(5) The general superintendence, direction and management of the affairs of the Central/State Public Service Authority shall vest in the Chairperson who shall exercise all such powers and do all such acts and things which may be exercised or done by such Central/State Public Service Authority, autonomously, without being subjected to directions by any other authority under this Act or otherwise.

10. (1) The Chairperson or the Member shall hold office for a term of five years from the date of entering upon the office and shall not be eligible for reappointment:

Provided that no person shall hold office as such after attaining the age of sixty-five years.

(2) The Chairperson or the Member may, at any time, resign from office by writing under his or her hand addressed to the President/Governor:

Provided that the Chairperson or the Member may be removed from office in the manner provided in section 10.

(3) The salaries and allowances payable to, and other terms and conditions of service of—

(a) the Chairperson of the Central Public Service Authority shall be the same as that of the Chief Election Commissioner and that of a Member shall be the same as that of the Election Commissioner;

(b) the Chairperson of the State Public Service Authority shall be the same as that of the Election Commissioner and that of a Member shall be the same as that of the Chief Secretary of the State Government:

Provided that where the Chairperson or the Member of the Central/State Public Service Authority, at the time of appointment, is in receipt of a pension, other than a disability or wound pension, in respect of any previous service under the Government of India or the Government of a State, his or her salary in respect of the service as such Chairperson or Member of the Central/State Public Service Authority shall be reduced by the amount of that pension including any portion of pension which was commuted and pension equivalent of other forms of retirement benefits.
excluding pension equivalent of retirement gratuity:

Provided further that where the Chairperson or the Member of the Central/State Public Service Authority, at the time of appointment, is in receipt of retirement benefits in respect of any previous service rendered in a Corporation established by or under any Central Act or the State Act or a Government company owned or controlled by the Central Government or the State Government, his salary in respect of the service as such Chairperson or the Member of the Central/State Public Service Authority shall be reduced by the amount of pension equivalent to the retirement benefits:

Provided also that the salaries, allowances and other conditions of service of the Chairperson or the Member of the Central/State Public Service Authority shall not be varied to their disadvantage after their appointment.

11. (1) Subject to the provisions of sub-section (2), the Chairperson or the Member, as the case may be, of the Central/State Public Service Authority shall be removed from office only by an order of the President/Governor on the ground of proved misbehaviour or incapacity after the Supreme Court/High Court, on a reference made to it by the President/Governor, has, on inquiry, reported that the Chairperson or the Member, as the case may be, of the Central/State Public Service Authority, ought, on such ground, be removed.

(2) The President/Governor may suspend from office and if deemed necessary, prohibit the Chairperson or the Member, as the case may be, of the Central/State Public Service Authority from attending office during the inquiry under sub-section (1), until the President/Governor passes an order on the basis of the report received from the Supreme Court/High Court on such reference.

(3) Notwithstanding anything contained in sub-section (1), the President/Governor may, by order, remove the Chairperson or the Member, as the case may be, of the Central/State Public Service Authority from office if, he or she —

(a) is adjudged an insolvent; or

(b) has been convicted of an offence which, in the opinion
of the President/Governor, involves moral turpitude; or

(c) engages during his or her term of office in any paid employment outside the duties of his or her office; or

(d) is, in the opinion of the President/Governor, unfit to continue in the office by reason of any infirmity of mind or body; or

(e) has acquired such financial or other interest as is likely to affect prejudicially his or her functions as the such Chairperson or the Member.

12. (1) The Central/State Public Service Authority shall meet as and when necessary and at such time and place as the Chairperson may think fit.

(2) The Chairperson shall preside over the meetings of the Central/State Public Service Authority.

(3) If, for any reason, the Chairperson is unable to attend any of the meetings of the Central/State Public Service Authority, a Member chosen from amongst themselves shall preside over such meeting.

13. (1) The appropriate Government shall provide the Central/State Public Service Authority with such officers, consultants and employees, as it may deem necessary, for the efficient performance of its functions under this Act.

(2) The salaries and allowances payable to, and the terms and conditions of service of, the officers, consultants and other employees of the Central/State Public Service Authority shall be such as may be prescribed.

14. (1) Subject to the provisions of this Act, the Central/State Public Service Authority shall have the responsibility for laying down policies, plans and guidelines for effective delivery, standard performance, accountability, efficient monitoring and proper social and financial auditing of public services for its overall development and management of public service for the whole of the area under its jurisdiction.

