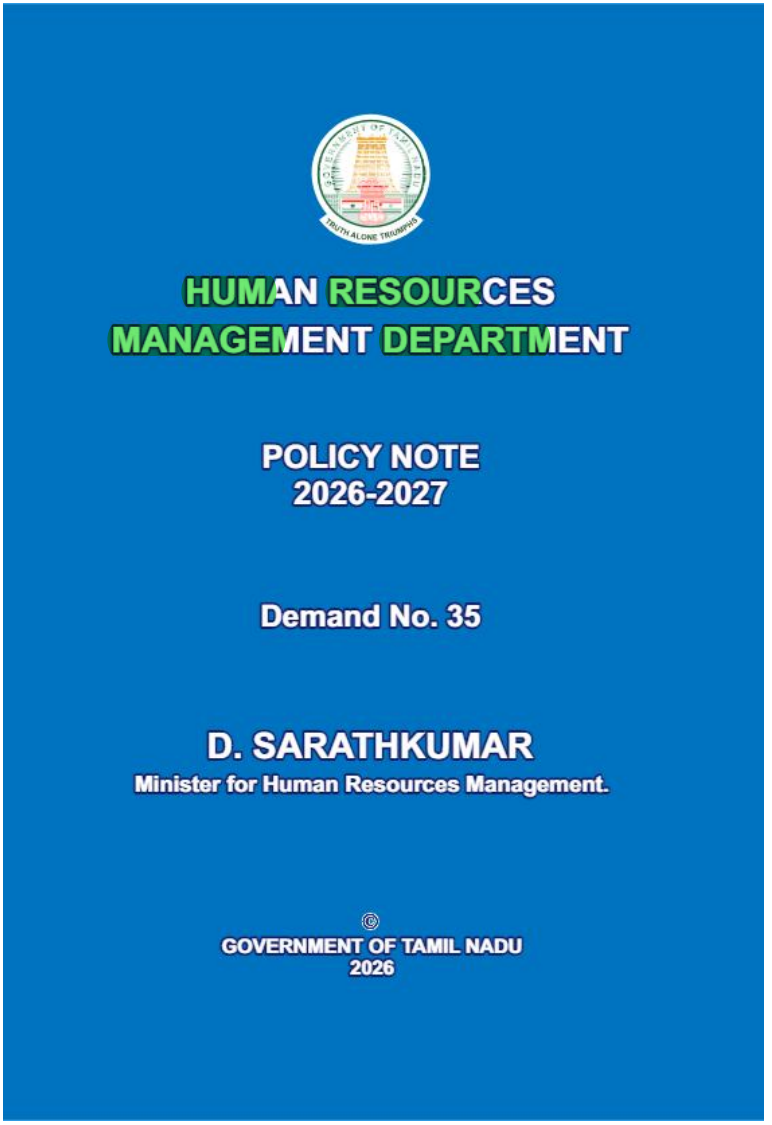


- Human Resources Management is Demand No.35 - the department that runs recruitment, training, discipline and vigilance for the whole State service.

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HUMAN RESOURCES MANAGEMENT DEPARTMENT

POLICY NOTE FOR 2026-2027

1. INTRODUCTION

"செய்வானை நாடி வினைநாடிக் காலத்தோடு

எய்த உணர்ந்து செயல்'

(குறள் 516 தெரிந்து வினையாடல்)

(செயலாற்ற வல்லவனைத் தேர்ந்து, செய்யப்பட வேண்டிய செயலின் தன்மையையும் ஆராய்ந்து அவற்றோடு காலத்தையும் உணர்ந்து செயலை செயல்படுத்த வேண்டும்.)

The motto of Human Resources Management Department is *"Welfare of people through Magnificent Man power"*

The State Administrative Reforms Commission, 1973, emphasized the need for focused attention on Personnel Management.

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Adhering the key recommendations of that SAR Commission, a new integrated department was established in 1976, by separating it from the Public Department, named as Personnel and Administrative Reforms Department.

The major functioning of Personnel and Administrative Reforms Department is updating, maintaining and reforming the administrative systems of Government Offices and its employees including recruitment processes, employees training, disciplinary procedure and career advancement to Government employees. In order to improving and enhancing the quality of service of employee, Personnel and Administrative Reforms Department and Personnel and Administrative Reforms (Training) Department were integrated and renamed as the Human Resources Management Department in the year 2021.

- The State Administrative Reforms Commission of **1973** led to Personnel and Administrative Reforms being separated from the Public Department in **1976**. Learn both years.

- Personnel and Administrative Reforms merged with its Training wing and became the Human Resources Management Department in **2021** - a recent renaming that catches candidates out.

This reorganization emphasized forecasting workforce requirements across various departments while continuously updating the administrative framework, including the guidelines, rules and procedures needed to address the evolving requirements of Government service. The department also prioritized employee motivation and recognition as part of its best-practice initiatives, fostering a culture of proactive, responsive and citizen-focused public service delivery.

This department is entrusted with the responsibility of promoting best practices across the State to enhance the quality in service delivery through initiatives that include recognition and reward programs, it aims to foster excellence. Additionally, this effort contributes to capacity building by facilitating the sharing of experiences leading to improved public service outcomes.

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1 (a) Main functions of Human Resources Management Department

(i) Statutory functions

(ii) Administrative functions

(iii) Advisory functions

(iv) Training and Skill development

(v) Coaching

1 (b) Statutory functions

This department administered with Acts, Rules and Regulations so as to maintain equity and standards of service through refined activities of Human Resources. The following Major Acts are governed in this department:-

(i) Tamil Nadu Appointment on preferential basis in the Services under the State of Persons Studied in Tamil Medium Act, 2010;

- The Tamil Medium preferential appointment **Act, 2010** - 20% horizontal preference in State services for those who studied in Tamil medium. A flagship language-policy statute.

