

**Role of recruitment agencies in State Government****1. State Public Service Commission**

Parallel to the Union Public Service Commission (UPSC) at the Centre, there is a State Public Service Commission (State Public Service Commission) in a state. The same set of Articles (i.e., 315 to 323 in Part XIV) of the Constitution also deal with the composition, appointment and removal of members, power and functions and independence of a State Public Service Commission.

**Composition**

A State Public Service Commission consists of a chairman and other members appointed by the governor of the state. The Constitution does not specify the strength of the Commission but has left the matter to the discretion of the Governor. Further, no qualifications are prescribed for the commission's membership except that one-half of the members of the commission should be such persons who have held office for at least ten years either under the government of India or under the Government of a state. The Constitution also authorizes the governor to determine the conditions of service of the chairman and members of the Commission.

The chairman and members of the Commission hold office for a term of six years or until they attain the age of 62 years, whichever is earlier (in the case of UPSC, the age limit is 65 years). However, they can relinquish their offices at any time by addressing their resignation to the governor.

The governor can appoint one of the members of the State Public Service Commission as an acting chairman in the following two circumstances:

- a) When the office of the chairman falls vacant; or
- b) When the chairman is unable to perform his functions due to absence or some other reason.

The acting chairman functions till the person appointed as chairman enters on the duties of the office or till the chairman is able to resume his duties.

**Removal**

Although the chairman and members of a State Public Service Commission are appointed by the governor, they can be removed only by the president (and not by the governor). The president can remove them on the same grounds and in the same manner as he can remove a chairman or a member of the UPSC. Thus, he can remove him under the following circumstances:

- a) If he is adjudged an insolvent (i.e., has gone bankrupt); or

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- b) If he engages, during his term of office, in any paid employment outside the duties of his office; or
- c) If he is, in the opinion of the president, unfit to continue in office by reason of infirmity of mind or body.

In addition to these, the president can also remove the chairman or any other member of State Public Service Commission for misbehavior. However, in this case, the president has to refer the matter to the Supreme Court for an enquiry. If the Supreme Court, after the enquiry, upholds the cause of removal and advises so, the president can remove the chairman or a member. Under the provisions of the Constitution, the advice tendered by the Supreme Court in this regard is binding on the president. However, during the course of enquiry by the Supreme Court, the governor can suspend the concerned chairman or member, pending the final removal order of the president on receipt of the report of the Supreme Court.

Further, the Constitution has also defined the term 'misbehaviour' in this context. The Constitution states that the chairman or any other member of a State Public Service Commission is deemed to be guilty of misbehavior if he (a) is concerned or interested in any contract or agreement made by the Government of India or the government of a state, or (b) participates in any way in the profit of such contract or agreement or in any benefit there from otherwise than as a member and in common with other members of an incorporated company.

#### **Independence**

As in the case of UPSC, the Constitution has made the following provisions to safeguard and ensure the independent and impartial functioning of a State Public Service Commission:

- a) The chairman or a member of a State Public Service Commission can be removed from office by the president only in the manner and on the grounds mentioned in the Constitution. Therefore, they enjoy the security of tenure.
- b) The conditions of service of the chairman or a member, though determined by the governor, cannot be varied to his disadvantage after his appointment.
- c) The entire expense including the salaries, allowances and pensions of the chairman and members of a State Public Service Commission are charged on the consolidated fund of the state. Thus, they are not subject to vote of the state legislature.

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- d) The chairman of a State Public Service Commission (on ceasing to hold office) is eligible for appointment as the chairman or a member of UPSC or as the chairman of any other State Public Service Commission, but not for any other employment under the Government of India or a state.
- e) A member of a State Public Service Commission (on ceasing to hold office) is eligible for appointment as the chairman or a member of the UPSC, or as the chairman of that State Public Service Commission or any other State Public Service Commission, but not for any other employment under the Government of India or a state.
- f) The chairman or a member of a State Public Service Commission is (after having completed his first term) not eligible for reappointment to that office (that is, not eligible for second term)

### Functions

A State Public Service Commission performs all those functions in respect of the state services as the UPSC does in relation to the Central services:

