

F.No. F.1 /12(1)/2023-R-III
Union Public Service Commission
Recruitment III Section

RE-EXAMINED FINAL SCRUTINY/SHORTLISTING DETAILS	
Name of the post	Three vacancy (OBC-01,UR-02) of post of Joint Director (Crops Development Directorates),Dept. of Agriculture and Farmers Welfare, Ministry of Agriculture and Farmers Welfare.
Advertisement No.	05/2023
Vacancy No.	23030501311

Essential qualifications (EQ)	<p>(A) <u>EDUCATIONAL:</u></p> <p style="text-align: center;">Master's Degree in Agriculture Economics, Agriculture Extension or Agronomy or Entomology or Nematology or Genetics and plant Breeding or Agriculture Botany or Plant Biotechnology or Plant Pathology or Plant Physiology or Seed Science and Technology or Soil Science and Agriculture Chemistry from a recognized University or Institute.</p> <p style="text-align: center;">OR</p> <p>Bachelors Degree in Agriculture Engineering from a recognized University or Institute.</p> <p>(B) <u>EXPERIENCE:</u></p> <p style="text-align: center;">Three years experience in the area of production or planning or Development or Extension in food or cash crops Namely Oilseeds or Jute or Cotton or Sugarcane or Pulses or Wheat or Coarse Cereals or Rice in a Government or Semi Government Organization or Public Sector Undertaking or Autonomous Body or Recognized Research Institute or Agricultural University.</p>
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	<p><u>DESIRABLE QUALIFICATIONS:</u></p> <p>(i) Doctorate in the field or subject as prescribed in Para (i) above.</p> <p>(ii) Five years experience in writing technical reports of the above crops.</p> <p>(iii) Two years of Administrative experience.</p>
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<p>Modalities adopted</p>	<p>i) Scrutiny has been done on the basis of information filled up by the candidates in the applications submitted on-line and supporting documents uploaded along with the applications.</p> <p>ii) DQ (i) has been invoked.</p> <p>iii) The scrutiny of the applications has been done strictly as per the provisions of the Recruitment Rules for the post in question.</p> <p>iv) Only the claims made in the On-line Recruitment Application (ORA) have been considered as educational qualification/ experience for scrutiny. The supporting documents of only those candidates who have claimed information which are acceptable to make them eligible for the post with regard to their EQ-A, EQ-B and DQ have been examined and documents attached without its reference in the relevant module of the ORA have not been considered.</p> <p>v) Research Experience accepted as relevant. The duration of experience of more than 3 years during PhD. Qualification is considered as three years only.</p> <p>vi) Teaching has not been considered as relevant experience.</p> <p>vii) Experience certificates are to be in prescribed proforma in terms of R(C&P)'s circular no. F.8/84/2010-R (C&P) dated 23.12.2010 However, wherever the applicants have not submitted experience certificates in prescribe proforma, their experience certificate have been considered on merit if all the requisite information is available therein.</p>
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	<p>viii) Appointment letters, office orders, resignation letters, pay certificates, service certificates and the certificates attested by the candidates themselves or self employment certificates have not been considered as proof of experience. Such candidates have been rejected under 'Incomplete' category.</p> <p>ix) Experience Certificates without clearly specifying the nature of duties have not been considered and rejected as 'Incomplete'. Similarly, applicants who have claimed relevant experience but the EC attached in support of that is not for the entire duration claimed or do not support the claim made have been rejected. Only the time period of relevant experience, for which EC indicating the requisite/relevant experience have been considered.</p> <p>x) Some of the candidates can be rejected under more than one category. They have been rejected under the category considered as most appropriate.</p> <p>Note: Modalities are decided by the Commission on case to case basis.</p>
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3. The scrutiny details were uploaded on the commission's official website 28/05/2024 giving an opportunity to rejected candidates to represent against their rejection by 09/06/2024.

4. E-mail Representations have been received from 37 candidates till 14/06/2024 and they have been examined. All the applications in the ZoC have been re – examined. The emails and representations have been re-examined with reference to the on-line applications, the educational qualifications and experience claimed therein, supporting documents received along with the ORA and the modalities & Criteria adopted by the commission. Accordingly, the following are the consequent observations and proposals.

Roll No. 110 was shortlisted provisionally subject to submission of Matriculation certificate for DoB proof. The certificate is now submitted by applicant through e-mail and hence his Provisionality is cleared.

Roll no 91 was shortlisted provisionally for want of an affidavit regarding variation in his name. The same has now been submitted and hence Provisionality is cleared.

Roll No. 198, 233, 250 were shortlisted provisionally for want of an OBC certificate in central format. They have submitted now and hence Provisionality is cleared.

Roll No. 210 failed to submit latest OBC certificate. Now he is treated as General Candidate.

Roll no 207 was rejected under the category Incomplete no PhD. He has submitted relevant document. Hence he is shortlisted.

