



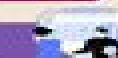
# LATERAL ENTRY SCHEME



## WHAT IS LATERAL ENTRY SCHEME?

Lateral entry refers to recruiting individuals with **specialized skills and expertise** from outside the government into mid and senior-level positions, bypassing the traditional **UPSC exam process**.

- 1 Identify Need for Specialized Skills in Government
- 2 Recruit Professionals with Expertise from Outside Govt
- 3 Evaluate Candidates Based on Skills & Experience
- 4 Bypass Traditional UPSC Exam Process
- 5 Appoint in Mid and Senior-Level Positions



## HISTORICAL CONTEXT

### Constitution Review Commission (2002)

Recommended lateral entry to introduce specialised skills.

### 2<sup>nd</sup> ARC (2005)

Advocated for a transparent, merit-based selection process for lateral entry to improve governance.

### NITI Aayog (2017)

Supported lateral entry to address gaps in knowledge and governance.

### Baswan Committee (2016)

Emphasized the need for reforms in civil service recruitment and suggested **integrating lateral entry** to enhance efficiency and bring in diverse expertise.

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## ARGUMENTS IN FAVOR AND AGAINST OF THE LATERAL ENTRY SCHEME

### ARGUMENTS IN FAVOR



- Specialized Expertise** Brings in essential skills absent in the traditional civil service.
- Enhanced Governance** Fills critical roles requiring deep subject matter knowledge.
- Innovation** Infuses bureaucracy with **fresh ideas and modern approaches**.
- Bureaucratic Modernization** Makes the system more **dynamic and efficient**.
- Addressing Shortages** Fills gaps where qualified IAS officers or specialists are lacking.
- Opportunities for Non-Traditional Candidates** Opens doors for individuals with exceptional skills outside the civil service.
- Public-Private Collaboration** Enhances problem-solving through diverse perspectives.

### ARGUMENTS AGAINST



- Short Tenure** Three years may be insufficient for meaningful impact.
- Objectivity Concerns** Potential **conflicts of interest** if entrants maintain private sector ties.
- Merit-Based Recruitment Dilution** Risks favoritism, undermining trust in public institutions.
- Cultural Clashes** Private sector entrants may struggle with bureaucratic norms.
- Lack of Accountability** Lateral entrants may not be as accountable as career civil servants.
- Resistance from Bureaucracy** Existing civil servants may resist or undermine new entrants.
- Integration Challenges** Difficulty in integrating lateral entrants into established bureaucratic systems.

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## WAY FORWARD

### Ensure Transparency



The **UK Civil Service Fast Stream program** recruits individuals with specialised skills at various levels, maintaining a transparent and merit-based selection process.

### Clear Expectations & Role Definition



The **US Federal Government's Senior Executive Service** provides clear performance indicators and role definitions for senior positions.

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### Training of Lateral Entrants



Formulate **intensive training programs** similar to those in Singapore, including government orientation and policy training.

# Lateral Entry Guide

**Willis Cohoon Campbell**

A red circular graphic with a gradient, appearing as a stylized arrow or a partial circle, located to the right of the author's name.

## **Lateral Entry Guide:**

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