelled list is engaged for Tabulation Work. The tabulation work is done in coded form. The tabulators are responsible for tabulation of marks of all candidates and preparation of merit list under coded form.

The merit list is then presented before the Commission members for selection of persons eligible for viva-voce interview. Number of candidates selected is in the ratio of 1:2 proportion i.e. double the number of actual vacancy position plus those securing the same marks against the last serial number strictly adhering to the reservation policy and norms.

Roll numbers of the candidates selected for the viva-voce are decoded by the same person who initially coded the roll numbers so that their application forms may be sorted out and letters calling for interview are issued.

8. Recommendation (Para 5.4)

(i) The Committee is of the opinion that evaluation in case of competitive examination is not strictly similar to that of the regular course examination where text books are taken as the base. While evaluating the answer scripts of competitive examination as there are several Examiners for evaluation of the answer scripts relating to a subject, each Examiner will have his own perception as to what is the right answer and each examiner will have his own method of awarding marks. While some may be highly conservative in awarding marks, some may be highly liberal or 'generous' in awarding marks. This underlines the necessity to adopt certain procedural safeguards to ensure that no candidate is unduly benefited or placed at a disadvantage, vis-a-vis the other candidates and to ensure that the evaluation is uniform and consistent as far as possible. The Committee therefore recommends that comprehensive guidelines should be prepared for the examiners in consultation with experts if necessary by outsourcing, so that such deviation in awarding marks can be minimised.

(ii) Finding devoted question setters/ examiners from the serving teachers is a difficult task as

reported by the Commission. The Committee suggests that the Commission should focus their attention on the retired experienced college and university teachers. This will lessen their burden of mobilizing examiners/question setters. The penal so prepared should be changed at an interval/ from time to time.

(iii) The Commission should ensure that the evaluation of answer scripts is done centrally. Necessary infrastructure may be arranged for that. Government should also ensure in consultation with the Higher Education Department that a system is devised by which the teachers engaged in such work are given permission without any loss financially or in terms of leave available. An in-house evaluation system would help the Commission in two ways- 1) the commission will get the evaluation done quickly and ii) the chances of leakage will be minimized.

(iv) Moderation of evaluation is a serious problem in any examination. It is suggested that the question setters should brief the examiners about the intent behind the questions and the expected answers. Such a briefing was not possible when the evaluation was done individually at home. Under the new system of in house evaluation it should be possible and would be worthwhile trying.

(v) Much time in manual tabulation can be saved if a system is introduced to scan the first page mark foil immediately after the evaluation is complete. If bar codes are used as suggested by us, the marks would be immediately tabulated.

CHAPTER – SIX

CCE: SCOPE OF LEAKAGES

6.1: The Committee has examined the system of security pressed into service while the CCE is in progress and found it generally satisfactory. But the Committee noted that there are certain areas where impersonal system needs to be introduced to avoid human errors. Commission's response was invited to the crucial allegation against the Commission that has been levelled against it from time to time regarding leakages of question paper. The Commission's response was as follows: -

“The work pertaining to preparation of question papers, evaluation etc., up to declaration of result is the exclusive role of the Examination Confidential Branch with total exclusion of any other member and staff of the Commission. It is a close door exercise and any other member/officer apart from the ones mentioned below has zero access.

The functionaries involved in the process from question paper setting to declaration of results in order of hierarchy are:-

- * Chairman*
- * Principal Controller of Examinations*
- * Controller of Examinations*
- * Asstt. Controller of Examinations.”*

Question papers are prepared by the empanelled experts. The panel list is a secret document of the Commission and only the officers mentioned above can

have the access. The Chairman has the exclusive prerogative in selection of the particular expert from the empanelled list.

For a subject, Question Papers are collected from 3(three) different Question Setters (with Answer Keys for the OMR Examination). But for General Studies Paper of C.C. Examinations, more than 3 (three) Question Setters are engaged. Each of them is allotted some Chapters from the Syllabus.

For setting question papers, they are provided with the Syllabus, copies of previous years' Question Booklets/papers as sample, papers for writing questions along with 3(Three) envelopes, the outer envelope is addressed to the Chairman and the inner envelop which contained the Question Papers and Answer Keys under sealed cover are addressed to Principal Controller of Examinations. **Question Setters are asked to make a declaration that they have not retained any second copy of the Question Paper.**

Chairman receives the Question Papers as stated above in the sealed cover and without opening it, he personally hands over the same to the Principal Controller of Examinations/Controller of Examinations.

Moderations and finalization

After receiving all the Question Papers, Moderators are engaged from the list of empanelled experts approved by the Chairman to moderate the Questions. Usually, 2(two) Moderators are engaged for a subject who prepare two sets of Question Papers. These Question Papers in seal cover without any identification mark are presented to the Chairman who selects 1(one) at random for printing. The remaining one is destroyed in due course of time.

As per prevailing practice, in case of C.C. Examination, the question papers are to be kept under double locking system in such a way that one key would be kept by the Principal Controller of Examinations and the other key by the Chairman.

Printing:

Such moderated Question Papers are sent for printing. **No person is deputed by the Commission for proof reading.** The Printers send the printed Question Papers of Preliminary Examination in bundles of 20(twenty) copies packed inside brown colour envelopes with proper sealing covered with polythene

envelopes. On the day of examination, Question Papers are handed over to the Supervisors in the same condition.

After the Examination, the Answer sheets are sent to the Principal Controller of Examinations by Registered Speed Post on the same day from the respective Examination Centres. In case of Guwahati, the answer sheets are collected from supervisors by responsible persons who are mainly Commissions ex-employees. These Answer Booklets are kept in safe custody of the Principal Controller of Examinations in consultation with Assistant. Controller of Examinations in the Commission's strong room."

6.2: The Committee has examined the present system of security pressed into service while the CCE is in progress. The Committee noted that there are certain areas where reforms may be desirable. For example automatic system locking during the scanning of OMR answers scripts. Once the fixed numbers of answer scripts are scanned, it will lock automatically and thereafter it cannot be opened unless all the members who were present during the locking are present there again. This means, all those members have a part of the password.