Roll no. 200 has higher application (submitted later) number, hence considered as OBC Candidate.

Roll No. 226 is shortlisted candidate in OBC category. He is requesting to include him for UR category also, which is not possible.

Roll No. 05, 17, 68, 231, 271, have been rejected under category Incomplete no Master's degree/ Marksheet. Their representations have been examined. But they have failed to submit the requisite documents hence their rejections are maintained.

Roll no 47, 206, 260 have been rejected under the category Incomplete no Phd or master's degree. Their representations have been examined. But they have failed to submit the requisite documents. Hence their rejections are maintained.

Roll no 261 has was rejected under the category LEC, since He is not having PhD, also in second criteria his relevant experience is less than 9 years. Hence his rejection is maintained.

Roll no 13, 46, 55, 99, 105, 192, 220, 277, and 282 were rejected under the category LEQ-B as the claims made in ORA were not relevant. Even after re-examination it is observed that their experience is not relevant as per the RRs & modalities adopted. Hence their rejections are maintained.

Roll no 141, 184, 228 and 248, were rejected under the category Incomplete EC not matching claim. Since no one submitted relevant EC. Their rejections are maintained.

Roll no. 234 was rejected under the category Incomplete no NoD mentioned. The relevant experience is less than adopted criteria of 9 years or more even after examination of the representation. The rejection is maintained.

Roll No 18, 29, 127, 135, 157, and 253 were not in ZoC on account of their not claiming possession of experience of 9 years or more OR Phd in the relevant field in OBC/UR category and hence were rejected under the

category LEC (Lacking Enhanced Criteria). They have now represented on the following grounds.

- Asking why they have been rejected and why their roll no. is not in the scrutiny list.

In this regard it is submitted that the Section 3 of the “INSTRUCTIONS AND ADDITIONAL INFORMATION TO CANDIDATES FOR RECRUITMENT BY SELECTION” in the vacancy advertisements unambiguously explains the tools which the UPSC may adopt to restrict the number of candidates to be called for the interview to a reasonable limit, when large number of candidates apply for a post. The same is reproduced below:

“3. MINIMUM ESSENTIAL QUALIFICATIONS: All applicants must fulfill the essential requirements of the post and other conditions stipulated in the advertisement. They are advised to satisfy themselves before applying that they possess at least the essential qualifications laid down for various posts. No enquiry asking for advice as to eligibility will be entertained.

NOTE-I: The prescribed essential qualifications are the minimum and the mere possession of the same does not entitle candidates to be called for interview.

NOTE-II: IN THE EVENT OF NUMBER OF APPLICATIONS BEING LARGE, COMMISSION WILL ADOPT SHORT LISTING CRITERIA TO RESTRICT THE NUMBER OF CANDIDATES TO BE CALLED FOR INTERVIEW TO A REASONABLE NUMBER BY ANY OR MORE OF THE FOLLOWING METHODS:

(a) “On the basis of Desirable Qualification (DQ) or any one or all of the DQs if more than one DQ is prescribed”.

(b) On the basis of higher educational qualifications than the minimum prescribed in the advertisement.

(c) On the basis of higher experience in the relevant field than the minimum prescribed in the advertisement.

(d) By counting experience before or after the acquisition of essential qualifications.

(e) By invoking experience even in cases where there is no experience mentioned either as Essential Qualification (EQ) or as Desirable Qualification (DQ).

(f) By holding Recruitment Test. Generally, weightage in the ratio of 75:25 is accorded for marks in Recruitment Test and for marks in interview in determining final merit. .

THE CANDIDATE SHOULD, THEREFORE, MENTION ALL HIS/HER QUALIFICATIONS AND EXPERIENCE IN THE RELEVANT FIELD OVER AND ABOVE THE MINIMUM QUALIFICATIONS.”

The candidates concerned have either not read them or have failed to comprehend the same. As such their request for shortlisting cannot be accepted.

As such, after examination of the e-mails/ representations, one more candidate has been shortlisted. Provisionality of other candidates have been cleared. However, the explanations and justification given by the remaining candidates have not been found satisfactory and do not provide sufficient and convincing ground for short listing them by revising and reversing the initial decision of the Commission. As such, their rejection is maintained.

Accordingly, the scrutiny has been revised as under:

Scrutiny

01 OBC vacancy

Criteria: (i)EQ(A) + EQ(B) + DQ (i) or
(ii)EQ(A) +EQ(B) Enhanced to 09 years or more.

(i)EQ(A) + EQ(B) + DQ (i)

To be called for interview:-

Roll Nos.:

196	200/34*	207	212	226	250
251	274	284			

*Amalgamated

(09 candidates)

Rejections:-

LEQ - 'B'

Roll Nos.:

191	192	193	203	205	213
217	220	227	229	237	242
243	244	246	247	252	254
256	264	277	278	280	

(23 candidates)

Incomplete:-

Roll Nos.

