



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.

2nd 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.

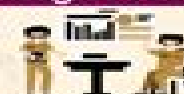
Clear Expectations & Role Definition



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

**Arindam Banerjee, Peter
Biberthaler, Saseendar
Shanmugasundaram**

Lateral Entry Guide:

LEET (Lateral Engineering Entrance Test) 2021 - Guide Gkp, 2020-12-13 Leet lateral entry entrance test is an entrance test for enrolling through the lateral entry program in the B Tech B E programs The exam is highly popular among diploma passed final year students for pursuing higher education Reputed government and private colleges and universities conduct their respective leet In order to help students to prepare for the exam GK publications has come up with LEET guide 2021 The book covers the syllabus of most LEET exams conducted across different state universities and colleges The book emphasizes on helping students get well versed with exam pattern and managing their time while studying in a comprehensive manner The book also includes actual Paper 6 sets of UP LEET and 3 sets of PULEET The book has been prepared by a team of experts with several years of experience in competition content development for various exams Features Includes syllabus of most LEET exams conducted across the country 3 UP LEET Solved Paper 6 PULEET Solved Papers

Advances in Guidance, Navigation and Control Liang Yan, Haibin Duan, Xiang Yu, 2021-11-12 This book features the latest theoretical results and techniques in the field of guidance navigation and control GNC of vehicles and aircraft It covers a range of topics including but not limited to intelligent computing communication and control new methods of navigation estimation and tracking control of multiple moving objects manned and autonomous unmanned systems guidance navigation and control of miniature aircraft and sensor systems for guidance navigation and control Presenting recent advances in the form of illustrations tables and text it also provides detailed information of a number of the studies to offer readers insights for their own research In addition the book addresses fundamental concepts and studies in the development of GNC making it a valuable resource for both beginners and researchers wanting to further their understanding of guidance navigation and control

Lateral Entry To Engg. Degree (B.E./B.Tech) Exam Guide (R-738) Rph Editorial Board, 2011-01-01

Filter Troubleshooting and Design Handbook Richard P. Beverly, 2011-01-12 This new manual addresses the many issues associated with filters in the operations of water utilities Process mechanical and material issues are discussed along with all manner of troubleshooting Coverage includes driving heads plenum flume hydraulics filter support gravel filter media underdrains optimizing backwash filter controls gravity and pressure filters and filter maintenance

Handbook of Orthopaedic Trauma Implantology Arindam Banerjee, Peter Biberthaler, Saseendar Shanmugasundaram, 2023-10-31 This reference work comprehensively covers essential orthopedic trauma implants and their application in both upper and lower limbs It offers insights into the invention advantages and disadvantages of various implants along with the rationale behind their current designs biomechanics and materials Additionally the book addresses fracture fixation and general considerations when comparing different subgroups of implants such as nails versus plates or ORIF versus external fixation The book is divided into several sections such as upper and lower limbs spine and pelvis It also includes unique sections dedicated to pediatric implants implant removal metallurgy and bone grafts It is written and edited

by experienced surgeons from around the world This book fills the gap as currently there are no specific reference books on this topic but only operative manuals and inventory lists of various commercial companies detailing their own products This highly informative and meticulously presented book serves as both a practical and a theoretical guide for practicing orthopedic surgeons scientists researchers academicians students as well as orthopedic technicians and nurses

Comprehensive Guide to Adult Spinal Deformity Evalina Burger, Christopher Kleck, 2024-09-06 This textbook covers a wide range of topics from the basics to complex pathologies and includes information on various treatment options We have worked diligently to compile relevant insights from leading experts in the field making this a valuable source of information for healthcare professionals In a world characterized by rapid advancements and continuous development we recognize the importance of providing a comprehensive perspective on spinal deformity management We anticipate that revolutionary technologies will continue to emerge in the future and we hope that this body of work will serve as a guiding light for treating even the most intricate spinal deformities

Contemporary Surgical Management of Fractures and Complications Asif Ilyas, Saqib Rehman, 2013-03-31 This two volume set is a complete guide to the surgical management of fractures and complications Volume one discusses the upper extremity and spine and Volume two examines the pelvis and lower extremity Each chapter discusses a different type of fracture providing a step by step guide through history clinical presentation diagnostic testing imaging treatment and complications Written by a recognised US author and editor team this comprehensive manual features 2000 colour illustrations including numerous fluoroscopic images as well as a selection of case studies Key Features Two volume set providing complete guidance to surgical management of fractures and complications Numerous different types of fracture discussed with practical procedural approach Authored by US specialists

Official Gazette of the United States Patent Office USA Patent Office, 1907 **The Communications Training Officer Management Guide (a Model Communications Training Officer Program)** , 1997 This guide is a management overview of the POST Communications Training Officer Program It offers the program manager information on developing and administering a comprehensive program that meets the need of the agency It provides an overview of organizational structure personnel selection program presentation and evaluation procedures Each agency can adapt and then build on this model and apply the training provided in the POST public safety dispatch basic course to actual dispatch functions and performance

Official Gazette of the United States Patent Office United States. Patent Office, 1908 *The American Travellers' Guides* William Pembroke Fetridge, 1873

The American Settler's Guide Henry Norris Copp, 1904

P.O.S.T. Scripts Newsletter , 1975 *Campbell's Operative Orthopaedics* Willis Cohoon Campbell, 1998 Volume One Part I General Principles 1 Magnetic resonance imaging in orthopaedics 2 Surgical techniques and approaches Part II Arthrodesis 3 Arthrodesis of ankle knee and hip 4 Arthrodesis of shoulder elbow and wrist Part III Arthroplasty 5 Introduction and overview 6 Arthroplasty of ankle and knee 7 Arthroplasty of hip 8 Arthroplasty of shoulder and elbow Part

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Operative Techniques Bruce Reider, Michael A. Terry, Matthew T. Provencher, 2010 A detailed easy to use reference that no sports medicine surgeon should be without Large full color intraoperative photos accompanied by detailed illustrations a dedicated Web site and a companion DVD make this a must have for those in the field *Mining and Scientific Press*, 1901 *Year Book - Association of Iron and Steel Engineers* Association of Iron and Steel Engineers, 1974 *Iron and Steel Engineer*, 1974 Contains the proceedings of the Association

Key Techniques in Orthopaedic Surgery Steven H. Stern, 2001 Accompanied by hundreds of precise hand drawn diagrams this book presents 50 surgical procedures each laid out in a step by step format Minimal Access Orthopaedics David

Hunt,1995 Minimal access orthopaedic techniques reduce both trauma and recovery times allowing treatment of more patients in less time This manual provides trainees and others new to the techniques with guidance on how to deal with rarer conditions the options available and emergency situations

Lateral Entry Guide Book Review: Unveiling the Power of Words

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