

FAQ in respect of AIS II (Cadre Desk)

Sl. No.	FAQ	Remarks										
1.	What are the norms for fixing the strength at various levels of IAS (Cadre) Posts in States/Joint Cadres?	<p>The norms fixed for various levels of IAS (Cadre) Posts in States/Joint Cadres are as follows:-</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Level of Posts</th> <th style="text-align: center;">Fixed norms</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Apex Level</td> <td style="text-align: center;">2%</td> </tr> <tr> <td style="text-align: center;">Above Super Time Scale</td> <td style="text-align: center;">8%</td> </tr> <tr> <td style="text-align: center;">Super Time Scale</td> <td style="text-align: center;">30%</td> </tr> <tr> <td style="text-align: center;">Senior Scale</td> <td style="text-align: center;">60%</td> </tr> </tbody> </table>	Level of Posts	Fixed norms	Apex Level	2%	Above Super Time Scale	8%	Super Time Scale	30%	Senior Scale	60%
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2.	Where can one find the cadre rules for the IAS?	<p>The IAS (Cadre) Rules, 1954 as amended from time to time are available on this Department's website. The path is www.persmin.nic.in → Acts & Rules – All India Service (AIS) Rules – Revised All India Service Rules (Vol. II) – Indian Administrative Service (Cadre) Rules, 1954.</p>										
3.	How many cadres of the IAS are there at present?	There are 24 cadres / Joint cadres of the IAS at present.										
4.	Is there any cadre of the IAS for the Centre?	<p>No. The IAS Officers come to Central Government on deputation basis under 'Central Staffing Scheme' to man various levels of posts in the Central Ministries/Departments. The State Governments have been provided 'Central Deputation Reserve' @ 40% of the Senior Duty Posts or Cadre Posts for this purpose.</p>										

FAQ in Respect of AIS II (Pension Desk)

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1.	Voluntary retirement of IAS officers	<p>The services division (AIS-II) of the Department is concerned with cases of voluntary retirement under Rule 16(2A) of AIS(DCRB) Rules, 1958. Cases of IAS officers who completed 20 years of qualifying service or any date thereafter to be specified in the notice and not attained 50 years of age fall under Rule 16(2A) of AIS(DCRB) Rules, 1958.</p> <p>Concerned State Government is the competent authority to accept voluntary retirement under Rule 16(2) of AIS(DCRB) Rules, 1958. Cases of IAS officers who have completed thirty years of qualifying service or have attained fifty years of age fall under Rule 16(2) of AIS(DCRB) Rules, 1958.</p> <p>Voluntary retirement of IPS and IFS is dealt by the respective cadre controlling authorities i.e. Ministry of Home Affairs and Ministry of Environment and Forests.</p>
2.	Permission to the IAS officers for post retirement commercial employment.	<p>Rule 26 of the All India Services (DCRB) Rules, 1958 regulates the post retirement commercial employment of retired AIS officers.</p> <p>As per rule 26 of the All India Services (Death-cum-Retirement Benefits) Rules, 1958 a pensioner shall not accept any commercial employment before the expiry of one year from the date of his retirement, except with the previous sanction of the Central Government. Further, the previous sanction may be granted by the State Government concerned on whose cadre the member of the service is borne and who is not holding a post higher than a post in the pay scale of Rs.22400-24500/- (pre revised) and has not worked under the Central Government during the preceding three years prior to his retirement from the service.</p> <p>Aforesaid rule also provides that if a pensioner accepts a commercial employment</p>

without such sanction, it shall be competent for the Central Government to declare by an order in writing that he shall not be entitled to the whole or such part of the pension and for such period as may be specified in the order. However, no such order shall be made without giving the pensioner concerned an opportunity of showing cause against such declaration.

For permission of the Central Government under Rule 26 of AIS (DCRB) Rules, 1958, retired AIS officer is required to apply in prescribed profarma schedule 'L' for taking up post retirement commercial employment.