Reason	Roll Nos.
No EC	232 268 276 279
EC not matching and no EC	216
EC not matching with claim	195 222 228 257 273
NoPhd.&Master Degree/Marksheet	206 231 260
Appointment/Resignation letter/ Posting order/ Service certificate / office orders/ pay certificates/ Self certificates by the candidates themselves/ self employment certificates etc not considered as EC.	

(13 candidates)

(ii)EQ(A) +EQ(B) Enhanced to 09 years or more

To be called for interview:

Roll Nos.:

189 198 233

(03 candidates)

Rejections:-

LEQ-B:-

Roll Nos.:-

193^ 203^ 204 208 211 213^ 221 224 240 247^

282

(11 candidates)

^ Considered vide criteria (i) also.

LEC:-

Roll Nos.:-

212^ 261

(02 candidates)

^ Considered vide criteria (i) also and shortlisted there.

Incomplete:-

Roll Nos.:

Reason	Roll Nos.
No NoD in EC	234
No Ec	264^
EC not matching with claim	248
No Degree/Marksheet	271
No Degree/Marksheet & Ec not matching with claim	231^*, 254^
Appointment/Resignation letter/ Posting order/ Service certificate / office orders/ pay certificates/ Self certificates by the candidates themselves/ self employment certificates etc not considered as EC.	

(06 candidates)

* Could also get rejected as LEQ B

^ Considered vide criteria (i) also.

02 UR vacancy

Criteria:(i)EQ(A) + EQ(B) + DQ (i)

(ii)EQ(A) +EQ(B) Enhanced to 9 years or more

(i)EQ(A) + EQ(B) + DQ (i)

To be called for interview

Roll Nos.:

12 38 40 41 50 52 53 86 87 91 96 110

118 156 170 182 186

(17 candidates)

Rejections:-

LDQ(i)

Roll Nos.:

65

(01 Candidate)

LEQ – ‘B’:-**Roll Nos.:**

02	08	13	14	15
24	43	49	54	55
56	66	67	72	79
93	99	105	108	121
122	124	128	140	142
143	145	147	158	160
161	165	166	169	171

(35 candidates)**Incomplete:-****Roll Nos.:**

Reason	Roll Nos.
No NoD and no EC	181
EC not matching with claim	39 48 81 104 112 134 138 141
Incomplete;DQ	155
NoPhd.&Master Degree/Marksheet	05* 06* 30* 47* 97* 111* 148* 150* 175*
Wrong Documents Uploaded	75
Appointment/Resignation letter/ Posting order/ Service certificate / office orders/ pay certificates/ Self certificates by the candidates themselves/ self employment certificates etc not considered as EC.	

(20 candidates)

* Could also be rejected as LEQ-B

(ii) EQ(A) +EQ(B) Enhanced to 09 years or more**To be called for interview:****Roll Nos.:**

07 16 40^ 41^ 42 44 77 119 210#

(09 candidates)

Claimed OBC but not submitted latest OBC certificate, hence treated as general candidate.

^ Considered vide criteria (i) also. Has been shortlisted vide Criteria (i) also.

Hence vide Criteria (ii), actual number of candidates **shortlisted is only 07.**

Rejections:-

LEQ-B:-

Roll Nos.:-

35 46 49^ 70 73 82 93^ 116^ 129 136 140^
142^ 146 144 152 163 176 179 183

(19 candidates)

^ Considered vide criteria (i) also.

LEC:-

Roll Nos.:-

12^ 23 50^ 155^^ 172

(05 candidates)

^ Considered vide criteria (i) also and shortlisted there.

^^ Considered vide criteria (i) also and rejected there also.

Incomplete:-

Roll Nos.:

Reason	Roll Nos.
No Ec	88
EC not matching with claim	92 184
No Degree/Marksheet	68 30*^

No Degree/Marksheet & Ec not matching with claim	17
Appointment/Resignation letter/ Posting order/ Service certificate / office orders/ pay certificates/ Self certificates by the candidates themselves/ self employment certificates etc not considered as EC.	

(06 candidates)

^ Considered vide criteria (i) also.

* Could be rejected as LEQ B also

The remaining applications have been rejected under the category **LDQ-(i) (Lacking Desirable Qualifications-i) or LEQ-B (Lacking Essential Qualification-B)** on account of their not claiming DQ-(i) or possessing experience less than 9 years.

(123 candidates)

The list of candidates, who applied for the post, has been uploaded on Commission's website at the path: Home>>Recruitment>>Status of Recruitment Cases (Advertisement wise)>>Applicants' Lists.

No further correspondence on this would be entertained.

Legends:

LEC – Lacking Enhanced Criteria

EC –Experience Certificate

NoD – Nature of Duties

LEQ-B (Lacking Essential Qualification-B)

LDQ-(i) (Lacking Desirable Qualifications-(i))

Consultant/ DS RIII