(ii) The Tamil Nadu Government Servants (Conditions of Service) Act, 2016;

(iii) Tamil Nadu Lokayukta Act, 2018;

(iv) Tamil Nadu Public Service Commission (Additional Functions) Act, 2022.

1 (c) Administrative functions

The Human Resources Management Department ensures that all Government departments comply with the rules and regulations concerning employees. This department also provides necessary guidance on:

(i) Updating and simplifying rules and procedures.

(ii) Enhancing service delivery mechanisms to ensure timely reach of Government services to the public.

(iii) By streamlining administrative processes, it facilitates efficient governance and better public service implementation.

- Four Acts govern this department: the Tamil Medium **Act 2010**, the Conditions of Service Act **2016**, the Tamil Nadu Lokayukta **Act 2018** and the **TNPSC** (Additional Functions) **Act 2022**.
- The department's objectives run through one constitutional body (**TNPSC**), statutory organisations including the Lokayukta, and heads of departments such as the **DVAC**.
- The Additional Functions **Act, 2022** extended **TNPSC**'s mandate to recruitment for State public sector undertakings, corporations, statutory boards and authorities.

1 (c) (1) The Human Resources Management Department governing the following Service Rules, Constitutional and Statutory Organisation Rules and Special Rules:-

(i) The Fundamental Rules of the Tamil Nadu Government, 1922;

(ii) Special Rules for Tamil Nadu Secretariat Service, 1952;

(iii) Special Rules for Tamil Nadu Ministerial Services, 1952;

(iv) Tamil Nadu Civil Services (Discipline and Appeal) Rules, 1955;

(v) Tamil Nadu Civil Services (Disciplinary Proceedings Tribunal) Rules, 1955;

(vi) Special Rules for Tamil Nadu General Services, 1969;

(vii) Special Rules for Tamil Nadu General Subordinate Services;

- The Fundamental Rules of **1922** still govern Tamil Nadu Government service - the oldest instrument in this department's list.
- The **1955** Discipline and Appeal Rules and the Disciplinary Proceedings Tribunal Rules, **1955** are the disciplinary backbone of the State services.
- Commissioners for Disciplinary Proceedings hold enquiries under the Disciplinary Proceedings Tribunal Rules, **1955**.

(viii) Special Rules for Tamil Nadu Basic Services, 1971;

(ix) The Tamil Nadu Government Servants' Conduct Rules, 1973;

(x) Tamil Nadu Civil Services (Appointment on Compassionate Grounds) Rules, 2023.

(xi) Tamil Nadu Public Service Commission Regulations, 1954;

(xii) Tamil Nadu Right to Information (Fees) Rules, 2005;

(xiii) Tamil Nadu Information Commission (Appeal Procedure) Rules, 2012;

(xiv) Tamil Nadu Information Commission Service Rules, 2017;

(xv) Tamil Nadu Lokayukta Rules, 2018;

(xvi) Tamil Nadu Public Service Commission (Additional Functions) Rules, 2022.

- Conduct Rules **1973** and the Compassionate Grounds Rules **2023** bracket half a century of service regulation.

In addition to the above, this department is assisting to frame, amend more than 250 special rules related to various departments.

- The department helps frame and amend more than 250 special rules for other departments - the reason it is called the personnel department of the Government.

1 (d) Advisory functions

The Secretariat Departments consult this Department on various service-related directives and statutory provisions. The Department is entrusted with the administration and enforcement of rules and regulations, including the Business Rules and Secretariat Instructions, particularly in respect of the following:

(i) Preparation of estimation of vacancies and preparation of panels for various posts.

(ii) Providing guidance for regularisation of service and declaration of probation of Government employees.

(iii) Providing clarifications in Fundamental Rules.

(iv) Examination of proposals with regard to revision of seniority.

(v) Advise for framing and amending the Special / Adhoc Rules.

(vi) Advise on issues relating to disciplinary matters against Government servants.

1 (e) Training

Training is a core function of this department, aimed at providing foundational and mid-career training which continuously enhancing the skills and knowledge of Government employee. These programs ensure that the workforce remains upto date and equipped to perform their responsibilities effectively and efficiently.

1 (f) Coaching

In addition to the in-service training provided to Government employees at various stages of their careers, coaching is also offered to help

individuals who have completed their school or college education prepare for various competitive examinations conducted by recruitment agencies such as Staff Selection Commission (SSC), Railway Recruitment Board (RRB), Institute of Banking Personnel Selection (IBPS) and Tamil Nadu Public Service Commission (TNPSC) enabling them to secure positions in Central and State Government services. Further, specialized coaching is also provided for the Civil Services Examinations conducted by the Union Public Service Commission (UPSC).

1 (g) The objectives of the Department are achieved through the following Constitutional body, Statutory Organisations and Heads of Departments:-

i) Constitutional body

Tamil Nadu Public Service Commission

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ii) Statutory Organisations

1. Tamil Nadu Information Commission
2. Tamil Nadu Lokayukta

iii) Heads of Departments

1. Vigilance Commission
2. Directorate General of Training
3. Directorate of Vigilance and Anti-Corruption
4. Tribunals for Disciplinary Proceedings

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2. DIRECTORATE GENERAL OF TRAINING

The continuous training strengthens the competencies of Government employees, which in turn fosters effective administration and quality service to the public. Training is one of the most important components of Human Resources Management (HRM). Government employees undertake Foundational Training (Induction Training) after joining into the service. Subsequently, they are provided with Refresher Training, Mid-Career Training and In-Service Training.

A well-structured training system not only enhances skills but also broadens knowledge. The quality of training depends on the competence of the trainers, the training curriculum, the active participation of trainees, the training methodologies adopted and the effective application of the acquired knowledge in the workplace.

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The Human Resources Management Department (HRM) follows a comprehensive training policy that caters to the needs of various departments. Through its training institutions, the Department continuously works to improve the efficiency and effectiveness of Government employees by giving proper training.

