

Project Details: NAeG/14-15/00062

Project id -	NAeG/14-15/00062
Name of The Project	Recruitment of Constables for UP Police- Use of ICT for Ensuring Transparency, Accuracy and Efficiency
Category of Award Applying for	Innovative Use of ICT by State Government PSUs/ Cooperatives/Federations/Societies
Date of Launch	14-05-2013
Summary/Objective of the project	<p>RECRUITMENT OF CONSTABLES FOR UP POLICE: USE OF ICT FOR ENSURING TRANSPARENCY, ACCURACY & EFFICIENCY The UP Police Recruitment & Promotion Board is a State Government Board constituted by a notification issued by the State Government under the Police Act, 1861. The Board has been assigned the responsibility of recruitment and promotions of all subordinate ranks in all branches of UP Police. A requisition for recruitment of 20,000 Constables was received in May, 2013. The number of vacancies was later revised to 41,610 including those for UP Police, UP Provincial Armed Constabulary and UP Fire Service. Public advertisement was issued on 14 May, 2014 initiating the process. The Board wanted to use ICT extensively in all phases of the recruitment process, starting with receipt of applications, generation of database, issue of admit cards, evaluation of answer sheets and final result generation. Technology based processes have been laid out for physical efficiency and physical standards tests that involve no human intervention, thus making the whole process truly objective. The Board adopted a hybrid model for receiving applications from candidates. In addition to the traditional OMR Form based Application Kits, a portal was developed in coordination with National Informatics Centre which was hosted at the UP State Data Centre, Lucknow. This was the first time Board invited applications online from candidates. During the application window from 18 July, 2013 to 20 August, 2013, a total of 10,53,013 applications were received through traditional forms, and 11,71,680 applications were received online. Thus, a total of 22,24,693 candidates applied for this process, making it one of the largest public recruitment processes to be conducted. For the preliminary written examination, 21,62,379 applicants were issued physical admit cards through post. All admit cards were also made available online to be downloaded. The examination was conducted on 15 December, 2013 at 4236 centres across all 75 districts of the state. Total 17,89,985 candidates (82.7%) appeared for the exam. The evaluation of answer sheets comprised 4 distinct steps: (i)Purification of answer keys: All proposed model answers to the questions in the paper were displayed online along with image of the question from 27/12/2013 to 03/01/2014. All candidates were asked to file objections, if any, online through a web interface. 2591 objections were received. The design of the process permitted logging of objections directly into the database. Hence, they were resolved efficiently. (ii)Evaluation of answer sheets: An elaborate process involving multiple checks was adopted for accurate gathering of data from OMR answer sheets, ensuring information security and accurate assignment of marks to individual candidates. (iii)Verification of evaluation by candidates: Colour images of all evaluated answer sheets of 17,89,985 candidates were posted online for verification by candidates from 20/6/2014 to 05/07/2014. They could view colour images of their evaluated answer sheets, response of each question read from their answer sheet, and marks allotted, with complete calculations, and point out mistakes, if any, even in the read response of any individual question. 14,38,009 candidates viewed their answer sheets, and 6798 objection were filed. As the process design logged the objections directly into the database, they could be easily sorted, classified and grouped for convenience of disposal. (iv)Resolution of filed objections: All objections were resolved efficiently due to availability of required database reports on filed objections. Results were declared on 28/07/2014. This nomination is being filed for innovative use of available information and communication technologies for setting new benchmarks of transparency, accuracy and efficiency in the evaluation process of a large scale public recruitment examination process.</p>
Beneficiary of the project	During the application stage, about 10.53 lakh candidates applied through the traditional OMR Forms and about 11.71 lakh candidates took advantage of the online process. Thus, out of a total of 22.24 lakh candidates, more than half (52.6%) of the candidates availed of the online filing facility for the applications. It is significant to note that out of 10,44,695 residents of UP who applied online, more than 79% candidates belonged to smaller and rural districts. The online application filing process also benefitted 1,27,010 non-resident candidates belonging to all the other 28 States

and 7 Union Territories of the country who would have found it extremely difficult to apply through the traditional process administered through only Post Offices within the State of UP. The transparent evaluation process directly benefitted about 17.89 lakh candidates, who appeared for the preliminary written examination. These candidates participated in the purification process of answer keys. All evaluated answer sheets of appeared 17,89,985 candidates were posted online for verification. During this stage, 14,38,009 candidates accessed their answer sheets. An innovative feature of the process was the design of processes for purification of answer keys and verification of evaluation by candidates. In both these stages, responses from candidates were received online, in a user-friendly interface, and were directly logged into the database. This process helped the examination controllers to classify the objections raised issue-wise and directly resolve each of them, thus enhancing efficiency manifold. On the whole, benefits of a transparent and fair evaluation and recruitment process would accrue not just to the parent organization- the UP Police, but also to the wider society in terms of faith in the functioning of public institutions and improved service delivery by those public servants selected on the strength of their own merit.

Details of Project Head

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Supporting documents:-

[Award Specific Form](#)

[Self Certification by the Project Head](#)