The procedure as follows is adopted in processing applications for grant of permission under Rule 26 of AIS(DCRB), Rules, 1958 to accept post retirement commercial employment:-

On receipt of the request from retired IAS officer in prescribed profarma Schedule L, comments of concerned Ministries/Departments /State Governments where the officer had served during the period of three years prior to his/her retirement, are sought. They are required to give their comments taking into consideration the factors given in Rule 26(3) of AIS(DCRB) Rules, 1958. Rule 26 (3) of AIS(DCRB) Rules, 1958 provides that in granting or refusing permission under sub-rule (1) or sub rule (2) to a pensioner for taking up any employment, the Central Government or the State Government, as the case may be, shall have the following factors, namely:-

- (i) whether the organisation the pensioner proposes to join has any conflict of interest or activities prejudicial to India's foreign relations, national security and domestic harmony; and whether the organisation is undertaking any form of intelligence gathering;
- (ii) whether the pensioner has been privy

		<p>instances of corporate misgovernance etc. They are also required to clarify if the emoluments and pecuniary benefits offered by the proposed employer to the pensioner are far in excess of those currently prevalent in the industry. Department of Revenue is required to examine the proposal from the angles of income-tax, customs, enforcement etc.</p> <p>In case the organization is not based in India and/or is not controlled by Indian citizens, the comments of Ministry of External Affairs and Internal Security in MHA are sought on the issue whether the organization the pensioner proposes to join has any conflict of interest or activities prejudicial to India's foreign relations, national security and domestic harmony, and whether the organization is undertaking any form of intelligence gathering.</p> <p>(ii) Due diligence concerning applicant:</p> <p>Vigilance status of the applicant is obtained.</p> <p>Views/comments of the Ministries/Departments in which the applicant was posted in the three years prior to retirement are sought under Rule 26(3) of AIS(DCRB) Rules, 1958.</p>
3.	Deputation of IAS officers under Rule 6(2)(ii) of IAS(Cadre) Rules, 1954.	<p>Pension Desk is concerned with deputation of IAS officers under Rule 6(2) (ii) to an autonomous body, trust, society, etc. not controlled by the Government, or a private body. Such autonomous or private bodies fulfil all four of the following criteria:</p> <ul style="list-style-type: none">a) they are functionally autonomous of the Central and State Governments;b) they are not substantially funded by the Central and State Governments;c) the Central or State Governments do not have powers to give them directions; and

to sensitive or strategic information in the last three years of his service which is directly related to the areas of interest or work of the organisation which he proposes to join or the areas in which he proposes to practice/consult,

(iii) whether there is conflict of interest between policies of the office(s) held by the pensioner during the last three years and the interest represented or work undertaken by the organisations he proposes to join. Such conflict of interest, however, should not be interpreted narrowly to mean normal economic competition with Government or its Undertakings,

(iv) whether the service record of the pensioner is clear, particularly with respect to integrity and dealings with Non-Government Organisations,

(v) the emoluments offered by the proposed employer to the pensioner and whether the proposed emoluments and pecuniary benefits are far in excess of those currently prevalent in the Industry. (The word "far in excess" should not be narrowly interpreted to cover increases in such benefits that may be result of buoyancy in the industry or in the economy as a whole); and

(vi) any other relevant factors."

Comments of concerned Ministries/Departments/State Governments are mandatory.

Procedure for due diligence:-

(i) Due diligence concerning organisation :

Comments with regard to the Organisation (registered under the companies act) the applicant proposes to join are sought from Ministry of Corporate Affairs and D/o Revenue. Ministry of Corporate Affairs is required to examine in the light of

		<p>d) they are not companies (except Section 25 companies) registered under the Registration of Companies Act. Provided further that deputation to section 25 companies shall be allowed only on standard government deputation terms.</p> <p>Deputations are allowed only to officers who have served at least 9 years in the cadre, are clear from vigilance angle and have not dealt with the borrowing organisation in the last five years. Neither the officer nor any of his/her blood relations should have been connected with the setting up of or management of the organisation. There will be a mandatory cooling off after every period of deputation under Rules 6(1) and 6(2) (ii).</p>
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FAQ in respect of AIS-III Section

Sl. No.	Question	Reply
1.	How much period of ex-India leave in conjunction with official duty may be given to a member of All India Services?	It has been decided to raise the maximum period of ex-India leave in conjunction with official duty to 3 weeks while adhering to the limit of 50% of the period of official duty abroad. However, in the case of official visits of duration less than 8 days, the limit of 50% may be relaxed and ex-India leave upto a maximum of 4 days may be granted. The power to grant such leave is delegated to the State Governments and Ministries/Departments of the Government of India subject to the condition that further leave shall not be permitted above such limits under any circumstances and no reference shall be made to the Department of Personnel and Training in this regard.
2.	What is the minimum period of service prescribed for being eligible for grant of study leave?	A member of service should have at least rendered 7 years (6 years for Northeast Cadre) of service before he can be considered for grant of study leave.
3.	What is the maximum period for which leave can be granted to a member of service?	No member of the service can be granted leave of any kind for a continuous period exceeding five years.
4.	Whether State Govts. and Ministries, Departments of Government of India have been delegated the power to sanction private visits abroad which are purely personal without any sponsorship and not liable to official visit further such visits can be undertaken E.L and H.P.L?	Yes. Such visits can be undertaken on leave due and admissible whether E.L or H.P.L.