2 (a) Director General of Training

The Director of the Anna Administrative Staff College (AASC) is the ex-officio Director General of Training functions as the Head of the Training Wing. The following training institutions are function under the control of the Director General of Training:-

1. Anna Administrative Staff College, Chennai.
2. Civil Services Training Institute, Bhavanisagar.

- The Director of the Anna Administrative Staff College is ex-officio Director General of Training - an office-holding rule worth remembering.

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3. Group 'A' and 'B' Foundational Course Training Institute.
4. All India Civil Service Coaching Centre.
5. Competitive Examination Coaching Centres.

2 (b) Anna Administrative Staff College, Chennai

(i) The Anna Administrative Staff College was established in 1981 and registered under the Tamil Nadu Societies Registration Act. The Institute functions as an apex training institution in the State providing management and capacity-building programmes to Government employees, enabling them to deliver efficient and effective public services. To strengthen capacity building, Regional Training Centres have been established at Madurai, Tiruchirappalli, Salem and Chengalpattu.

- The Anna Administrative Staff College, **1981**, registered under the Tamil Nadu Societies Registration Act, is the State's apex civil service training institution.

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(ii) During the Financial Year 2025–2026, more than 20,631 Government employees were trained through 550 training programmes conducted by the Anna Administrative Staff College and other training institutions.

(iii) In 2026–2027, upto 30.06.2026, approximately 1,838 Government officials have been trained through 48 training programmes.

- 20,631 Government employees trained in 550 programmes during **2025-26** through **AASC** and the other training institutions.

2 (c) Civil Services Training Institute, Bhavanisagar

(i) The Civil Services Training Institute, Bhavanisagar provides 41 days of Foundational Training to Junior Assistants and Assistants recruited through direct recruitment and promotion for the Tamil Nadu Ministerial Service and the Judicial Ministerial Service.

- The Civil Services Training Institute, Bhavanisagar gives 41 days of foundational training to Junior Assistants and Assistants of the Ministerial and Judicial Ministerial Services.

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(ii) This institute imparts office procedure, service procedure, accounts, public administration, litigation management and computer training to all Junior Assistants, Assistants from various Departments.

(iii) In addition to, the training programme includes Yoga, Sports and cultural activities. These activities are intended to improve the physical fitness, mental well-being and overall personality development of the Government employees.

(iv) During the Financial Year 2025–2026, a total of 6,633 Assistants and Junior Assistants were trained.

(v) Online training programmes are also being conducted through the dedicated "CSTI Channel" on YouTube.

- 6,633 Assistants and Junior Assistants trained at Bhavanisagar in **2025-26**; 77 Group A and 997 Group B officers trained elsewhere.

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2 (d) Group 'A' and 'B' Foundational Course Training Institute

(i) The Group 'A' and 'B' Foundational Course Training Institute located in the Kanchi Campus near the Anna Administrative Staff College, Chennai provides foundational training to Group 'A' and 'B' officers who are recruited through direct recruitment or promotion in various State Government Departments.

(ii) During the Financial Year 2025–2026, more than 77 Group 'A' Officers and 997 Group 'B' Officers from various departments were trained.

2 (e) All India Civil Services Coaching Centre

(i) The All India Civil Services Coaching Centre at Chennai provides coaching to aspirants preparing for the Civil Services Examination conducted by the Union Public Service Commission (UPSC).

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(ii) In addition to the above, the Government has established Anna Centenary Civil Services Coaching Centres at Madurai Kamaraj University, Madurai, and Bharathiar University, Coimbatore. These centres provide coaching for the Civil Services Preliminary Examination only.

- Anna Centenary Civil Services Coaching Centres run at Madurai Kamaraj University and Bharathiar University - free **UPSC** coaching outside Chennai.

(iii) Coaching for the UPSC Preliminary Examination is conducted over a period of nine months (September to May). During the Financial Year 2025–2026, a total of 388 full-time and 88 part-time aspirants received coaching for the Preliminary Examination.

(iv) Every year, after the Preliminary Examination results are announced, candidates who qualified are provided three months of coaching (June to August) for the Main Examination. A monthly stipend of Rs.3,000/- is provided for three

- 225 candidates in Mains coaching receive **Rs.3,000** a month for three months; Model Personality Test candidates receive **Rs.5,000**.

months to 225 candidates undergoing coaching for the Main Examination.

Sl. No.	Stage of selection	Training District	No. of candidates	Training Type	Training duration	Stipend
1.	Preliminary Exam	Chennai	225	In-house training	9 months	------
			100	Non-residential part-time training		
		Madurai	100	In-house training		
		Coimbatore	100	In-house training		
2.	Main Exam	Only in Chennai	225	In-house training	3 months	Rs.3,000/- per month
3.	Personality Test		111	In-house training Model Personality Test	----	Rs.5,000/- (totally)

(v) The Institute conducts Model Personality Test for the candidates who come out successfully in the main examination. The above test is being conducted with serving and retired All India Civil Service officers.

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Details of successful candidates from All India Civil Services Coaching Centre

Year	Candidates qualified in Indian Civil Service (IAS, IPS & IFS)	Candidates qualified in Indian Forest Service	Total successful candidates
2021	8	6	14
2022	19	3	22
2023	27	6	33
2024	35	2	37
2025	39	14	53

(vi) To benefit Civil Services aspirants across the country, the All India Civil Services Coaching Centre has launched a dedicated YouTube channel "AICSCC TN". As on 29.06.2026, the channel has more than 2,300 videos uploaded and approximately 1.32 Crore views and 2.16 lakh subscribers.

- The department's coaching channel carries over 2,300 videos with **1.32 crore** views and 2.16 lakh subscribers as on **29.06.2026** - free public preparation at scale.

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(vii) The Government have sanctioned Rs.62.50 crore for establishing a new Civil Services Coaching Centre at Shenoy Nagar, Chennai, with modern infrastructure and amenities and will be completed in August 2027.

