3.0 Improvement in the Recruitment / Selection procedure followed in GSL.

3.1 Brief Introduction:

Vigilance executives carried out a periodic Inspection on Recruitment /Selection procedure followed in GSL for the various posts notified vide GSL advertisement.

3.2 Background:

During the verification of the procedure, it was observed that the questions selected for the written test viz-a-viz the Question bank prepared by the Recruitment committee is not adequate.

Also Sample checks were carried out on both the types of applications (i.e found eligible & not found eligible) and it was observed that most of the applicants have submitted experience certificate without contact details of the employer on the letterhead. In such cases, verifying such certificates over telephone is not possible. Further, it was observed that the maximum idle time /gap period allowed for the said posts are not clearly mentioned in the advertisement.

3.3 Implementation:

The following Systemic improvement was suggested for implementation and accordingly suitable directives have been issued by Director (CPP&BD) for compliance by all concerned.

a) The common question bank needs to be increased to minimum of 05 times of the number of final questions selection for the written test.

b) Experience certificate to be submitted by the candidates should be on proper letterhead of the organization with contact details. A declaration should be obtained from the candidates that their candidatures are subject to verification about the genuineness of the experience certificate at the discretion of the management.

c) For skilled / specialized jobs, the Advertisement may specify the maximum idle time / gap period permitted for applying for the said post.

3.4 Impact and Benefits:

With the implementation of the above systemic improvements, the Recruitment / Selection process has been made more transparent.