6.3: In the previous chapters while dealing with the various aspects of the combined competitive examination process, we have dealt with the scope of leakages and accordingly incorporated views of the Committee wherever necessary.

9. Recommendation

The Committee endorses here the views of the Commission regarding question paper setting, moderation and printing. The Commission feels that in this area intervention is required only in respect of the **venue of question paper setting**. At present, the experts set the question papers sitting at their residences or at workplaces. Such practice is not satisfactory and we would like to recommend that question paper setting job should be done **IN-HOUSE** *i.e.* inside the Commission office complex. At present the commission has adequate space for the purpose. But the experts, who are in serving personnel, do not get leave for this job. We would like to suggest that more and more retired persons should be engaged and for the serving personnel, government should modify rules to enable their participation.

10. Recommendation

The Committee understands that the Commission has put in place a lot of measures to prevent any leakages. But public impression is an important factor; in this case, the image of the APSC is very poor and public confidence in the efficacy of the system is also very low. The

effectiveness of any system in place depends on the reputation of human elements that make the system work. Thus, what counts actually is the integrity and commitment of the persons handling the sensitive matters. The Committee therefore recommends that the placement of persons to handle sensitive matters should be thoroughly checked and **no person who has any background of criminal records, disciplinary proceedings, corruption charges, etc shall be engaged at any of the stage of the Examination. Persons handling confidential matters should be screened, selected not necessarily on seniority and not allowed to be in that position for too long. This will go a long way to restore the image of the Commission.**

CHAPTER – SEVEN

CCE: OTHER CRUCIAL ISSUES INCLUDING STRUCTURE, SYLLABUS, TECHNOLOGY AND RESOURCES

7.1: The notification declaring constitution of the Committee clearly mentions that there is a gap between people's expectations and the actual performance of the APSC. The image of the APSC has been rather poor in recent times. While for our purposes it is not necessary to go into this aspect, it is worthwhile to reiterate the original expectations and to recommend the steps needed to bring back APSC to its past glory.

7.2: The mandate for the Committee did not specifically require it to examine the organisation of APSC; but organisational structure is vital for achieving any organisational goal. From that point of view we feel that the structure of APSC from top to bottom needs a very close look. Based on our limited interactions we have made only a few broad observations.

7.3: The role of the PSC and the importance of the Chairman as enumerated in the section on 'Role and Function of APSC' have been generally and widely accepted. While dealing with this issue, the TLBC refers to the observations of the Hon'ble Supreme Court in Ashok Kumar Yadav-Vs-State of Haryana (1985) the Supreme Court remarked, "State Governments are to take care to see that the Public Services Commissions are manned by competent, honest and independent persons of outstanding ability and high reputation who command confidence of the people

and who would not allow themselves to be deflected by an extraneous consideration from discharging their duty of making selections on merit”. These directions should serve as the binding guidelines in selecting Chairman and Members to the Public Service Commission. But the important question that often remains unanswered is how to ensure that role in practice. The TLBC has referred to the provision of Art. 316 requiring at least 50% of the members to be drawn from people who held office under central or state government for at least 10 years. Though the Hon’ble SC *has* laid down that it is not mandatory but only directory, it is necessary to follow the direction in spirit and as far as possible. Similarly the TLBC has referred to women’s representation as members.

7.4: The TLBC mentions that it had referred the matter to the government and was informed that no prescribed rules and procedure for appointment of Chairman and members exist. Considering the importance of the PSC it is only appropriate that the appointments of Chairman and members are given due importance and treated as similar to appointment of Chairman and members of Human rights Commission or of Lokayukta. It will raise the stature of the APSC in public eye. In this context TLBC’s observation worth noting:

“Para-11: The appointing authority in respect of Chairman and Members of State Public Service Commission is the Governor of State. In practice, the Chief Minister of the State makes the selection and his recommendation is accepted in toto by the Governor of a State. The Assam Rules of Executive Business 1968 provides for submission of proposals for the appointment of a Chairman, Members of the State Public Service Commission to the Chief minister vide Rule 31 1(XIV), Such proposal shall be submitted by the Secretary to the Department to the Governor before issue of orders. As per the Assam Rules of Executive Business, no approval of the Cabinet is necessary for appointment of Chairman and members of the APSC. Therefore the sole deciding authority in the selection and appointment of chairman and members of the Public Service Commission is the Chief Minister. Such a procedure is not transparent and open to criticism. To allay apprehension in the minds of the people that members are selected on political pressure and not solely on merit, a more transparent procedure be evolved.”

7.5: The size of the APSC was also mentioned in some discussions. The present position of the Commission is shown in the tables below. The government of Assam had justified the expansion of the APSC into 11 members on the need to expedite regular CCE. However, this objective was not achieved by expansion of

the APSC. Regular examination needs much more than additions of members. The TLBC had recommended that the size should be of the 1996 level, i.e. one Chairman and 6 members. The present position conforms to that strength and we would like to suggest that in the rules and procedure to be framed should clearly mention the strength of the APSC.

Table-7.5.1: List of Chairpersons of APSC since 2001

SL. No.	Name	Qualifications	Tenure From - To
1	Sri Amiyo Kr. Bora	BA, LLB	28-2-01 to 27-2-07
2	Dr. Geeta Basumatari	M.Sc., Ph.D	28-2-07 to 03-01-12
3	Sri Rakesh Kr. Paul	LL. M	04-01-12 to 11-12-13 Chairman, i/c 11-12-13 to till date