2 (f) Competitive Examinations Coaching Centres

(i) The Competitive Examination Coaching Centres provide coaching for aspirants to effectively face and succeed in the Competitive Examinations conducted by various recruitment agencies such as Staff Selection Commission (SSC), Railway Recruitment Board (RRB), Institute of Banking Personnel Selection (IBPS) and Tamil Nadu Public Service Commission (TNPSC). The Government has established Competitive Examination Coaching Centres at Sir Theagaraya College

- **Rs.62.50 crore** is sanctioned for a new Civil Services Coaching Centre at Shenoy Nagar, Chennai, to be completed in August **2027**.

- Competitive Examination Coaching Centres run at Sir Theagaraya College and Presidency College in Chennai and at Oddanchatram in Dindigul; 1,384 aspirants benefited in **2025-26**.

Campus, Chennai, Presidency College Campus, Chennai and Oddanchatram in Dindigul District.

(ii) During the Financial Year 2025–2026, 1,384 aspirants benefited from these coaching programmes.

2 (g) Common Foundation Course (CFC) for Group I Officers

In order to impart training to the officers selected by the Tamil Nadu Public Service Commission for various posts included in the Group I services, on the lines of the Foundation Course imparted to candidates selected for the All India Services and Central Government posts in Mussoorie, a three weeks Common Foundation Course for Group I officers was introduced in the year 2024 at the Anna Administrative Staff College. From 21.07.2026 onwards six weeks Training is imparted. In the year 2024-2025, 86 Group-I Officers and in the year 2025-2026, 89 Group-I Officers were trained.

- The Common Foundation Course trained 86 Group I officers in **2024-25** and 89 in **2025-26**; from **21.07.2026** it runs for six weeks.

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2 (h) THIRAN 360⁰ - Online Capacity Building for Government Employees

(i) With a view to enable Government employees to continuously enhance their knowledge and skills in line with the evolving requirements of public administration, the THIRAN 360⁰ online learning platform (https://thiran360.tn.gov.in) has been developed and launched in 2026.

(ii) This platform provides Government employees with free, certificate-based online courses on a single digital platform in emerging technologies and essential life skills, including Artificial Intelligence, Big Data Analytics, Project Management and Communication Skills, through leading educational institutions across the world.

(iii) The platform is integrated with the IFHRMS, thereby providing a seamless and

THIRAN 360° is integrated with **IFHRMS** so that course enrolment, completion, certificates and the Employees' Service Register all connect in one digital workflow.

integrated digital workflow covering the entire training lifecycle from enrolment in courses to successful completion, issuance of certificates and recording of the same in the Employees' Service Register (e-SR).

(iv) More courses relevant to Government employees such as RTI Act, Tamil Nadu Civil Services (Discipline and Appeal) Rules, Tamil Nadu Government Servants Conduct Rules, etc., will be added in THIRAN 360^0 portal in course of time.

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3. Human Resources Management Department

3 (a) Secretariat Foundational Training Institute

The Secretariat Foundational Training Institute provides Foundational Training to employees appointed in the Secretariat Departments, including Assistant Section Officers (ASOs), Assistants, Personal Assistants, Personal Clerks and Typists. The training covers subjects such as, Public Administration, Financial Management, Office Procedures, Other essential administrative subjects required for efficient discharge of official duties. The Institute aims to equip Secretariat employees with the knowledge and skills necessary to perform their responsibilities effectively and professionally. So far 123 batches have been successfully completed. The training programme is being conducted for

- The Secretariat Foundational Training Institute has completed 123 batches, training Assistant Section Officers, Assistants, Personal Assistants, Personal Clerks and Typists over 70 working days.

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70 working days in class-room environment (each one and a half hours).

During the year 2021 to 2026, 192 Assistant Section Officers, 370 Assistants, 41 Personal Assistants, 211 Personal Clerks, 506 Typists have been trained through Secretariat Foundational Training Institute.

- Secretariat training between **2021** and **2026** covered 1,320 staff in all - the cadre-wise breakdown is quotable.

3 (b) Integrated Financial and Human Resources Management System (IFHRMS)

The Integrated Financial and Human Resources Management System (IFHRMS) is a comprehensive e-governance initiative launched by the Government of Tamil Nadu. Driven by the Departments of Finance and Human Resources Management, it is designed to digitize and seamlessly integrate the State's financial administration and State employees data into a single web-based platform.

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Core Objectives:

(i) Promote Transparency: By creating a centralized database for all State Financial and Human Resources records, the system aims to optimize fund management, eliminate manual errors and prevent fraud and corruption.

(ii) Paperless Administration: IFHRMS transitions treasury operations and internal processes into a fully digital, paperless environment.

(iii) Real-Time Tracking: It provides real-time updates on State finances, budgets and employee data, enabling better decision-making and resource allocation.

Key Features:

(i) Human Resources Management System (HRMS) & Payroll: Automates salary processing and allows Government

employees to log into a self-service module to download monthly payslips, view service register (e-SR), track leave balances and apply for surrender leave / loans and advances.

(ii) Pension and Retirement: Manages end-to-end retirement benefits and pension disbursement for former State employees.

The Human Resources Management (HRM) component of IFHRMS digitizes the entire lifecycle of a Tamil Nadu State Government employee from initial appointment to retirement and pension disbursement. It replaces traditional, paper-based Service Register (SR) with a centralized electronic database as e-SR.

HR Modules in IFHRMS

1. e - Service Register (e-SR) module maintains complete employee records electronically,

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including basic personal details, educational qualifications, departmental Examinations and family nominations. Employees can update the basic information through the Employee Self service portal. It links every employee to a specific sanctioned post, making vacant position tracking and sanction.