FAQ in respect of AIS-II (Pay Desk)

What are the promotional grades available to an officer appointed as a Direct Recruit / Regular Recruit in Indian Administrative and what are their different eligibility criteria.

After appointment of the as Regular Recruit in the Junior Scale (Pay Band- 3: Rs.15600-39100 plus grade pay Rs.5400) of IAS, the officer is eligible to be appointed on promotion to the following grades of Service:

<u>Grade/Pay Structure</u>	<u>Elegibility Criteria</u>	<u>Composition of Screening Committee</u>
(i) Senior Time Scale : Pay Band- 3: Rs.15600-39100 plus grade pay Rs.6600;	An officer is eligible for appointment to the Senior Time Scale on completion of 4 years' service, subject to the provisions of rule 6A of the IAS (Rectt.) Rules, 1954. Subject to availability of posts, this scale can be allowed from or after 1 st January during the relevant year in which officers become eligible for this scale.	A Committee consisting of the Chief Secretary and two officers of atleast Supertime Scale level of the State Government concerned shall evaluate the performance of the eligible officers for deciding their suitability for promotion to posts in the Senior Time Scale.
(ii) Junior Administrative Grade : Pay Band- 3: Rs.15600-39100 plus grade pay Rs.7600;	An officer is eligible for appointment in the Junior Administrative Grade on completing 9 years of service. This grade is non-functional and shall be admissible without any screening, as a matter of course, to all the officers of the Senior Time Scale from 1st January of the relevant year , except in cases where any disciplinary / criminal proceedings are pending against the officer.	N.A.
(iii) Selection Grade : Pay Band- 4: Rs.37400-67000 plus grade pay Rs.8700;	An officer of the Junior Administrative Grade shall be eligible for appointment to the Selection Grade on completion of 13 years of service as per the proviso to	A Committee consisting of the Chief Secretary and two officers of the concerned State Government, in the Supertime

	rule 3(2A) of the IAS (Pay) Rules, 1954. This grade will be available from or after 1 st January of the relevant year subject to availability of vacancies in this grade.	Scale or above, shall screen the eligible members of the Service for promotion in this grade.
(iv) Super Time Scale : Pay Band- 4: Rs.37400-67000 plus grade pay Rs.10000;	The members of the Service who are working in the Selection Grade and have completed 16 years of service shall be eligible for appointment in the Supertime Scale <i>at any time during the year</i> of their eligibility, subject to availability of vacancies in this grade.	The Screening Committee to consider officers for promotion in this scale would consist of the Chief Secretary as Chairman and 2 officers working in the grade of Principal Secretary within the State Government concerned, as members. If, however, there is only one officer working in the grade of Principal Secretary to the Government available in the cadre, the senior-most Supertime Scale officer available in the cadre may be included in the in the Committee.
(v) Above Super Time Scale : HAG Scale : Rs. 67000 – (increment @3%)-79000;	The zone of consideration for promotion in this grade may consist of the Supertime Scale level officers who have completed 25 years' service. Promotion of officers thus cleared could be made <i>at any time during the relevant year</i> , provided vacancies in this grade are available.	The Screening Committee to consider officers for promotion in this scale will consist of the Chief Secretary as Chairman and one senior-most officer each working in the grades of Chief Secretary to the Government and Principal Secretary to the Govt. respectively in the cadre, as members. If an officer of the

		<p>grade of Principal Secretary to the Government is not available in the cadre, the senior-most officer of the same level of the cadre working in the government of India may be taken as a member.</p>
<p>(vi) Apex Scale : Rs.80,000 (fixed)</p>	<p>The zone of consideration for promotion in this grade would consist of all the members of the Service who have completed 30 years of service. Appointment in this grade would be made from amongst the officers thus cleared, <i>at any time during the relevant year</i> and subject to the provisions of rule 9(7) of the I.A.S. (Pay) Rules, 1954.</p>	<p>The Screening Committee for this purpose shall consist of the Chief Secretary concerned, one officer working in this grade in the cadre and another officer of the cadre serving in Government of India in the same grade</p>