- a) It conducts examinations for appointments in the services of the state.
- b) It is consulted on the following matters related to personnel management:
  - i) All matters relating to methods of recruitment to civil services and for civil posts.
  - ii) The principles to be followed in making appointments to civil services and posts and in making promotions and transfers from one service to another.
  - iii) The suitability of candidates for appointments to civil services and posts; for to another; and transfers from one service to another; and appointments by transfer or deputation. The concerned departments make recommendations for promotions and request the State Public Service Commission to ratify them.
  - iv) All disciplinary matters affecting a person serving under the government of the state in a civil capacity including memorials or petitions relating to such matters. These include:
    - Censure (severe disapproval)
    - Withholding of increments
    - Withholding of promotions
    - Recovery of pecuniary loss
    - Reduction to lower service or rank (demotion)
    - Compulsory retirement

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- Removal from service ∓ Dismissal from service
- v) Any claim for reimbursement of legal expenses incurred by a civil servant in defending legal proceedings instituted against him in respect of acts done in the execution of his official duties.
- vi) Any claim for the award of a pension in respect of injuries sustained by a person while serving under the government of the state and any question as to the amount of any such award.
- vii) Any other matter related to the personnel management.

The Supreme Court has held that if the government fails to consult the State Public Service Commission in these matters, the aggrieved public servant has no remedy in a court. In other words, the court held that any irregularity in consultation with the State Public Service Commission or acting without consultation does not invalidate the decision of the government. Thus, the provision is directory and not mandatory.

The additional functions relating to the services of the state can be conferred on State Public Service Commission by the state legislature. It can also place the personnel system of any local authority, corporate body or public institution within the jurisdiction of the State Public Service Commission. Hence, the jurisdiction of State Public Service Commission can be extended by an Act made by the state legislature.

The State Public Service Commission presents; annually, to the governor a report on its performance. The governor places this report before both the Houses of the state legislature, along with a memorandum explaining the cases where the advice of the Commission was not accepted and the reasons for such non-acceptance.

#### **Limitations**

The following matters are kept outside the functional jurisdiction of the State Public Service Commission. In other words, the State Public Service Commission is not consulted on the following matters:

- a) While making reservations of appointments or posts in favour of any backward class of citizens.
- b) While taking into consideration the claims of scheduled castes and scheduled tribes in making appointments to services and posts.

The governor can exclude posts, services and matters from the purview of the State Public Service Commission. The Constitution states that the governor, in respect to the state services and posts may make regulations specifying the matters in which, it shall not be necessary for State Public Service Commission to be

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consulted. But all such regulations made by the governor shall be laid before each House of the State legislature for at least 14 days. The State legislature can amend or repeal them.

#### **Role**

The Constitution visualizes the State Public Service Commission to be the 'watchdog of merit system' in the state. It is concerned with the recruitment to the state services and advises the government, when consulted, on promotion and disciplinary matters. It is not concerned with the classification of services, pay and service conditions, cadre management, training and so on. These matters are handled by the Department of Personnel or the General Administration Department. Therefore, the State Public Service Commission is only a central recruiting agency in the state while the Department of Personnel or the General Administration Department is the central personnel agency in the state.

The role of State Public Service Commission is not only limited, but also recommendations made by it are only of advisory nature and hence, not binding on the government. It is up to the state government to accept or reject that advice. The only safeguard is the answerability of the government to the state legislature for departing from the recommendation of the Commission. Further, the government can also make rules, which regulated the scope of the advisory functions of State Public Service Commission.

Also, the emergence of State Vigilance Commission (SVC) in 1964 affected the role of State Public Service Commission in disciplinary matters. This is because both are consulted by the government while taking disciplinary action against a civil servant. The problem arises when the two bodies tender conflicting advice. However, the State Public Service Commission, being an independent Constitutional body, has an edge over the SVC.

Finally, the State Public Service Commission is consulted by the governor while framing rules for appointment to judiciary service of the state other than the posts of district judges. In this regard, the concerned state high court is also consulted.

## **2. Teachers Recruitment Board (TRB)**

### **Introduction**

The Teachers Recruitment Board was established in the year 1987 and entrusted with the task of recruitment of Teachers for various Departments (viz) Government Schools, Assistant Professors in Directorate of Collegiate Education, Assistant Professors / Lecturers in Directorate of Technical Education and the Directorate of Legal Studies. 1,64,455 Teachers have been selected for

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Government schools and colleges from the date of inception of Teachers Recruitment Board. Further the Board is the designated nodal agency for conducting TNTET.