Table-7.5.2: List of Chairpersons of APSC since 2001

	Dhruba Jyoti Sarma, Air Commander (Retd)	B. Sc	28-3-2001 to 31-7-06
	Dr. Geeta Basumatari	M. Sc	09-11-04 to 28-2-2007
	Md. Sirajul Hussain Saikia	B.Sc., LLB	17-11-2004 to 16-11-2010
	Rakhal Ch. Hari	M.A.	09-11-04 to 30-9-2009
	Bimalendu Bhattacharyya, IAS	M.A.	10-2-06 to 31-7-2008
	Bhupendra Nath Das, ACS	M.A., LLB	14-12-07 to 31-10-2010
	Sujaya Charan Sarma	M.Sc	16-4-08 to 19-2-2009
	Rakesh Kr. Paul	B.A. LLM	01-10-08 to 04-01-2012
	Dr. Sashadhar Nath, IAS (Retd.)	M.Sc. Ph.D. (IAS)	27-10-08 to 30-4-2010
	Sri Amarendra Rajkumar, IPS		16-6-10 to 22-3-2012
	Sri Mrigendra Kalita, ACS (Retd)		08-02-11 to 30-8-2012
	Dr. Samedur Rahman	M.A. Ph.D.	10-2-11 to 9-2-2017
	Dr. Basanta Kr. Doley	MA, Ph.D.	26-11-12 to 01-7-2017
	Brig. R. Borthakur, SM	Cdr. TAC	24-12-12 to 12-4-2017
	Mrs. Binata Rynjah, IAS (Retd)	IAS	17-2-2015 to

7.6: However, the performance of any organisation depends on the quality and efficiency of the persons actually managing the day to day affairs. We came across many allegations of vested interests and corruption creeping into the system at the

cutting edge level. The image of the organisation largely depends on two key functionaries--the Secretary of the Commission and the Controller of Examinations.

We felt that the Secretary had only a peripheral role in APSC and this fact was confirmed by former Secretaries. Even the tenure was not properly planned in many cases and often the position was held as an additional duty by an officer. The TLBC has mentioned that the key position of CE has been held for too long by the same person who has risen from the ranks. While there cannot be any objection to persons from the organisation rising to such important positions it is undeniable that in such sensitive positions vested interests can develop. Much of the recent allegations of corrupt practices in APSC have centred around this position. There is no room for change in this position and once posted one person tends to stay on for long. We feel that some practical rethinking is called for. We would like to quote the observations of TLBC in respect of these two positions.

21. *The role played by the Secretary also had undergone great change. At present the Secretary is marginalised by the Commission. All confidential matters relating to recruitment through examination is done by the Chairman of the Commission directly with the Controller of Examination. In respect of direct recruitment also, files are put up to the Commission directly without routing through the Secretary by the Deputy Secretary I/C Direct Recruitment Branch. As both these important positions such as controller of Examination and Deputy Secretary, Direct Recruitment Branch are held by APSC staff risen from the ranks, there placed directly under the Secretary. The Secretary, on assumption of office should also undergo training at the UPSC for a week to familiarise himself with the functioning of the Public Service Commission. His tenure should also be made five years unless the Commission fixes a shorter tenure as per Regulation 14(a).*

Controller of Examination

22 *The Controller of Examination is another important functionary of the Commission. He is responsible for all confidential works relating to the examinations and works directly under the supervision of the Chairman. The post is borne in the Assam Public Service Commission Gazetted (Ministerial) Staff Service Rule, 1991 and filled up by vertical promotion of staff where first entry is in the rank of LDA/Typist. According to the APSC Gazetted (Ministerial) Staff Service Rule, 1991 approved by the Govt. there is no provision of lateral entry at any stage including the posts of Controller of Examination and Deputy Secretaries to the its gazetted staff deputed for training. Much of the criticism regarding leakages of examination can take place if the Controller of Examination does not exercise strict supervision and vigilance and succumb to pressure or temptation. These will be examined in detail in my examination of the*

system of examination prevalent in the Commission. Suffice it to say that while selecting a person to hold this important position due care should be taken to select a person whose integrity is beyond doubt. In some Public Service Commissions such as Haryana PSC there is provision for lateral entry to the post of controller of Examination if no suitable candidate is available from amongst the eligible candidates of the Commission. (Haryana Public Service Commission Group A, Service rules, 1997).

We find that more and more State PSCs have now provided for freshness in such key positions by enabling lateral entry without in any way affecting the promotion and career prospects of the permanent staff. It is learnt that in UPSC all the controlling positions are filled up by people on deputation. It is also learnt that the total function of examination is not concentrated in one position i.e. the CE but is bifurcated into several sections which are totally independent of each other. There is much merit in such a system and we would like to recommend the same.

11. Recommendation (Para 7.3 & 7.4)

(i) We strongly recommend that as mentioned in many orders of the Hon'ble courts, government should frame clear rules and procedure for selection of Chairman and Members of the APSC. The TLBC has outlined a procedure for such selection and has given the rationale for such recommendation (TLBC Recommendations no. 1-6). We endorse the recommendations with the following modification.

