



were much more as compared with the available personnel in these services.

Setting up of Public Service Commission. The constitution fathers decided to make India a federal polity and realised that there will be regular need and necessity for recruiting personnel to our civil services. It was also realised that unless some regular arrangements were made for selecting talented persons to our services, nation could not prosper. Accordingly a constitutional provision was made for setting up a Union Public Service Commission at the Centre and a separate Public Service Commission in each state. Each Service Commission now will have a Chairman and such other members as the work may require. The members of the Commission shall be appointed by the President and Governor(s) respectively and shall hold office during good behaviour upto the age of 65. The members shall not be entitled to accept any office of profit during the period of their service or after retirement except with the prior permission of the Government. The Commissions are autonomous bodies and every effort is made to keep them out of the influence of the executive or legislature.

The Commissions are loaded with the responsibility of selecting talented persons for our services, which have been categorised into three services namely, the All India Services, Central Services and State Services. Some of the important services are Indian Administrative Service (I.A.S.); Indian Police Service (I.P.S.); Indian Foreign Service (I.F.S.); Indian Audit and Account Service (I.A.A.S.) and (A.A.S.); Indian Railway Service (I.R.S.), etc. The persons to these Services are recruited both by way of conducting the examinations as well as holding simple interviews, or by approving the promotion of departmental candidates. It may, however, be remembered that Commission makes recommendations and it is for the government to make appointments. Usually, however, the recommendations of the Commission are honoured.

Functions of Public Service Commissions. The persons recruited are given prior training in the Colleges specially set up for the purpose, before they are actually put on the job. It is after completion of training that they are offered job on probation. Only after satisfactory completion of training they are confirmed to the posts. The Commission is considered responsible for protecting rights and privileges of the persons selected by the government on its recommendations. As per Article 320 of the Constitution the Service Commissions shall perform following functions:

- (1) To conduct examinations for appointment to services.
- (2) To advise on matters relating to recruitment of civil servants.
- (3) To advise on the principles to be followed in making appointments to civil services.
- (4) To advise on all disciplinary matters affecting a Government servant, serving in civil capacity.
- (5) To suggest the ways of settling claims by or in respect of a person while serving government for the award of a pension in respect of injuries.
- (6) Any other matter which might be referred to the Commission(s) for advice.

Some of the Significant features of Indian Civil Service. For centuries together India's Civil Service has been one of the most efficient and capable civil services of the world. It was known as the steel framework of administration and still holds that reputation. Some of the significant features of our civil service are as under:

- (1) The name of Indian Civil Service has now been changed to Indian Administrative Service and our civil servants have remarkably adopted themselves to the new democratic set up. Now they are