#### **Objectives**

The principal objective of the Teachers Recruitment Board is to select eligible teachers based on the needs of various departments. TRB conducts all recruitments in a transparent manner with the technical support and guidance of TNeGA using advance technology.

#### **Scheme of recruitment and modernization**

Any recruitment process should guarantee full confidentiality. Therefore, TRB takes stringent measures to ensure transparency and accuracy by utilizing technology and computerization at various stages of recruitments. The entire area of the Teachers Recruitment Board premises have been fixed with CCTV surveillance camera facilities.

A well established information centre to address various issues and queries raised by the candidates relating to recruitments is functioning at Teachers Recruitment Board. All the Computer based tests conducted by Teachers Recruitment Board are monitored by CCTV Coverage. Further all district level examinations conducted by Teachers Recruitment Board are directly monitored from the State Headquarters through online mode.

#### **Transparency in Recruitment**

After conduct of written examination by Teachers Recruitment Board

- The Board publishes the answer key on the official website of Teachers Recruitment Board. All the objections / representations from candidates are scrutinized and replies furnished on the website.
- The Response Sheet and copies of questions are shared to all candidates through the website.
- All details and information about the recruitment process are published on the official website of Teachers Recruitment Board.

#### **Achievements**

In the year 2021-22, as per the notification for the direct recruitment of Block Education Officers, Teachers Recruitment Board has recruited 96 qualified candidates through written competitive examination following due process. Teachers Recruitment Board also recruited 60 qualified Computer Instructors Grade-I.

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The computer based test was conducted from 08.12.2021 to 12.12.2021. Action is being taken to release the results.

Computer based test was conducted from 12.02.2022 to 20.02.2022 for PG Assistants / Physical Director Grade -I and Computer Instructor Grade -I.

#### **Annual Planner for 2022**

A tentative annual planner for 2022 indicating the details of recruitment with vacancy details has been issued by Teachers Recruitment Board. The notification for Teachers Eligibility Test for 2022 has been issued and the exam will be conducted soon. The recruitment of Secondary Grade and Graduate Teachers, SCERT Lecturers, Assistant Professors in Government Arts and Science colleges, and Lecturers for Government Polytechnic colleges, etc., will be taken up this year.

#### **Teachers Recruitment Board - Restructuring**

As per the orders of the Government, an Expert Committee has been appointed to suggest ways and means to revamp Teachers Recruitment Board in order to improve its effectiveness. The Expert Committee recommendations are being made ready for submission to Government.

#### **Budget**

The Government has made budgetary provision of Rs.4.79 crore to this Directorate for the year 2022-23.

### **3. Medical Services Recruitment Board (MRB)**

#### **Need for a separate Recruitment Board for Medical and Paramedical staff:**

In order to fill up vacancies in various categories of posts including Medical and Para Medical Staff in the Health and Family Welfare Department without delay for ensuring health care services to the public in an effective manner, the Medical Services Recruitment Board was formed in 2012. The main objective of Medical Services Recruitment Board is to carry out all direct recruitments to fill up vacancies to various categories of posts in a speedy and transparent manner. The Medical Services Recruitment Board conducts its selection through a fair procedure by way of open advertisement in the newspapers and receives applications online. In its endeavour to provide qualified personnel, Medical Services Recruitment Board recruits Doctors, Nurses and Para Medical posts through written examination and also adopting weightage method depending on the category of posts, following communal rotation and rule of reservation in force.

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#### **Special Gateway for highly specialised Doctors: -**

MRB will also recruit Assistant Surgeon (Speciality) for Medical Post Graduates through walk-in selection process following communal rotation and the rule of reservation in force, in order to garner the services of various highly skilled doctors to provide better treatment for the public.

The aim of the Medical Services Board is to fill up all the vacancies in Government Medical Institutions in a speedy manner for serving the public. The entire selection process is done in a transparent manner, with online filling up of application forms and displaying marks scored / attained by the candidates in the website of Medical Services Recruitment Board. Also extra care is taken by the Medical Services Recruitment Board to provide adequate information to candidates with rural background about the status of their application and the selection process.

To ensure 100% job opportunities for younger generation of the natives of Tamil Nadu, Medical Services Recruitment Board will conduct compulsory Tamil eligible test for all recruitments undertaken for various posts borne in Health and Family Welfare Department as per the orders issued in G.O.(Ms) No.133, Human Resources Department (M), dated:01.12.2021.