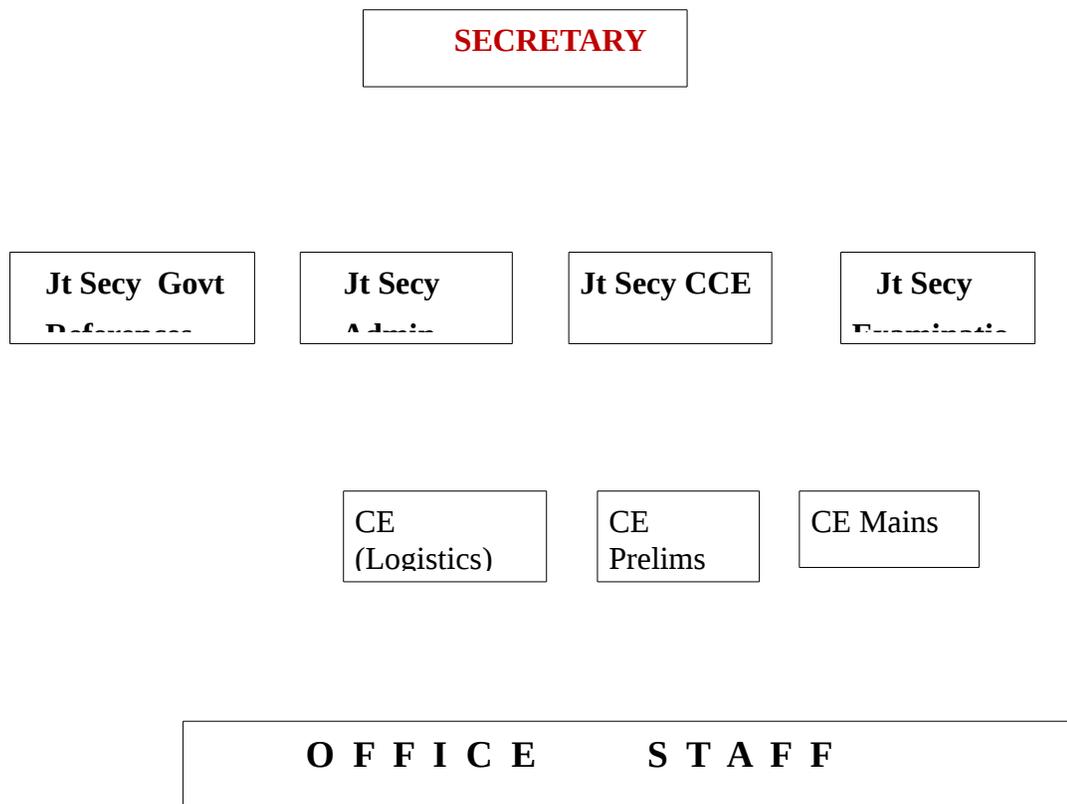
A Search Committee will be formed with the Chief secretary as Chairman and the State Vigilance Commissioner and a nominee of the Chief justice of the High Court not below the rank of District Judge as members to prepare a panel of names for appointment as members of APSC as and when vacancy arise for submission to the Chief Minister. The Committee will also prepare a similar panel for appointment as Chairman of APSC. A Committee of CM as Chairman and Leader of the Opposition and a nominee of the Chief Justice of the High Court as members will select a name for recommendation to the Governor for appointment as Chairman. The nominee of the Hon'ble Chief justice in the committee should be a person of eminence in public life or one qualified to be a judge of the High Court.

12. Recommendation (Para 7.6)

(i) The Secretary should be in overall charge of administration and examination. He should be an officer of the rank of Additional Secretary, preferably an IAS officer and should be on deputation for not less than three years. He should hold the position as independent charge.

- (ii) The Secretary will be assisted by Joint Secretaries (in the rank of Deputy Secretary to the government) who will be in charge of different sections like administration, CCE examination, other examinations etc. If possible the CC Examination process may be split into different sections like ‘question paper’, ‘holding of examination and answer scripts’, interview’ and can be put under independent charges. The present CE and Dy. CE can be suitably relocated accordingly and if necessary new promotion posts at that level can be created. All the Joint Secretaries will be on deputation for three to five years.
- (iii) The different branches will function independent of each other but the coordination of time schedule etc will be done at the level of Joint secretary. The Joint Secretaries will report directly to the Secretary.

**FLOW CHART SHOWING A MODEL STRUCTURE FOR APSC WITH
SPECIAL REFERENCE TO A SEPARATE CCE CELL**



7.7: Syllabus:

7.7.1: The Syllabus, marks and duration of examination for the CCE has been incorporated in the Assam Public Services Combined Competitive Examination Rules-1989. On the other hand the procedure for conducting the Combined Competitive Examination has been laid down in the Assam Public Service Commission (Procedure and Conduct of Business) Rules, 2010 under Chapter-IV of above Rule.

The existing syllabus for Preliminary Examination consist of 2 (two) subjects of 200 marks each. One is General Studies and the other is Optional Subject. Questions are set in Objective Type Multiple Choice while the C.C. (Main) Examination consists of 4 (four) subjects, General Studies, General English and 2 (two) Optional Subjects of 2 (two) papers each. All are of Conventional Essay Type Questions. Total marks=1400 [(General Studies=300 Marks, General English=300 Marks, Optional Subjects 4 (four) papers, 200 Marks each)]. Viva-Voce for 200 Marks. Total Main Examination = 1400 + Viva-Voce= 200 marks. Merit List is prepared on the basis of marks obtained by the candidates out of this total mark of 1600.

7.7.2: Both the Government and Commission has given the Committee to understand that the syllabus for the CC Examination is under revision for quite some time. Earlier, Government had constituted a committee for the purpose. As per information provided by the Personnel Department Government of Assam, the Committee had already completed the revision of the syllabus of Preliminary examination in the 2014 and then handed over the task to APSC for doing the rest of the works. APSC has not yet done any concrete works on the syllabus. Moreover, after 2014, lots of changes have taken place in the syllabus of various PSCs including the UPSC.

We have gone through the practices available in several States in this regard. The syllabus of Rajasthan PSC has recently been updated. We found the syllabus quite modern and workable in case of Assam after customisation. The whole set is enclosed at Annexure- III so that Government may take a cue from it and revise the existing cumbersome syllabus. We also found the syllabus of Chhattisgarh to be very pragmatic.

7.7.3: One of the major intention behind the constitution of this Committee was the assessment of the proposal of APSC for converting the existing system of long question type optional papers in CCE Main examination to OMR system. APSC was requested to send their detailed proposal regarding this reforms proposal. APSC's response is presented below:

“Introduction of OMR answer sheet in the Optional Subjects in C.C. (Main) Examination and other written examinations”

It has been noticed that in the conventional type written examinations conducted by this Commission, such as - C.C. (Main) Exam., Assam Finance Service Exam. etc., wide variation occurs in awarding marks in the answer scripts by the evaluators. Such difference, very often, occurs not only in the same subject in accordance with the difference of evaluators, but also in different subjects leading to discontentment among the candidates who in turn move to the Court of Law for justice. Since, the Commission has no yardstick of its own to instruct the evaluators to award marks in a streamlined framework, therefore, this inconsistency can, by no means, be done away with. This inconsistency puts some candidates in advantageous position in comparison to other candidates. In a competitive examination like the C.C. Exam., where conventional types are still in practice, if some candidates are awarded higher marks in some particular subjects over other candidates, the Commission feels that a major section of aspirants taking particular subjects will be deprived for no fault of theirs. In this connection, PCE submitted a detailed report which can be summed up as follows:

Introduction of Objective Type Multiple choice QP in the Optional Subjects in C.C. (Main) Examination. The Commission considered all pros and cons in the light of the observations of the Principal Controller of Examination in the matter of converting conventional type to OMR sheets in the C.C. (Main) Exam. and other written examinations. The Commission is of the view that, with the change of time in the days of modern technology, some modifications need to be brought in to entertain the demand of time and also to treat all the candidates in an equal manner so that no injustice is committed to any candidate in awarding marks in the competitive examinations conducted by APSC. After threadbare discussions, the Commission convinced that OMR sheets will be error free, cost effective and time saving compared to

conventional essay type. Accordingly, the Commission moved Government vide letter No.18PSC/RR-3/2001-02 Dated 7.4.2015.”