2. Automated Payroll and Compensation module automatically calculates monthly salaries based on employee scale, pay fixations, annual increments, Dearness Allowance (DA) and House Rent Allowance (HRA). Also manages statutory and non-statutory deductions seamlessly including General Provident Fund (GPF), Contributory Pension Scheme (CPS), New Health Insurance Scheme (NHIS) and Income Tax (TDS with Old vs. New Tax regime options).

3. Leave & Attendance Management allows employees to apply for all types of applicable leaves viz., Casual Leave (CL), Earned Leave (EL), Medical Leave, Un-Earned Leave on Private affairs etc. through online. It streamlines the submission and sanctioning of Earned Leave surrender / encashment bills. Further automatically deducts approved leaves and maintains an active leave ledger without manual ledger entry.

4. Loans & Advances module digitizes applications for Festival Advances, Marriage Advances, Computer Advances and GPF loans/part-final withdrawals and automatically schedules and deducts monthly instalments from salary bills until the loan is fully recovered.

5. Based on the Simple-Gov initiative of Tamil Nadu, prior intimation for new passport / Renewal of Passport and No Objection

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Certificate for foreign trips are processed online through the IFHRMS Employee Self Service portal. Employees submit Prior Intimation in Annexure-N on IFHRMS for passport applications through online, thereby eliminating the need for a separate paper NOC. Further, permission for Official, sponsored and personal foreign trips are automatically integrated into the online leave module upon submitting a self-declaration within a stipulated time limit.

6. Every employee must disclose their complete financial transaction as of 31st December of the calendar year. Employees log into the IFHRMS Employee Self-Service (ESS) portal for filing Property Returns (Both movable and immovable). After submission, the annual return details automatically archives into the employee's electronic Service Register (e-SR).

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7. The Pre-Retirement and Pension module initiates retirement proposals automatically prior to the superannuation date, calculates Death-cum-Retirement Gratuity (DCRG), Commuted Value of Pension (CVP) and Encashment of Leave automatically, routing the approvals directly to the Accountant General.

8. The Biometric / facial recognition attendance system was introduced for the Employees of Human Resources Management Department on pilot basis on integration with the IFHRMS in order to facilitate automated tracking, real time visibility and reduced paper work.

9. Provisions have been made in the IFHRMS–Employee Self Service portal for getting permission for the Acquisition and Disposal of movable properties such as Two wheeler and four wheeler and actions are being taken to enable the same for the Acquisition and

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Disposal of Immovable properties such as Land and House.

10. Actions are being taken to integrate the House Building Advance module of IFHRMS to the automatic filing of Return of Assets and Liabilities through online.

3 (c) The Kalanjiyam application

The Kalanjiyam application is the official employee and pensioner management app developed under the Integrated Financial and Human Resources Management System (IFHRMS). Serving as a portable extension of the State's treasury portal, it provides a centralized platform for State Government employees and pensioners to handle routine Human Resources and financial tasks directly from their smartphones. Users can seamlessly view electronic service register (e-SR) details, apply for leaves, track GPF and CPS balances and download documents in PDF format

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such as monthly pay slips, pension slips and Form 16 (Income Tax). By digitizing these everyday interactions, Kalanjiyam reduces paperwork and empowers beneficiaries with transparent, real-time access to their employment and pension profiles.

3 (d) Artificial Intelligence in Governance

Artificial Intelligence is no longer a prospect for the future-it is a live engine that is already beginning to transform how our administration operates and how public welfare is delivered. We have initiated action to automate routine administrative workloads using AI, allowing our public servants to shift their focus from routine paperwork to adding value to decision making and high-level Governance. Hence, enhancing productivity of Government employees significantly, Government is in the process of using AI in Governance so that applications of citizens for

various services are processed and audited in a more efficient manner.

3 (e) Compassionate Grounds Appointment Scheme

(i) The family of a Government servant faces financial hardship when the Government servant dies while in service. To alleviate such hardship, an eligible legal heir of the deceased Government servant was provided an employment under the Scheme of Compassionate Grounds Appointment which was introduced by the Government in the year 1972.

(ii) In order to further streamline the scheme, the Labour Welfare and Skill Development Department issued the Tamil Nadu Civil Services (Appointment on Compassionate Grounds) Rules, 2023 on 08.03.2023.

- Compassionate appointment has existed since **1972** and was restated in the Tamil Nadu Civil Services (Appointment on Compassionate Grounds) Rules, **2023** issued on **08.03.2023**.

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(iii) Subsequently, the administration of the scheme was transferred from the Labour Welfare and Skill Development Department to Human Resources Management Department in 2023.

(iv) Under the scheme, each Department was treated as a separate unit. Compassionate ground appointments were provided by the respective Departments to the legal heirs of deceased Government servants based on the seniority within that Department.

(v) Under this system, the time gap between the date of death of a Government servant and the date of providing compassionate appointment varied from one Department to another due to availability of vacancies and administrative reasons. Consequently, appointments were made quickly in some Departments, while applications remained pending for several years in other departments.

(vi) To remove these disparities, State was treated as a single unit covering all the departments. Seniority was based on the date of death of the Government servant while providing Compassionate Grounds Appointments. This has ensured uniformity in providing compassionate appointments throughout the State.

(vii) To cater to the above changes, amendments were accordingly made to the Tamil Nadu Civil Services (Appointment on Compassionate Grounds) Rules, 2023 and issued in the year 2025.

(viii) Further, in order to ensure transparency and systematic scrutiny of applications, a dedicated online portal, www.tncgap.tn.gov.in has been developed and all pending applications have been uploaded in the portal.

(ix) A total of 2,001 applications under Group 'C', 262 applications under Group 'D' and 624 applications under Special Time Scale of Pay, totalling 2,887 applications have been examined and are being forwarded to the Heads of the concerned Departments for issuance of appointment orders. So far, 44 applicants have been provided appointment by the respective departments.