#### **4. Tamil Nadu Uniformed Services Recruitment Board (TNUSRB)**

The Tamil Nadu Uniformed Services Recruitment Board (TNUSRB) was created for the selection and recruitment of suitable persons for the subordinate services of the uniformed departments namely Police, Prison and Fire and Rescue Service. This Board is recruiting personnel for the following posts:-

- (a) Sub Inspectors of Police (Taluk, AR, TSP)
- (b) Sub-Inspectors of Police (Technical)
- (c) Sub Inspectors of Police (Finger Print)
- (d) Grade II Police Constables
- (e) Grade II Jail Warders and
- (f) Firemen.

This Government ensures that Tamil Nadu Uniformed Services Recruitment Board has been conducting recruitment in a transparent and impartial manner based on merit and by following Government guidelines. Transparency is being augmented by employing digital gadgets during physical tests.

The Tamil Nadu Uniformed Services Recruitment Board (TNUSRB) was constituted by the Government of Tamil Nadu in November 1991 vide G.O. Ms.

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No. 1806, Home (Ser.F) Department, dated 29.11.1991 for the recruitment of personnel for the Uniformed Services like Police, Prison and Fire and Rescue Services.

#### **Organisation**

The TNUSRB consists of one Chairman in the rank of Director General of Police, one Member in the rank of Additional Director General of Police, one Member Secretary in the rank of Inspector General of Police one Superintendent of Police, one Legal Adviser, one Senior Administrative Officer, one Deputy Superintendent of Police, one Personal Assistant and 20 other office staffs.

#### **Functions and duties**

The Board is entrusted with the responsibility of recruiting personnel to the Police Department, Fire and Rescue Services Department and Prison Department for the following categories:-

Sub Inspectors:

- (i) Sub Inspector (AR, TALUK, TSP) (Men & Women)
- (ii) Sub Inspector (Technical) (Men & Women)
- (iii) Sub Inspector (Finger print) (Men & Women)

Police Constable:

- (i) Grade II Police Constables (Men & Women)
- (ii) Grade II Firemen (Men only)
- (iii) Grade II Jail Warders (Men & Women)

#### **5. Tamil Nadu Forest Uniform Service Recruitment Board (TNFUSRB)**

The Tamil Nadu Forest Uniformed Service Recruitment Board (TNFUSRB) has been established by an order of the Environment (M) Forest Department of the Government of Tamil Nadu to select the Forest Department employees such as Forester, Forest Guard and Forest Watch.

#### **Purpose**

Selection of employees for forest work

#### **Location**

Saidapet, Chennai -600 015. Tamil Nadu

#### **Forest Officer**

A forest range officer is an officer of a state forest service in a state government. In some states, they are called "Forest Range Officer", Principal Chief Conservator of Forests, Chief Conservator of Forests, Conservator of Forests, Assistant Conservator of Forests, District Forest Officer, Forest Officer. They will wear the

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prescribed khaki uniform. It has 3 three (five point) stars without stripes on the shoulder. Staff are also known as Forester, Forest Guard with Driving License, Forest Guard.

#### **Selection methods**

Officers appointed to higher posts are selected through the Central Government Staff Selection Commission and directly through the Indian Forest Service and Assistant Conservators of Forests and Forest Guards in the State Forest Service through the Tamil Nadu Government Staff Selection Commission. Hitherto, the employees, Vanavar, Forest Guard, and Forest Guard, had received the selection list on the basis of seniority through the District Employment Office, and those who were placed in it had been selected through an examination and fitness test. Now they are going to be selected through Tamil Nadu Uniformed Service Recruitment Board (like Police Fire Department).

The age limit prescribed for the post of forester should be 30 years as the educational qualification of Bachelor of Science or Bachelor of Engineering and 12th standard for the post of Forest Conservator. For the post of forester there is a written test followed by a physical fitness interview and for the post of forest conservator there is a written test and a physical fitness test.

#### **Responsibilities**

A forester's duties include protecting the forest, monitoring the forest environment, and regulating conflicts between animals and humans. Height should be 160 cm. They have to score high marks in qualifying examination and written examination. They have to cover 25 km in 5 hours. Forestry education is imparted to the selected forest rangers at the Forestry Academy. The training period is 18 months in which 35 subjects related to forestry and agriculture are taught. Salary will be provided during training period.