13. Recommendation (Para 7.7.3)

(i) The Committee has examined the proposal of the Commission. The Committee has discussed this issue with educationists, administrators etc but have not found any support for this idea from any quarter. While it may save APSC many problems it may frustrate the very purpose for which such examinations are held. Objective questions or OMR system of examination cannot rule out the elements of chance. The capability to think and express is an essential attribute of a civil servant. An OMR system of examination does not adequately bring out these attributes. In fact, it is widely recognised that in the objective papers of the preliminary examinations chance plays a major role. Many of the PCSs and UPSC also provide for negative marking in objective questions. We also recommend that 50% negative marking should be introduced in the objective question papers.

The Committee is of the view that the purpose for which this proposal has been mooted can well be taken care of if the challenges of revision of syllabus as proposed is taken. The proposed revision of syllabus would drastically reduce the time consumed in setting of question papers, evaluation of answer scripts, etc. Responses have been received from various quarters that such revision would not help because the problem of getting question setters will remain as all the proposed papers of general studies are actually combination of various subjects and therefore problem of getting question setters from various subjects will remain. This response has no ground because such problem will be only temporary. The Commission may soon be able to set up a panel of paper setters and examiners for General Studies who would be able to handle this problem efficiently.

(ii) The Committee also suggests, with the objective of getting the most suitable persons for the premier civil service, that there should be a qualifying mark in each paper of 33% for unreserved category and 25% for reserved category. The qualified candidates will be shortlisted for the main examination on merit (the number to be decided on the ratio of 12 per vacancy).

14. Recommendation (Para 7.7.3)

(iii) The Committee recommends that the pattern of Preliminary examination be modified by eliminating the optional subject and redesigning the General Studies paper. The pattern may be opted as follows:

Paper I – General studies = 200 marks

Paper -II General Aptitude and English language ability test.
Both the papers will be objective type with two hour's duration carrying 200 marks.

Details of the Papers are given at Annexure- II

As regards Main Examination, the Committee decided to retain the conventional essay type in case of compulsory subjects for the above examinations i.e. General English and General Studies as per prevailing procedure.

The Committee recommends that the written examination should consist of the following five papers which will be descriptive /analytical. All these papers will be compulsory and there will be no optional papers. In that way all the complications evaluation would be avoided. As shown in the Annexure-III, there will be special emphasis in these papers on the history, culture, ethnicity, governance, geography of Assam and the NE region. The exercise of drawing up the syllabi should be taken up immediately. A candidate must take all the papers listed below which will also consist of question paper of brief, medium, long answer and descriptive type question.

There shall be paper on Language which will be of qualifying nature. Under this paper, the candidates will have to qualify either in General Assamese/ Bengali/ Bodo or general English (only for candidates of Hills districts). The standard of General Assamese/ Bengali / Bodo and General English will be that of Senior Secondary Level.

The time allowed for each paper shall be 3 hours except the language paper which be of two hours duration.

Paper	Subject	Marks	Time
I	General Studies –I	200	3 Hours
II	General Studies-II	200	3 Hours
III	General Studies-III	200	3 Hours
IV	General English	200	3 Hours
V	Language (Qualifying)	100	2 Hours
	Interview	100	

(The Rajasthan PSC Syllabus may be seen at Annexure- III as model

7.8: Other important functions:

Chairman being the head of the Institution, everything that goes on in the Commission is under his supervisory control. Among the notable security functions are the functions related to the strong room. There is well laid down guidelines for operating in the security room. As per the said guidelines, the security room is operated by two persons 1) the controller of examination and 2) the Chairman. Of the two sets of keys of the security room one is kept at the disposal of the Chairman and the other is with the Controller of examination. The guidelines also lay down details as to how to use the keys.

15. Recommendations (para 7.8)

The Committee is satisfied with the procedure so far in place in terms of security of the strong room; but is of the view that keeping a set of keys with the authority like Chairman is not in tune with his position of a Constitutional body. This is a type of routine function and the Committee is of the view that this function can be entrusted to the Secretary of the Public Service Commission together with the Principal Controller of Examination.

CHAPTER -EIGHT RECOMMENDATIONS AT A GLANCE

1. Recommendation (Para 2.4)

The Commission feels that Government action of drafting advertisement at any time is arbitrary. For such a public examination Government cannot be so casual. Government should fix guidelines for this. Government in the Personnel Department should ensure that each of the services under CCE works out their vacancy position as per their service Rules. For this purpose if necessary a cell may be constituted who will in the month of December sit down and work out the details. An officer not below the rank of Deputy Secretary from Personnel Department may assist the cell. Under Rule 39 of the Assam Rules of Executive Business it is the duty of the Personnel Department to see that Service Rules are effectively implemented.

The APSC should prepare a complete time table for holding the CCE every year without fail—and should also include the date of declaration of results. All the other dates for completing this process should be worked out backwards and that should include the last date on which vacancy position is intimated by the government. The Committee has made recommendations in the following pages about various measures that should cut down drastically on the time required to hold examinations. Government, in consultation with the APSC should issue clear directions in this regard.

