

## 2. Methods of Recruitment

The different methods of recruitment are:

- |                        |                         |
|------------------------|-------------------------|
| (a) Direct Recruitment | (b) Promotion           |
| (c) Deputation         | (d) Absorption          |
| (e) Re-employment      | (f) Short-term contract |

**Direct recruitment** is the recruitment which is open to all candidates, eligible as per the provisions regarding age, educational qualification / experience etc., as prescribed in Recruitment Rules.

**Promotion** is method of recruitment from feeder grade post(s) to higher post in the hierarchy as per the provisions of the Recruitment Rules.

If promotion is kept as a method of recruitment, it is also necessary to lay down the number of years of qualifying service before the persons in the field become eligible for promotion. Only regular, and not *ad hoc*, period of service is taken into account for purposes of computing this service.

**Deputation** is a method of recruitment where officers of Central Government Departments or State / UT Governments from outside are appointed to post(s) in Central Government for a limited period, by the end of which they will have to return to their parent cadres. In case of isolated post, it is desirable to keep the method of recruitment of deputation / short term contract as otherwise the incumbents of such posts, if directly recruited, will not have any avenue of promotion / career progression.

**Short-term contract** is also a form of deputation where officers from non-Government bodies e.g. universities, research institutions, public sector undertakings for teaching, research, scientific and technical post(s) can come to Central Government posts.

**Absorption** and deputation are not same. There is a substantial difference between absorption and deputation. The officer, who initially comes on deputation, may be permanently absorbed in the post / grade if recruitment rules prescribe for absorption as mode of recruitment. Such absorption can be effected only in the case of officers who are on deputation from the Central / State Government.

**Re-employment.**— Armed Forces personnel, including those in the Military, Naval and Air Forces, retire at younger ages compared to other Government employees, as their duties are physically demanding. When they retire, usually between the ages of 35 and 54 depending on their rank, most ex-servicemen require assistance for resettlement. They need a second career because they are still young and active, and their responsibilities and obligations are at their peak when they are compulsorily retired. Considering their dedicated service to the country's safety and security, it is a national obligation to provide necessary facilities for their resettlement. To address this, the Central Government has introduced the "Ex-Servicemen (Re-employment in Central Civil Services and Posts) Rules." The recruitment rules regulating the recruitment of persons to Group-C and MTS posts and services under the Central Government shall be subject to the provisions of these rules and shall be construed accordingly.