3 (f) Best Practices Award

The Best Practices Award is instituted to recognize and honour officers of the Government of Tamil Nadu for their outstanding contributions to public administration. The award acknowledges exemplary efforts in strengthening quality systems, promoting good governance, advancing sustainable development through the implementation of innovative strategies, delivering effective public service initiatives and demonstrating excellence in administrative

performance. The award is presented annually by the Hon'ble Chief Minister during the Independence Day celebrations for individuals, group and organization. Each awards carry Rupees Two lakhs with certificates.

3 (g) Updation and Revamping of Service Rules

The Special Rules governing the State and Subordinate Services as on date are gathered in the Tamil Nadu Services Manual, Volumes II and III. Many rules contain redundant, obsolete provisions as some of these had been framed way back during the British period. Further, these rules had not been updated beyond 31.08.2012. They are not on par with the current realities. Further, several judgements of Supreme Court and High Courts have led to crucial rule changes.

2. In order to simplify, streamline and update the rules, the Rules Committee was constituted

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in 2022. The Committee was assigned with the work of removal of obsolete and redundant rule provisions, rationalisation of recruitment methods & educational qualifications, elimination of provisions that have led to administrative difficulties and litigation and conversion of ad-hoc rules into Special Rules, wherever temporary categories have been retained permanently.

3. As a first step, the Committee compiled all the amendments issued over the years and incorporated them in the rules, commenced a detailed scrutiny of rules department-wise then redrafted them in consultation with the respective Departments. A structured protocol is in place under which the redrafted rules are vetted by the concerned Secretariat Department, examined by a Secretary-level Committee comprising representatives of the Human Resources Management, Finance and Law Departments and thereafter processed for approval and notification.

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Abstract on the work done by Rules Committee

1. Number of Existing Rules	240
2. Number of Rules Redrafted	217
3. Number of Rules yet to be redrafted	23

4. Out of 217 redrafted rules, Government Orders has been issued for 40 rules and 52 rules have been scrutinized.

3 (h) SimpleGov

The Government of Tamil Nadu has initiated SimpleGov, a comprehensive governance reform initiative aimed at transforming the delivery of Government-to-Citizen (G2C), Government-to-Business (G2B) and Government-to-Government (G2G) services. The initiative focuses on re-examining and re-engineering all existing licences, certificates, approvals and compliance processes to eliminate procedural complexities and replace procedural red tape with simplified, citizen-centric governance.

The initiative seeks to shift from office-based processes to outcome-based governance, ensuring faster, simpler and more transparent service delivery. Following process revision and simplification, all identified services will be digitized through end-to-end online platforms, enabling seamless, efficient and accountable public service delivery. Over 1,000 citizen /business and inter-departmental services have been identified for simplification and digital transformation.

Priority is being accorded to services with high public interface and areas involving process compliances, Licences, Acts, Rules and Regulations requiring revision and simplification. Proposals are examined in a detailed manner by the Screening Committee (headed by Finance Secretary) and thereafter placed before the Empowered Committee (headed by Chief Secretary) for approval. Based on the recommendations of these Committees, final orders are issued by the

concerned Departments to facilitate implementation and make governance simpler and more citizen centric.

Currently, 75 services have been simplified, of which 10 services have been fully digitized and made available to the public. Development of applications for 65 simplified services is under progress and will be rolled out shortly. Further, preparatory work is being undertaken for simplification and digitization of 150 services.

3 (i) Inspection Wing

In order to improve office administration and to avoid slackness in office administration, the Departments of Secretariat, Heads of Department, Public Sector Undertakings, Boards and Municipal Corporations are subject to periodical inspections by Officials of Inspection teams.

The Inspection team function in two tiers under the delegation of authority of the Human

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Resources Management Department. One Inspection team operates at the Secretariat headed by District Revenue Officer. In the Districts, 11 Inspection teams function under the leadership of the Inspection Cell Officer / Deputy Collector.

3 (i) (1) Secretariat Inspection Cell

(i) To conduct inspections in Secretariat Departments, Heads of Departments' Offices, Municipal Corporation Offices, Public Sector Undertakings and Boards.

(ii) To issue orders specifying the list of offices that are to be subjected to detailed inspection by the District Inspection Cell Officers and to fix targets for conducting Surprise Checks and meetings with Vigilance and Anti-Corruption Monitoring Committees.

(iii) To review whether the District Inspection Cell Officers are achieving their prescribed

targets and to issue instructions to those who have not achieved their targets to ensure their fulfilment.

Following the restructuring of the Inspection Wing in the Human Resources Management Department of the Secretariat, whereby the three existing Inspection Sections were merged into a single Inspection Section, four final inspections pertaining to pending inspection cases were completed during the year 2025–26. For the year 2026-2027, order for conducting final inspections in 28 offices under the leadership of officers of the Indian Administrative Service (IAS) has been issued.

3 (i) (2) District Inspection Cell

(i) The 11 District Inspection Cell Officers inspect Government departments and Government-aided / public sector

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organizations across the 38 districts as detailed in the table below.

(ii) They conduct detailed annual inspections, surprise inspections and organize meetings of the Vigilance and Anti-Corruption Monitoring Committee.

Sl. No.	District Inspection Cell Office Headquarters	Districts under the Administrative Jurisdiction of the Inspection Office
(1)	(2)	(3)
1.	Chennai	Chennai
2.	Coimbatore	Coimbatore, Erode, Tiruppur, Nilgiris
3.	Cuddalore	Cuddalore, Villupuram, Kallakurichi
4.	Kanchipuram	Kanchipuram, Chengalpattu, Tiruvallur
5.	Madurai	Madurai, Dindigul, Theni

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6.	Ramanathapuram	Ramanathapuram, Virudhunagar, Sivagangai
7.	Salem	Salem, Namakkal, Dharmapuri, Krishnagiri
8.	Thanjavur	Thanjavur, Nagapattinam, Tiruvarur Mayiladuthurai
9.	Tirunelveli	Tirunelveli, Thoothukudi, Kanyakumari Tenkasi
10.	Tiruchirappalli	Tiruchirappalli, Pudukkottai, Ariyalur Perambalur, Karur
11.	Vellore	Vellore, Tiruvannamalai, Ranipet, Tirupattur

The 11 District Inspection Cell Offices conducted 123 detailed annual inspections in the allotted offices. In addition, 2,583 surprise checks were carried out, along with 101 meetings with District Vigilance and Monitoring Committees.