2. Recommendation(Para 2.6)

The Committee observes that the gap between the closing date for application and the date of preliminary examination is exceptionally long. This needs to be reduced. The Committee is of the view that with certain planning, and exercises, the date of preliminary examination could be announced immediately after the closing date at a distance of not more than one month's time. This will save at least two months time in the process.

3.Recommendation (Para 2.8)

The Committee observes with great concern that no neutral observers are engaged during opening and closing of the examination and packing of OMR sheets. The Committee strongly recommends that independent observers should be engaged in each centre at least while making

packets of the answer scripts. After completion of sealing, the observer shall put his/her signature on the seal of the packets along with the supervisor. Attested signature of the observers should be sent to the Commission.

4.Recommendation (Para 2.10)

At least three observers should be engaged while opening the answer scripts in the laboratory of the Commission's Office. The observers will first of all verify the signatures of the examination observers with that of their attested signatures and pass each packet for opening. They shall attend the whole procedure and shall leave only after certifying the procedure right from opening of the packets to the completion of the procedure.

5.Recommendation (Para 3.4 & 3.5)

(i) It was alleged that malpractices occurred in the additional sheet of paper supplied to candidates for answering questions. The TLBC had noted among anomalies—"exorbitant marks secured in the additional sheets compared to the original answer book (e.g.28 ½ marks in the original answer sheet as against 92 ½ marks in the additional sheets". APSC has explained the system as noted above.

In general what the APSC has followed should prevent malpractices. But TLBC's observations raise very serious doubts. We have noted the system in Chhattisgarh which appeal to us. The questions are printed in the answer script itself. For each question a word limit is also given and space is accordingly provided. Extra space is given to accommodate differences in handwriting. In this system the power of expression is also put to test as well as brevity, which comes only after fair understanding of the subject. It will also save much time in evaluation. ***(This has been put to practice by the Chhattisgarh PSC)***. It should not be difficult for APSC to devise such norms for its own subjects. It may be necessary to orient the paper setters well ahead of time. But this innovation is good, useful and worth trying.

(ii) The Committee proposes here the same recommendations as that of the Preliminary Examination regarding engagement of Observers. Both at the time of sealing the answer scripts in presence of the Supervisors and later when the answer scripts are opened. The Observers will verify the signatures on the sealed cover and the one in the attested signature. The observers will also be present during reading of the Bar codes.

6 .Recommendation (Para 3.6)

(i) There should be specific guidelines as to when the answer scripts packing should be opened. It should not be at the sweet will of some one.

(ii) The Committee expressed its concern over method of giving code number on the attendance sheet and thereafter tearing the roll no of the answer script and putting the code number therein. This appears to be quite a cumbersome process. The process should be mechanised. Instead of the code, Bar codes should be used. At this point, the Committee endorses the Commission's proposal of bar coding. In Commission's word, " The coding of all the answer sheets manually one by one is a highly complex, tire some, time consuming system which requires a special kind of skill and expertise. The APSC Conduct Rule has provided that

the coding and subsequent decoding should be done by ONE PERSON only. As on today there is a lone person capable of doing the job. A Damocles sword of human error always looms over.

❖ The manual Coding system should be replaced with computer generated BAR CODING system. This will reduce time, toil and ensure error free exercise.

❖ Digitization of records is another area of ICT intervention through which speed and accuracy may be brought in. This will also ensure quick and in-time service delivery under RTI Act.”

For Bar coding the answer scripts may be perforated in three sections. In the first section there will be as usual the details of the candidate and the bar code. In the second section there will be the marks summary and the bar code and in the third section, there will be the invigilators signatures and bar code.

Once the answer scripts are opened, the first section shall be torn out and scanned. This torn out part is then filed. The answer script is then given to the evaluator for evaluation. Once the evaluation, scrutiny and tabulation are done, the summary of the marks is filled up and returned to the Commission, the second part is torn out and scanned. The system will automatically integrate this second part to the already scanned first part.

This will help two ways, one – the scanned copy will record the marks originally obtained by the candidate and there will be no lacunae to revise the marks again. Secondly, in presence of the Observer, the actual nos of answer scripts that are to scanned shall be fixed on the machine so that no more than that number can be scanned.

7.Recommendation(Para 4.1)

(i) That the system is badly flawed is brought out in the report of TLBC. “ It appears from random checking that Board members have absolute discretion in allotment of marks to the candidates.

Marks awarded by some of the interview Boards to candidates:

Roll No 898

1 st member	68 out of 70
2 nd Member	69 out of 70
Expert	35 out of 50
Resume	8 out of 10

Total	180 out of 200 (90%)

Roll No 5145

1 st member	67 out of 70
2 nd Member	69 out of 70

Expert	45 out of 50
Resume	09 out of 10

Total	190 out of 200 (95%)

It is clear that these high marks were given to them so that they can come within the range of selection, because all the above are close relatives of the members/ Chairman of the Commission”

Such types of influence to change the merit of a candidate through the interview marks are bound to continue in a small state setting even if other reforms are put in place. It is difficult to really assess the personality of a person in a brief period of 20 minutes. While it is essential to form a general impression of the person, it is necessary to ensure that the interview marks do not unduly tilt his merit position either way. The SC has directed that the maximum of interview marks should not be more than 12.2%. We would like to recommend that considering the overall situation related to APSC it may be fixed at the same level.

(ii) The Committee would also like to make the following recommendations.

- 6) There should be three interview Boards. Government should ensure that the vacancies of members are filled up. With 7 members in position it should be possible to form 3 Boards daily. It will also expedite the whole process.
- 7) Half an hour before the time for interview the Boards should be constituted by lottery.
- 8) Two Members of the APSC, one expert from the government not below the rank of Secretary to the government, and 1 or 2, preferably two experts (drawn from persons of repute in public life, renowned academician, administrators, professionals, senior private sector professionals) should form the Board.
- 9) Minimum of 20 minutes should be given to each candidate.
- 10) The system of allotting marks for each Board member should be discontinued. The Board should function as one and not just several members working independently. After each interview the Chairman of the Board should decide on a consensus mark to be given. There should be no overwriting and marks recorded in numerals and in words. Each day the sheet should be signed by all and immediately scanned. The bar codes should immediately tabulate the marks and expedite the process of preparing the merit list. The copy should be sealed for future reference.