(2) Without prejudice to generality of the provisions contained in sub-section (1), the Central/State Public Service Authority.
Authority may —

(a) lay down policies on public service management;

(b) approve the Central/State Public Service Management Plan prepared by concerned Central/State Public Service Executive Committees with the assistance of concerned public authority;

(c) lay down guidelines to be followed by the Central/State Public Service Executive Committees and concerned public authority in drawing up the Central/State Public Service Management Plan;

(d) lay down guidelines to be followed by concerned public authorities for the purpose of integrating measures to be adopted by them for achieving effective delivery, standard performance, accountability, efficient monitoring and proper social and financial auditing of public services;

(e) coordinate enforcement and implementation of its policy and plan for public service management;

(f) make recommendations with respect to the standards for public service facilities and the Public Service Performance Standards;

(g) make recommendations with respect to provisioning of funds by the appropriate Government for the purpose of research and development of public service management;

(h) review development plans in respect of each public service, measures taken for enforcement and implementation of its policy and plan, capacity building of concerned public service officers and guidelines issued by it for such purposes and take necessary remedial measures;

(i) lay down broad policies and guidelines for the functioning of the Central/State Institute for Public Service Management; and

(j) take such other measures for the development and promotion of good public service management, as it may consider necessary;
15. (1) The Central/State Public Service Authority may constitute an advisory committee consisting of experts with wide knowledge and practical experience in the field of public service management at the national, state or district level to make recommendations on different aspects of public service management.

(2) The members of the advisory committee shall be paid such allowances as may be prescribed in consultation with the Central/State Public Service Authority.

CHAPTER IV

CENTRAL/STATE PUBLIC SERVICE EXECUTIVE COMMITTEE AND CENTRAL/STATE PUBLIC SERVICE MANAGEMENT PLAN

16. (1) The appropriate Government shall, immediately after issue of notification under sub-section (1) of section 8, constitute a Central/State Public Service Executive Committee in respect of each public service to assist the Central/State Public Service Authority in the performance of its functions under this Act.

(2) Each of the Central/State Public Service Executive Committee shall consist of the following members, namely:

- (a) the Member of the Central/State Public Service Authority of the concerned public service, who shall be the Chairperson;

- (b) the Secretary to the Government of India/State Government in charge of the Ministry or Department having administrative control of the concerned public service, who shall be the Vice-Chairperson, ex officio;

- (c) two senior most officers not below the rank of Joint Secretary to the Government of India/State Government in charge of the Ministry or Department having administrative control of the concerned public service, members, ex officio;

- (d) three eminent persons having experience in public service.
(3) The Chairperson of the Central/State Public Service Executive Committee may invite such other officers of the concerned public authority for taking part in any of its meetings as may be deemed necessary and shall exercise such powers and perform such functions as may be prescribed in consultation with the Central/State Public Service Authority.

(4) The procedure to be followed by the Central/State Public Service Executive Committee in exercise of its powers and discharge of its functions shall be such as may be prescribed.

<table>
<thead>
<tr>
<th>17. (1) Each Central/State Public Service Executive Committee may, as and when it considers necessary, constitute one or more sub-committees, for efficient discharge of its functions.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(2) The Chairperson of the sub-committee shall be appointed by the Central/State Public Service Executive Committee from amongst its members.</td>
</tr>
<tr>
<td>(3) Any person associated as an expert with any sub-committee may be paid such allowances as may be prescribed.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>18. (1) The Central/State Public Service Executive Committee shall assist the Central/State Public Service Authority in the discharge of its functions and have the responsibility for implementing policies and plans of the Central/State Public Service Authority and ensure compliance of directions issued by the appropriate Government for the purpose of public service management.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(2) Without prejudice to the generality of the provisions contained in sub-section (1), the Central/State Public Service Executive Committee may,—</td>
</tr>
<tr>
<td>(a) act as a coordinating and monitoring body for public service management;</td>
</tr>
<tr>
<td>(b) prepare the Central/State Public Service Management Plan, with the assistance of concerned public authority and get the same approved by the Central/State Public Service Authority;</td>
</tr>
<tr>
<td>(c) coordinate and monitor the implementation of the Central/State Public Service Management Plan;</td>
</tr>
</tbody>
</table>
(d) provide necessary technical assistance to the concerned public authority in the preparation of the Public Service Management Plan in accordance with the guidelines laid down by the Central/State Public Service Authority and carrying out their functions accordingly;

(e) monitor the implementation of guidelines laid down by the Central/State Public Service Authority to be followed by concerned public authority for the purpose of integrating of measures to be adopted by them for achieving effective delivery, standard performance, accountability, efficient monitoring and proper social and financial auditing of public services;

(f) coordinate, monitor and give necessary directions to concerned public authority for the implementation of the Central/State Public Service Management Plan approved down by the Central/State Public Service Authority;

(g) ensure provisioning of funds by appropriate Government for the purpose of research and development of public service management;

(h) implement the policies and guidelines laid down by the Central/State Public Service Authority for the functioning of the Central/State Institute for Public Service Management and coordinate and monitor its functioning;

(i) engage experts and consultants in the relevant field of public services to provide advice and assistance to it;

(j) plan and coordinate specialised training programme for concerned public service officers in respect of concerned public service and its management;

(k) promote general education and awareness amongst general public with regard to their rights with respect to the public service and plan such other awareness programmes as may be necessary; and

(l) perform such other functions as may be required by the Central/State Public Service Authority:

Provided the State Public Service Executive
Committee shall also integrate the District Public Service Management Plan into its plan relating to public services and its management in that district.

