

National Recruitment Agency

August 21, 2020

The Union Cabinet chaired by the Prime Minister has given its approval for creation of National Recruitment Agency (NRA), paving the way for a transformational reform in the recruitment process for central government jobs.

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At present, **candidates seeking government jobs have to appear for separate examinations conducted by multiple recruiting agencies for various posts, for which similar eligibility conditions have been prescribed.** Candidates have to pay fees to multiple recruiting agencies and also have to travel long distances for appearing in various exams. These multiple recruitment examinations are a burden on the candidates, as also on the respective recruitment agencies, involving **avoidable/ repetitive expenditure, law and order/ security related issues and venue related problems.** On an average, 2.5 crore to 3 crore candidates appear in each of these examinations. A common eligibility Test would **enable these candidates to appear once and apply to any or all of these recruitment agencies for the higher level of examination.**

A multi-agency body called the National Recruitment Agency (NRA) will conduct a Common Eligibility Test (CET) to screen/ **shortlist candidates for the Group B and C (non-technical) posts.** The NRA will have representatives from the Ministry of Railways, Ministry of Finance/ Department of Financial Services, the SSC, RRB & IBPS. It is envisioned that the NRA would be a specialist body bringing the state-of-the-art technology and best practices to the field of Central Government recruitment.

Examination centres in every district of the country would greatly enhance access to the candidates located in far-flung

areas. Special focus on creating **examination infrastructure in the 117 aspirational districts** would go a long way in affording access to candidates at a place nearer to where they reside. The proposal will not only ease access to rural candidates, it will **also motivate the rural candidates residing in the far-flung areas to take the examination** and thereby, enhance their representation in Central Government jobs.

The **CET score of the candidate shall be valid for a period of three years** from the date of declaration of the result. The **best of the valid scores shall be deemed to be the current score of the candidate.** There shall be no restriction on the number of attempts to be taken by a candidate to appear in the CET subject to the upper age limit. Relaxation in the upper age limit shall be given to candidates of SC/ ST/ OBC and other categories as per the extant policy of the Government. This would go a long way in **mitigating the hardship of candidates who spend a considerable amount of time, money and effort preparing and giving these examinations every year.**

NRA shall conduct a **separate CET each for the three levels of graduate, higher secondary (12th pass) and the matriculate (10th pass) candidates** for those non-technical posts to which recruitment is presently carried out by the Staff Selection Commission (SSC), the Railway Recruitment Boards (RRBs) and by the Institute of Banking Personnel Selection (IBPS). **Based on the screening done at the CET score level, final selection for recruitment shall be made through separate specialised Tiers (II, III etc) of examination which shall be conducted by the respective recruitment agencies.** The curriculum for this test would be common as would be the standard. This would greatly ease the burden of candidates who are at present required to prepare for each of the examinations separately as per different curriculum.