The Chairman of APSC should brief all the Board members about the procedure and general guidelines on the first day of the interview for each Board. One such Board should continue for a week or two weeks as may be convenient so that there is as much uniformity in the interview as possible.

8. Recommendation (Para 5.4)

(i) The Committee is of the opinion that evaluation in case of competitive examination is not strictly similar to that of the regular course examination where text books are taken as the base. While evaluating the answer scripts of competitive examination as there are several Examiners for evaluation of the answer scripts relating to a subject, each Examiner will have his own perception as to what is the right answer and each examiner will have his own method of awarding marks. While some may be highly conservative in awarding marks, some may be highly liberal or 'generous' in awarding marks. This underlines the necessity to adopt certain procedural safeguards to ensure that no candidate is unduly benefited or placed at a disadvantage, vis-a-vis the other candidates and to ensure that the evaluation is uniform and consistent as far as possible. The Committee therefore recommends that comprehensive guidelines should be prepared for the examiners in consultation with experts if necessary by outsourcing, so that such deviation in awarding marks can be minimised.

(ii) Finding devoted question setters/ examiners from the serving teachers is a difficult task as reported by the Commission. The Committee suggests that the Commission should focus their attention on the retired experienced college and university teachers. This will lessen their burden of mobilizing examiners/question setters. The penal so prepared should be changed at an interval/ from time to time.

(iii) The Commission should ensure that the evaluation of answer scripts is done centrally. Necessary infrastructure may be arranged for that. Government should also ensure in consultation with the Higher Education Department that a system is devised by which the teachers engaged in such work are given permission without any loss financially or in terms of leave available. An in-house evaluation system would help the Commission in two ways- 1) the commission will get the evaluation done quickly and ii) the chances of leakage will be minimized.

(iv) Moderation of evaluation is a serious problem in any examination. It is suggested that the question setters should brief the examiners about the intent behind the questions and the expected answers. Such a briefing was not possible when the evaluation was done individually at home. Under the new system of in house evaluation it should be possible and would be worthwhile trying.

(v) Much time in manual tabulation can be saved if a system is introduced to scan the first page mark foil immediately after the evaluation is complete. If bar codes are used as suggested by us, the marks would be immediately tabulated.

9. Recommendation

The Committee endorses here the views of the Commission regarding question paper setting, moderation and printing. The Commission feels that in this area intervention is required only in respect of the **venue of question paper setting**. At present, the experts set the question papers sitting at their residences or at workplaces. Such practice is not satisfactory and we would like to recommend that question paper setting job should be done **IN-HOUSE** i.e. inside the Commission office complex. At present the commission has adequate space for the purpose. But

the experts, who are in serving personnel, do not get leave for this job. We would like to suggest that more and more retired persons should be engaged and for the serving personnel, government should modify rules to enable their participation.

10. Recommendation

The Committee understands that the Commission has put in place a lot of measures to prevent any leakages. But public impression is an important factor; in this case, the image of the APSC is very poor and public confidence in the efficacy of the system is also very low. The effectiveness of any system in place depends on the reputation of human elements that make the system work. Thus, what counts actually is the integrity and commitment of the persons handling the sensitive matters. The Committee therefore recommends that the placement of persons to handle sensitive matters should be thoroughly checked and **no person who has any background of criminal records, disciplinary proceedings, corruption charges, etc shall be engaged at any of the stage of the Examination. Persons handling confidential matters should be screened, selected not necessarily on seniority and not allowed to be in that position for too long. This will go a long way to restore the image of the Commission.**

11. Recommendation (Para 7.3 & 7.4)

(i) We strongly recommend that as mentioned in many orders of the Hon'ble courts, government should frame clear rules and procedure for selection of Chairman and Members of the APSC. The TLBC has outlined a procedure for such selection and has given the rationale for such recommendation (TLBC Recommendations no. 1-6). We endorse the recommendations with the following modification.

A Search Committee will be formed with the Chief secretary as Chairman and the State Vigilance Commissioner and a nominee of the Chief justice of the High Court not below the rank of District Judge as members to prepare a panel of names for appointment as members of APSC as and when vacancy arise for submission to the Chief Minister. The Committee will also prepare a similar panel for appointment as Chairman of APSC. A Committee of CM as Chairman and Leader of the Opposition and a nominee of the Chief Justice of the High Court as members will select a name for recommendation to the Governor for appointment as Chairman. The nominee of the Hon'ble Chief justice in the committee should be a person of eminence in public life or one qualified to be a judge of the High Court.

12. Recommendation (Para 7.6)

- (iv) The Secretary should be in overall charge of administration and examination. He should be an officer of the rank of Additional Secretary, preferably an IAS officer and should be on deputation for not less than three years. He should hold the position as independent charge.

- (v) The Secretary will be assisted by Joint Secretaries (in the rank of Deputy Secretary to the government) who will be in charge of different sections like administration, CCE examination, other examinations etc. If possible the CC Examination process may be split into different sections like 'question paper', 'holding of examination and answer

scripts', interview' and can be put under independent charges. The present CE and Dy. CE can be suitably relocated accordingly and if necessary new promotion posts at that level can be created. All the Joint Secretaries will be on deputation for three to five years.

- (vi) The different branches will function independent of each other but the coordination of time schedule etc will be done at the level of Joint secretary. The Joint Secretaries will report directly to the Secretary.

13. Recommendation (Para 7.7.3)

(i) The Committee has examined the proposal of the Commission. The Committee has discussed this issue with educationists, administrators etc but have not found any support for this idea from any quarter. While it may save APSC many problems it may frustrate the very purpose for which such examinations are held. Objective questions or OMR system of examination cannot rule out the elements of chance. The capability to think and express is an essential attribute of a civil servant. An OMR system of examination does not adequately bring out these attributes. In fact, it is widely recognised that in the objective papers of the preliminary examinations chance plays a major role. Many of the PCSs and UPSC also provide for negative marking in objective questions. We also recommend that 50% negative marking should be introduced in the objective question papers.

