

FUTURE OF CIVIL SERVICES

Under guidance of
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- ▶ Is the current recruitment process the best way to select civil servants?
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Perception of Effective Civil Servant

- ▶ Mansa: Integrity, Empathy, Compassion, Emotional Intelligence, Humility, Pragmatic
- ▶ Karmana: Energy, Responsiveness, Innovative Effectiveness, Efficiency, Punctuality
- ▶ Vacha: Accessibility, Politeness, Team work, Transparency

Effectiveness

- ▶ Time bound delivery of services
- ▶ Gets the work done and not a excuse giver
- ▶ Goes for substantial work and not just cosmetic changes
- ▶ Provides sustainable solutions
- ▶ Takes his team along
- ▶ Uses his discretion in interest of weaker section
- ▶ Optimum utilization of resources
- ▶ Learns from Failure

Is the current recruitment process the best way to select civil servants?

- ▶ **UPSC** : Unpredictable Public Service Commission
- ▶ UPSC : Upholder of Merit at the same time not compromising representativeness
- ▶ Current process is comprehensive but few issues are there

▶ Issues: Transparency and Parity

▶ Transparency

- ▶ Prelims Answer key
- ▶ Scaling Formula

▶ Parity

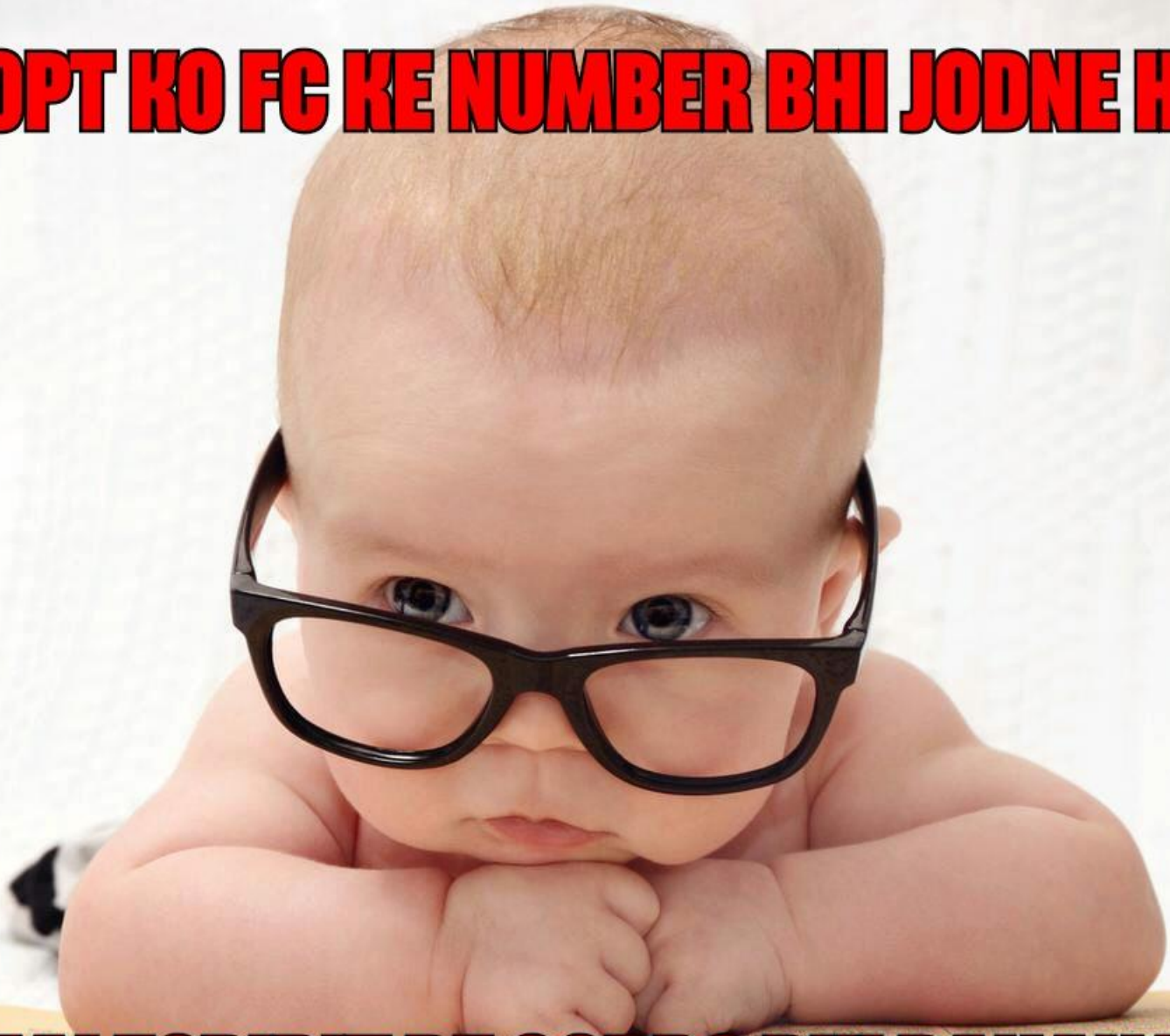
- ▶ Optional
- ▶ Medium
- ▶ Inter-board parity
- ▶ Linguistic parity
- ▶ 4 attempts

What should be the basis of service allocation?

