

Press Note

Himachal Pradesh Public Service Commission in continuation of its stride to increase the transparency and fairness in the selection process to various jobs has taken the historic decision by making changes to the selection process for filling up of various posts through Commission. The existing procedure of selection for those posts where there is no procedure defined in the R. & P. Rules prescribed for the post, the selection was based on the screening test followed by personality test and no weightage was given to the score of written test being screening test, merit was drawn purely on the basis of personality test cum viva-voce. Though the process of selection to various jobs had always been fair and based on merit but sometimes the concerns were being raised from various quarters for not giving weightage to written / Screening test score. In order to enhance the faith of candidates, fairness, impartiality and independence in the selection process, Commission in its meeting held on 18th May 2020 decided to count the score of written test for drawing the final merit in all categories of jobs being filled through HP Public Service Commission.

Henceforth for selection to such posts where the procedure is not defined in the R.&P. Rules the Commission will conduct a Subject Aptitude Test followed by the personality test cum viva-voce, wherein 65% weightage will be given to Subject Aptitude Test and 35% weightage will be given to Personality Test. Commission, in order to raise the level of attribute/standard of selected candidates also decided to put minimum qualifying criteria in both stages of selection. The minimum qualifying marks for Subject Aptitude Test will be 30% for unreserved category and 25% for reserved category, whereas for the personality test the minimum qualifying score will be 45% for unreserved category and 35% for reserved category. Besides this, instrumental procedural changes have been made to the conduct of personality test and now on the identity of the candidate will not be revealed to the Personality Test Board of Commission, neither will the Personality Test Board ask anything which might reveal the identity of candidate appearing before it, during the conduct of the personality test cum viva voce. Candidates will be allotted a particular Personality Test Board on the basis of the draw of lots to be picked up by the candidate himself/herself.

It is worthwhile to mention that in last two years Commission under the chairmanship of Maj. Gen. D.V.S. Rana, AVSM, SM, VSM (Retd.) has taken many steps to increase the efficiency of the commission by engineering some changes to core functioning of Commission office through technology intervention and strengthening of capacity and capability of the office. Major steps which deserve mention here are:

- 1) **One Time Registration of Candidates;** Introduced in April 2018, a candidate has to register only once with HPPSC in his lifetime, qualification based data can be accessed anywhere and can also be used for reference.
- 2) **On line Conduct of Examination:** Commission started the conduct of Computer Based Screening Test in May 2018, to reduce the time schedule, results are now being declared within 10 to 15 days of conduct of test. To infuse transparency in the process My

Examination My Online Review was also started with this, answer sheet with answer key is uploaded within 30 minutes of closing of the test. Secrecy is ensured by location of servers within PSC premises.

- 3) **Computer Based Examination Hall within Commission Premises:** Ultramodern computer lab with 350 laptops hp i5 core, 7th generation processor and 20 KVA power backup has been made functional within premises to reduce the dependence of commission for conduct of tests on other institutions.
- 4) **Timelines defined for disposal of requisitions:** Personality/ Screening test based 2-3 months which was 6-8 months earlier, for two tier examination 5-6 months vis -a -vis 12-14 months earlier and for three tier examination 9 to 10 months from 15-16 months previously.
- 5) **Installation of Elevator for differently abled persons :** An amount of Rupees 57 lakhs has been sanctioned for the purpose and work has been awarded to HPPWD.
- 6) Sheltered sitting facility with capacity of about 80 persons for the people accompanying the appearing candidates has also been created just outside the Office entrance.
- 7) Complete modernisation of the IT infrastructure of HPPSC office.
- 8) New interactive website of Commission has been made live with bilingual user interface.
- 9) Mobile Application of Commission launched in Jan 2018: Android as well as iOS based application for candidate facilitation.
- 10) Advanced publication of upcoming schedule of events; examination/interview for each quarter so that candidates are well informed and can plan and prepare accordingly.
- 11) Complete CCTV surveillance of HPPSC office premises
- 12) Facilitation centre for listening to the candidate grievances has been activated and complete interaction is covered in the CCTV.

Impact created by all these measures is substantiated by the fact that from year 2012 to 2016 the average no. of recommendation of candidates sent to Govt. was 600 which has been increased in year 2017 to 803, in 2018 to 1643 and in the year 2019 to 1986 which is more than three times the average of previous years. The time taken for completing the recruitment processes has been considerably reduced. The Commission completed the three tier examination process of HAS within a period of 9 months in year 2019.

Besides this, complete automation of the official business of HPPSC is underway and the software modules for automation stands already hosted and are undergoing testing.

Sd/
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