The Committee is of the view that the purpose for which this proposal has been mooted can well be taken care of if the challenges of revision of syllabus as proposed is taken. The proposed revision of syllabus would drastically reduce the time consumed in setting of question papers, evaluation of answer scripts, etc. Responses have been received from various quarters that such revision would not help because the problem of getting question setters will remain as all the proposed papers of general studies are actually combination of various subjects and therefore problem of getting question setters from various subjects will remain. This response has no ground because such problem will be only temporary. The Commission may soon be able to set up a panel of paper setters and examiners for General Studies who would be able to handle this problem efficiently.

(ii) The Committee also suggests, with the objective of getting the most suitable persons for the premier civil service, that there should be a qualifying mark in each paper of 33% for unreserved category and 25% for reserved category. The qualified candidates will be shortlisted for the main examination on merit (the number to be decided on the ratio of 12 per vacancy).

14. Recommendation (Para 7.7.3)

(iii) The Committee recommends that the pattern of Preliminary examination be modified by eliminating the optional subject and redesigning the General Studies paper. The pattern may be opted as follows:

Paper I – General studies = 200 marks

Paper -II General Aptitude and English language ability test.
Both the papers will be objective type with two hour's duration carrying 200 marks.

Details of the Papers are given at Annexure- II

As regards Main Examination, the Committee decided to retain the conventional essay type in case of compulsory subjects for the above examinations i.e. General English and General Studies as per prevailing procedure.

The Committee recommends that the written examination should consist of the following five papers which will be descriptive /analytical. All these papers will be compulsory and there will be no optional papers. In that way all the complications evaluation would be avoided. As shown in the Annexure-III, there will be special emphasis in these papers on the history, culture, ethnicity, governance, geography of Assam and the NE region. The exercise of drawing up the syllabi should be taken up immediately. A candidate must take all the papers listed below which will also consist of question paper of brief, medium, long answer and descriptive type question.

There shall be paper on Language which will be of qualifying nature. Under this paper, the candidates will have to qualify either in General Assamese/ Bengali/ General English (only for candidates of Hills districts) or Bodo. The standard of General Assamese/ Bengali / General English or Bodo will be that of Senior Secondary Level.

The time allowed for each paper shall be 3 hours except the language paper which be of two hours duration.

Paper	Subject	Marks	Time
I	General Studies –I	200	3 Hours
II	General Studies-II	200	3 Hours
III	General Studies-III	200	3 Hours
IV	General English	200	3 Hours
V	Language (Qualifying)	100	2 Hours
	Interview	100	

(The Rajasthan PSC Syllabus may be seen at Annexure- III as model

15. Recommendations (para 7.8)

The Committee is satisfied with the procedure so far in place in terms of security of the strong room; but is of the view that keeping a set of keys with the authority like Chairman is not in tune with his position of a Constitutional body. This is a type of routine function and the Committee is of the view that this function can be entrusted to the Secretary of the Public Service Commission together with the Principal Controller of Examination.

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Government of Assam

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Shri Dipak Kumar Sarma IAS
Secretary, Revenue Department
Member, Committee on C C Examination Reforms.

Sd/
Shri U. Hazarika
Joint Secretary, Personnel etc Departments
Member Secretary
Committee on C C Examination Reforms.

Annexure- II

Preliminary Examination: Tentative Syllabus pattern **Paper: General Studies (Objective Type) paper I** **(Each question of I mark)** **Time= 2 Hours: Maximum Mark = 150**

Unit I : Indian History, Culture and national Movement-

Part-A: Indian History (excluding Assam) from Prehistoric days to Government of India Act 1935

Part B: History and culture of Assam

Unit II: India and World Geography

Part-A: Geography of World

Part-B: Geography of India

Part-C- Geography of Assam

Unit-III: Political System: India and the World

Part-A: national- Parliamentary system- Coalition politics- regionalism- casteism-, terrorism-separatism- Welfare of SC/ST and backward cases- Gender politics- electoral reforms-National integration- Nuclear policy-environmental issues-economic and financial reforms-institutional reforms concerning MNREGA, NRHM, JNNURM PPP-civil society-Lok pal and Lok ayukt-other related

Part B- International- UN-International Organization-Global environmental concern- SAARC, ASEAN.SAFTA and other regional groups- India's approach to major world issues- BRICS-others

Part-C: Constitution of India

Part : D- Constitution and State Politics in Assam(In terms of Constitution)

Unit-IV: Economic and Social Development

Part-A: Characteristics of India Economy -National-Economic Policy-Macroeconomic concepts NI, inflation-etc Poverty eradication-unemployment-HDI-Census: India's demographic characteristics-Natural resources- energy resources-Urbanisation & effects-Union Budgets- Tax reforms- banking- end of Plan era- Indian Agriculture-Indian Financial/ money/ capital/ security market- Insurance sector-Public finance

Part B:-International economic institutions-WTO-IBRD-IMF-WB-SAARC-ASEAN-SAPTA,BRICS-OPEC- FFERA, FEMA, PMLA, - WHDI

Part-C: Assam economy.

Unit-V: Science, technology and sustainable development:

Ecology and environment-Physical science- matter and its states-acids- bases- and salts- origin and distribution of elements-hard and soft water-...Mechanics- Life science- Physical world-Discovery of scientific laws.

Unit-VI: Current events of international- national and State importance;

Paper:II: General Aptitude and English language ability test (Objective Type) (Each question of 1 mark) Time= 2 Hours: Maximum Mark = 150

Unit-I: Aptitude- Statement/ propositions- syllogism- analogies- similarities and differences – observations-

Unit-II: communication and interpersonal skill- word building- coding- decoding numerical operations- synonymous and antonymous.

Unit- III: Logical and analytical ability

Unit-IV: Decision- decision making and problem solving- visual memory- discrimination- coding and decoding- assertion and reason.

Unit-V – General mental ability

Unit-VI Numerical identification

Unit-VII Statistical analysis

Unit-VIII- English language ability test