On the basis of UPSC marks alone

- ▶ Constitutional Body
- ▶ Minimum scope for Malpractices
- ▶ The question of rank Improvement - FC-Mains?
- ▶ Too long process
- ▶ Mental Stress associated with uncertainty
- ▶ Limitations of FC

DOPT KO FC KE NUMBER BHI JODNE HAI



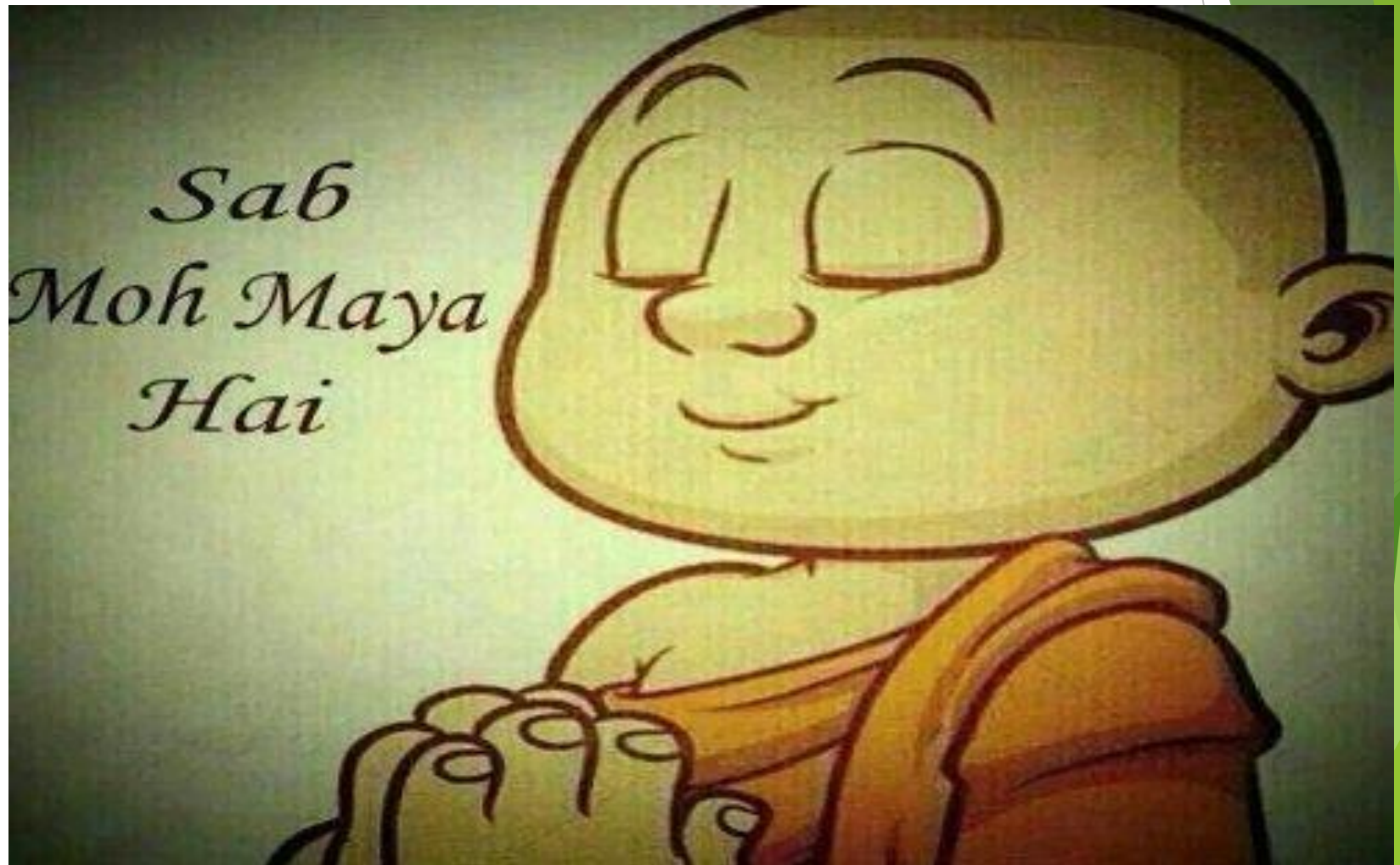
**FC MAI ESPIRIT DE CORPS BHI BANANA HAI
AISE KAISE CHALEGA DOPT**

Optimum Age for Entry in civil Services?

21-28

- ▶ Age is just a number?
- ▶ Energy
- ▶ Catch them young: Wet soil
- ▶ Scope for grooming
- ▶ Idealism with adaptability
- ▶ Parity for people from all academic background
- ▶ Adequate time for failure
- ▶ Longevity of career

Where do you see yourself
after 30 years?



Where do you see yourself after 30 years?

- ▶ If Alive
- ▶ Happy
- ▶ Healthy
- ▶ Family Life
- ▶ Satisfied
- ▶ Without regret
- ▶ Dignified existence
- ▶ Rich with experience
- ▶ Using my experience for the benefit of the world

A LIFE LIVED IN THE
SERVICE OF OTHERS IS
A LIFE WELL LIVED



Thank You...!!!