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For the financial year 2026–27, each District Inspection Cell Office has been assigned the following targets:

(i) Conduct of one detailed annual inspection per month, amounting to 12 offices per year for each District Inspection Cell Office;

(ii) Conduct of 20 surprise checks per month by each District Inspection Cell Office;

(iii) Conduct of one meeting per month with District Vigilance and Monitoring Committee under the chairmanship of the respective District Collector, in coordination with District Vigilance Officers, totalling 12 meetings per year.

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4. TAMIL NADU PUBLIC SERVICE COMMISSION

The Tamil Nadu Public Service Commission (TNPSC) is a state-level constitutional body constituted under Article 315(1) of the Constitution of India. The Commission is responsible for recruiting personnel possessing various qualifications and skills sets through competitive examinations for appointment of various Posts under the Government of Tamil Nadu.

The Madras Service Commission was the first Provincial Public Service Commission established in 1929, based on the recommendation of the Lee Commission (1923) under an Act of the Madras Legislature. In 1970, following the renaming of the State of Madras as Tamil Nadu, the Commission was officially renamed as the Tamil Nadu Public Service Commission (TNPSC).

The Commission is headed by a Chairman and comprised by 14 Members; all are appointed by the

- **TNPSC** is a constitutional body under Article 315(1). Its duties flow from Article 320 - the two articles to pair in any answer on public service commissions.
- The Madras Service Commission, **1929**, was India's first provincial public service commission, created on the Lee Commission's **1923** recommendation. A near-certain objective question.
- The Commission was renamed **TNPSC** in **1970** when Madras State became Tamil Nadu. It has a Chairman and 14 Members under the **TNPSC** Regulations, **1954**.

Governor of Tamil Nadu. The Conditions of Service of the Chairman and Members are governed by Tamil Nadu Public Service Commission Regulations, 1954.

4 (a) Duties and Functions

Tamil Nadu Public Service Commission discharges the duties and functions as mandated under Article 320 of the Constitution of India. The Commission conducts competitive examinations for recruitments to various posts under the State Government. It also conducts Half-yearly Departmental Tests for Government employees for declaration as Full Members of Government Service. The Commission also conducts Entrance Examination on behalf of the Ministry of Defence, Government of India for admission of students to the Rashtriya India Military College, Dehradun.

Further, the Commission renders advise to the Government on matters relating to the framing of

- Article 320 mandates the Commission's duties; it also advises on recruitment rules, appointment and promotion principles, recruitment by transfer and disciplinary appeals.

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recruitment rules, principles to be followed in making appointments and promotions, recruitment by transfer (RBT) and appeals relating to disciplinary matters involving Government employees.

4 (b) Annual Recruitment Plan

The Commission releases an Annual Recruitment Plan for competitive examinations in advance every year to facilitate candidates in preparing for examinations well in advance. The Commission also maintains a user friendly website providing details regarding examination procedures, selection processes and syllabi for various examinations. The Annual Recruitment Plan containing details of the examinations scheduled to be conducted during the year 2026 has been hosted on the Commission's official website.

- **TNPSC** publishes an Annual Recruitment Plan in advance every year so candidates know the examination calendar - a transparency measure worth naming.

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4 (c) Salient Features of TNPSC

(i) The commission maintains transparency, fairness and security in its recruitment process.

(ii) The Commission published draft answer keys for objective type examinations on the Commission's website immediately after the examination. Candidates are provided seven days time to submit objections or representations regarding questions or answer keys through the online portal. The feedback received from candidates is duly examined, evaluated promptly and final answer keys are released without delay and some answer keys followed for final evaluation.

(iii) All examination centres and examination halls are continuously

monitored through Video recording. Personalized OMR answer sheets containing candidates name, register number and photographs are used in all Competitive Examinations.

(iv) Chartered vehicles transporting confidential materials are fitted with CCTV cameras and monitored through real-time GPS tracking. The GPS locks of such vehicles can be operated only by the Commission's Central Monitoring Team. The vehicles are secured by escort teams comprising Revenue Department officials, Sub-Inspector of Police and Commission's Staff.

(v) One Time Registration (OTR) facility has been introduced for candidates to upload their personal details, photographs and signatures into a unified database with linking Aadhaar details is mandatory to

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prevent duplication of user accounts. The candidates profile remains valid for five years and be renewed thereafter.

(vi) Applications for all examinations conducted by the Commission are accepted exclusively through online mode. The Commission has also implemented Onscreen Certificate Verification to minimize the time and expenditure incurred by candidates.

(vii) The Commission has introduced a mechanism to mask the identity of candidates appearing for Oral Test (Interview) by concealing details such as name, photograph, date of birth etc., Candidates are presented before Interview Boards using Alphabetical identities such as Candidate A, Candidate B, Candidate C, Candidate D, etc. This initiative along with the existing

practice of random shuffling of candidates for Oral Test, ensures the anonymity and enhances transparency in the interview process.

(viii) Transparency in counseling has been ensured by conducting service allocation through counseling since February 2012. Vacancies are broadcasted live on YouTube and updated vacancy details are published at the end of each day's counseling session.

- Service allocation has been done by counselling since February **2012**, and Computer Based Tests were introduced for departmental examinations in May **2021**.

(ix) To streamline the conduct of Departmental Examinations, Computer Based Tests (CBT) were introduced in May 2021, enabling the timely publication of results essential for promotion purposes.

