

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
SERVICES DEPARTMENT
DELHI SECRETARIAT, 5TH LEVEL, 'B' WING,
1.P ESTATE, NEW DELHI-110002.

F.No.10 (496)/COORD/C.S./2022/2528-2531

Dated:- 12/8/2022

ORDER

As per DoP&T, GoI's guidelines/instructions, process for framing of Recruitment Rules/ Service Rules has to be started as soon as a decision is taken to create new post/ Service or to upgrade any post or restructure any service. Similarly, the Recruitment Rules/ Service Rules should be reviewed once in 5 years with a view to effecting such changes as are necessary to bring them in conformity with the changed positions, including additions to or reductions in the strength of the lower and higher level posts. In this regard, for details, consolidated guidelines issued vide DoPT, GOI OM No. AB.14017/48/2010-Estt..(RR) dated 31st December, 2010 on the subject matter of "Revision of guidelines for framing / amendment / relaxation of Recruitment Rules" be referred.

In this regard, on the directions of worthy Chief Secretary, Delhi, Services department collected information about pending cases of framing /amendments of Recruitment Rules for different posts in the departments of GNCT of Delhi from all departments.

Analysis of the information received revealed that out of the total 147 pending cases of framing/reviewing of RRs, only 62 cases have been submitted to UPSC/Services department. It is also noted that the departments are not adhering to the aforesaid instructions of review of Recruitment Rules in every 5 (Five) years. The following are the grounds required to be considered during review of existing RRs:

(Signature)

12.08.22

कुलानंद जोशी
Kulanand Joshi
विशेष सचिव सेवाएं
Spl Secretary (Services)

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- (i) Creation/abolition of posts
- (ii) Pay revision/upgradation
- (iii) Up-gradation/ revision of qualifications if needed considering the duties/responsibilities of posts and needs of the organization concerned.
- (iv) Cadre re-structuring of post
- (v) Change in classification
- (vi) Any other changes which are required to be effected to bring the provision of RRs in conformity with the changed position such as additions or reductions in the strength of the posts available in hierarchy.

As per prevailing guidelines, the existing pay scales are required to be substituted by the new pay structure notified by the Government (Pay Band and Grade Pay/Pay Scale) straightaway without making a reference to the Department of Personnel and Training (DOP&T)/Union Public Service Commission (UPSC). However, it is noted that these provisions are also not being updated by the Departments subsequent to revision of pay as per CPC's recommendations notified by Govt. of India.

Non-review of Recruitment Rules may lead to selection of candidates on the basis of qualifications and experience existed in the RRs which may not be in conformity with the changed circumstances and needs associated with the post. Sometimes, it is noted that due to non-review of RRs on time, promotions are effected on the basis of eligibility service prescribed therein which may not be in conformity with the guidelines of GoI and may result in undue jump in pay and promotion of such incumbents without opportunity to demonstrate their competence/potential for holding the higher post.


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Spl Secretary (Services)

Keeping above position in view, Worthy Chief Secretary, Delhi has ordered that in all the cases of framing /amendment of Recruitment Rules pending with departments, approval of the Competent Authority be obtained and the Rules be notified by 31.12.2022. Further, all the departments will undertake the exercise of reviewing existing Recruitment Rules for various posts existing in the departments as per instructions contained in DoPT OM dated 31.12.2010 and furnish a certificate to the effect to Services department by 31.12.2022.



12.08.22

(Kulanand Joshi)**Spl. Secretary (Services)**

Copy for information and further necessary action to :

1. All HODs, GNCT of Delhi
2. Staff Officer to Chief Secretary, Delhi
3. All Additional Chief Secretaries/Principal secretaries/Secretaries GNCT of Delhi for information
4. Guard File



12.08.22

(Kulanand Joshi)**Spl. Secretary (Services)**

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