19. (1) The Central/State Public Service Executive Committee shall, having regard to the policy laid down by the Central/State Public Service Authority and with the assistance of concerned public service authority and experts in the field of public service management, draw up a Central/State Public Service Management Plan to be approved by the Central/State Public Service Authority.

(2) The Central/State Public Service Management Plan shall include —

(a) measures for promoting Government policies in an effective manner for good governance;

(b) measures for delivery of public services in a manner which fosters socio-economic development and betterment of public at large;

(c) measures for proper management of public services, human resources, financial resources and technical resources;

(d) measures for capacity building of public service officers;

(e) measures for providing public services in accordance with the standards laid by the appropriate Government;

(d) measures for social auditing of public services for the purpose of reviewing effective implementation of public services and necessary remedial measures;

(4) The Central/State Public Service Management Plan shall be reviewed annually and necessary corrective measures shall be taken accordingly.

(5) The appropriate Government shall, in compliance of the provisions of section 6, make, or ensure making of, necessary financial provisions for implementing various measures under the Central/State Public Service Management Plan.
20. The concerned public authorities at the Central/State level shall –

(a) coordinate preparation and implementation of the Central/State Public Service Management Plan by the Central/State Public Service Executive Committee at the Central/State level;

(b) give necessary inputs and help Central/State Public Service Executive Committee to review and update the Central/State Public Service Management Plan;

(c) follow the standards prescribed by the appropriate Government for public service facilities.

### CHAPTER V

**DISTRICT PUBLIC SERVICE AUTHORITY**

21. (1) The State Government shall, as soon as may be after the issue of notification under sub-section (1) of section 8, by notification, establish a District Public Service Authority for each district, with such name as may be specified in that notification.

(2) The District Public Service Authority shall consist of-

(a) the Collector of the district (by whatever name called), who shall be the Chairperson, ex officio; and

(b) the following Members, namely:

(i) elected representatives of the local authority, one each from the panchayati raj institutions, municipalities, district board, cantonment board, town planning authority and zila parishad, if exists in the district, to be appointed by the State Government, Members, ex officio:

Provided that in respect of the Tribal Areas referred to in the Sixth Schedule to the Constitution, elected representatives of the District Council, Regional Council and village councils of the autonomous district and autonomous regions, appointed by the State Government, shall be the...
Members, ex officio;

(ii) the Superintendent of Police, Member, ex officio;

(iii) the Chief Medical Officer of the district, Member, ex officio;

(iv) one expert from each public service, having experience of not less than twenty years, to be appointed by the State Government, in consultation with the State Public Service Authority, Members.

(3) The Members referred to in sub-clause (iv) of clause (b) of sub-section (2) shall hold office for a term of five years from the date of entering upon the office:

Provided that such Members shall not hold office after attaining the age of fifty-eight years.

(4) The salaries and allowances payable to, and other terms and conditions of service of the Members referred to sub-section (3) shall be such as may be prescribed by the State Government.

22. The Chairperson or a Member of the District Public Service Authority may, at any time, resign from office or may be removed from office if, he or she —

(a) is adjudged an insolvent; or

(b) has been convicted of an offence which, in the opinion of the President/Governor, involves moral turpitude; or

(c) engages during his or her term of office in any paid employment outside the duties of his or her office; or

(d) is, in the opinion of the State Government, unfit to continue in the office by reason of any infirmity of mind or body; or

(e) has acquired such financial or other interest as is likely to affect prejudicially his or her functions as the such Chairperson or the Member.

23. (1) The District Public Service Authority shall meet as Meetings of District
and when necessary and at such time and place as the Chairperson may think fit.

(2) The Chairperson shall preside over the meetings of the District Public Service Authority.

(3) If, for any reason, the Chairperson is unable to attend any of the meetings of the District Public Service Authority, a Member chosen from amongst themselves shall preside over such meeting.

24. (1) The State Government shall provide the District Public Service Authority with such officers, consultants and employees as it may deem necessary for the efficient performance of its functions under this Act.

(2) The salaries and allowances payable to, and the terms and conditions of service of, the officers, consultants and other employees of the District Public Service Authority shall be such as may be prescribed by the State Government.

25. (1) The District Public Service Authority shall act as the planning, coordinating and implementing body for public service management in the district and take all necessary measures for such purpose in accordance with the guidelines laid down by the State Public Service Authority.

(2) Without prejudice to generality of the provisions contained in sub-section (1), the District Public Service Authority may,

   (a) prepare a District Public Service Management Plan for the district;

   (b) coordinate and monitor implementation of the State policy, the policy and plan of the State Public Service Authority and the District Public Service Management Plan;

   (c) identify areas of the district which lack public service facilities and ensure that necessary measures for provisioning of such facilities are undertaken in the district by concerned public service authorities and officers at the district level;