

(iv) **Stagnation not adequate ground for cadre review:** Stagnation is a relevant but not the sole ground for creation of posts at higher levels. The problem of stagnation stands somewhat mitigated after introduction of Non-Functional Upgradation (NFU) and it needs to be taken into account while assessing impact of stagnation.

Fifth Central Pay Commission has suggested an ideal or rather a normative cadre structure as per which on a scale of hundred Senior Duty Posts (Total Strength-Reserves-number of posts at Junior Time Scale), the recommended strength at HAG is three, at SAG is seventeen, at NFSG is twenty, at JAG is thirty and at STS is thirty.

Senior Time Scale	30
Junior Administrative Grade	30
Non Functional Grade	20
Senior Administrative Grade	17
HAG	03

Grade Structural Ratio %age of Duty Posts Year

STS 30	5 years
JAG 30	9
NFSG 20	14
SAG 17	17
HAG 3	25

With the introduction of Non Functional Upgradation (NFU), the demand for competitive mobility may subside as it will ensure uniformity at least in terms of financial upgradation across

Need for adequate recruitment planning-

The total additional manpower requirement over the review period is the sum total (i) maintenance needs (ii) growth needs and (iii) a portion of the gap proposed to be made up during the period. Maintenance needs (which arise out of wastages due to retirements, resignations, etc.), can be fairly accurately worked out. In fact, normal wastage due to retirements can perfectly be calculated from date of birth data. Even abnormal, wastage due to resignations, etc. can be estimated with a small margin of error on the basis of past experience.

Budget Neutrality –The requirement of budget neutrality has to be understood in the correct perspective. While discouraging any liberal creation of posts, it seeks to ensure that any increase in the net expenditure has to be in correspondence with increase in output or horizontal expansion in activities.

The additional requirements in terms of the number of posts at different levels over the review period should be estimated methodically as explained in the Guidelines and provided for in the accompanying formats. In particular, the growth needs should be estimated as accurately as possible and identified by different levels of responsibility so as to justify the proposals for

creation / upgradation of posts. Such identification will have to be done at least for the grades of JAG, SAG and above separately and their likely deployment shown over the next five years. Seniority lists will have to be maintained accurately and upgraded as on 1st January each year showing the last batch covered for promotion to senior time scale, JAG, and SAG levels. This will help in monitoring the implementation of the decisions concerning the last cadre review.