



## Lateral Entry into Government

### .Why in news?

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The DoPT has issued a notification inviting lateral entry at joint secretary-level posts.

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### What is the notification on?

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- The government has invited “outstanding individuals” to join the government at the joint secretary level at the Centre.
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- The Department of Personnel and Training (DoPT) has invited applications for 10 senior level positions.
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- It covers the Departments of Economic Affairs, Revenue, Commerce and Highways among others.
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- The intake will be made in 10 departments initially.
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- It will expand to other categories in the second phase.
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### What are the specifications?

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- The eligibility criteria includes individuals working at comparable levels in -
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- i. Private Sector Companies
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  - ii. Consultancy Organisations
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  - iii. International/Multinational Organisations
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- They are required to have a minimum of **15 years' experience**.
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  - Besides, it includes those working in -
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- i. central public sector undertakings
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  - ii. autonomous bodies
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  - iii. statutory organisations
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  - iv. research bodies
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  - v. universities
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- The recruitment will be on contract basis for **3 to 5 years**.
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  - The notification specifies a **minimum age of 40 years**.
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  - The minimum qualification is **graduation** from a recognised university or institute.
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  - Any higher qualification will be an added advantage.
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**What is the significance?**

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- Joint secretaries are at a crucial level of senior management in the Government.  
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- They lead policymaking and implementation of various programmes and schemes of the department.  
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- They report to the secretary/additional secretary in the ministry or department.  
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- The idea of lateral entry of private individuals into the administrative framework is not new.  
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- However, the recent notification is the first move towards its implementation.  
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### **What are the benefits?**

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- A generalist was suited to the times when the state was the nerve centre of the economy.  
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- But in the course of time, the state started yielding to the market.  
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- A senior bureaucrat, thus, is expected to regulate the private sector as well.  
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- Moreover, the increasing complexities of policy-making have started to demand a level of specialisation in the fields.  
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- The move is thus aimed at bringing in expertise from the private sector individuals.  
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- It is a measure to infuse talent into the country's bureaucracy.  
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### **What is the current practice?**

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- Joint secretary level positions are normally filled by career bureaucrats.  
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- These are those who join the service after passing UPSC exam.  
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- UPSC prepares merit list and allot the different cadres like IAS, IPS, etc.  
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- The success of the announced lateral entry will greatly depend on transparency.  
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- Addressing potential conflicts of interest, and ensuring proper terms of engagement are crucial.  
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**Source: The Hindu, Indian Express**

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