(x) Consequent upon the enactment of the Tamil Nadu Public Service Commission (Additional Functions) Act, 2022,

additional functions relating to recruitment to certain posts in State owned Public Sector Undertakings, State Corporations, Statutory Boards and Authorities have been bestowed upon to the Commission. The Act came into force on 17.03.2022.

4 (d) Thervukalam App

The Government of Tamil Nadu launched "Thervukalam" an integrated mobile application on 13.02.2026 with the objective of simplifying and streamlining the recruitment processes conducted by various recruiting agencies, viz., Tamil Nadu Public Service Commission (TNPSC), Tamil Nadu Uniformed Services Recruitment Board (TNUSRB), Teachers Recruitment Board (TRB) and Medical Services Recruitment Board (MSRB). In addition, Government of India recruitment agencies details such as UPSC, RRB, Banking (IBPS), SSC,

PSUs, etc., has been included in the App. The candidates can download the application from the Google Play Store or Apple App Store, register and access the services provided through the application. So far 5,70,489 candidates have registered and effectively utilising the application.

- 5,70,489 candidates have registered on the Commission's one-time registration application.

Through this application, candidates can access notifications relating to vacancies, submit online applications, download hall tickets (admit cards), view examination results, press releases, obtain exam syllabi and also access previous years competitive examinations question papers along with answer keys. The application also provides information regarding free coaching classes for competitive examinations conducted by the Employment and Training. Candidates can also access video lectures of competitive examination coaching classes conducted by the Anna Administrative staff college, as well as employment related announcements published in newspapers.

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This Application has been designed to provide timely notifications directly to candidates mobile phones regarding hall tickets, examination results and other important updates through instant alerts/ notifications.

4 (e) Annual Report

The Annual Report of the Tamil Nadu Public Service Commission (TNPSC) is placed on the Table of the Legislative Assembly every year. Recently, the Annual Report of the Tamil Nadu Public Service Commission (TNPSC) for the year 2023-2024 was placed before the Legislative Assembly on 19.06.2026.

- The **TNPSC** Annual Report is laid before the Legislative Assembly every year - the **2023-24** report on **19.06.2026**. This is the Article 323 obligation in practice.

5. TAMIL NADU STATE VIGILANCE COMMISSION

The Tamil Nadu State Vigilance Commission was constituted in the year 1965. Main function of the Vigilance Commission is to advise the Government in administrative matters relating to prevention of corruption. Vigilance Commission also advises the Government regarding the procedures to be followed in individual cases. The Commission has its jurisdiction over all Public Servants and the employees of Universities, Statutory and Constitutional bodies of the State.

The Vigilance Commission is headed by Vigilance Commissioner. The Commission monitors and reviews the Functioning of Directorate of Vigilance & Anti-corruption and Tribunals for Disciplinary Proceedings.

- The Tamil Nadu State Vigilance Commission, **1965**, sits one year after the **DVAC** - the policy body above the investigating agency.

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6. DIRECTORATE OF VIGILANCE AND ANTI-CORRUPTION (DV & AC)

The Directorate of Vigilance and Anti-Corruption (DV & AC) was established in 1964 based on the recommendations of the Santhanam Committee, which was constituted with the aim of preventing corruption in public administration. At the time of formation, the Directorate of Vigilance and Anti-Corruption had 15 detachments. Currently, 46 detachments are functioning in the State.

2. Functions of this Directorate:-

a) Conducting enquiries / investigations into complaints received regarding bribery and corruption involving public servants.

b) Traps are organised after complying with the formalities and the corrupt Government Servants are caught red handed while accepting the bribe.

- **DVAC**, **1964**, follows the Santhanam Committee on prevention of corruption - the same committee that produced the Central Vigilance Commission. It began with 15 detachments.

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c) Conducting enquiries into allegations of corruption and allied misconduct referred by the State Vigilance Commission / Government / Courts / Lokayukta.

d) Furnishing the information and Statistics gathered by the Directorate to the State Vigilance Commission.

e) Gathering intelligence regarding bribery, corruption and irregularities and conducting investigations in accordance with the Prevention of Corruption Act, 1988 and the Prevention of Corruption (Amendment) Act, 2018.

3. The Directorate of Vigilance and Anti-Corruption is functioning under the head of a Director in the rank of Director General of Police / Additional Director General of Police, assisting by one Joint Director in the rank of Inspector General of Police, two Inspector Generals of Police for Special Investigation Cells and one Deputy Director

- **DVAC** investigates under the Prevention of Corruption **Act, 1988** as amended in **2018**, and takes references from the State Vigilance Commission, Government, courts and the Lokayukta.

in the rank of Deputy Inspector General of Police. They coordinate anti-corruption measures and supervise investigative activities. Five Superintendents of Police supervise cases / enquiries in their respective ranges namely: (i) Chennai City Range, (ii) Northern Range, (iii) Western Range, (iv) Central Range and (v) Southern Range.

4. Now, the total strength of DV&AC is 899 which includes the 611 Police Officers / Police Personnel, 44 Law Officers, 41 Confidential Branch staff, 200 Administrative Branch staff, One Executive Engineer and One Photographer with an Assistant.

- **DVAC**'s 899 staff comprise 611 police personnel, 44 law office**rs,** 41 confidential branch, 200 administrative branch, an executive engineer and a photographer with an assistant.

5. The Government have established Special courts at eight places namely Chennai, Coimbatore, Trichy, Madurai, Salem, Sivagangai, Tirunelveli and Villupuram for conducting trial for the cases registered under the Prevention of Corruption Act (PC Act) and empowered the

Chief Judicial Magistrates in other Districts of Tamil Nadu where Special Courts are not established, as Special Judge for the trial cases registered under the Prevention of Corruption Act (PC Act).

6. With the efforts of the Investigating Officers and Legal officers of this Directorate, 110 cases ended in conviction during the year 2025.

- 110 **DVAC** cases ended in conviction in **2025**. Vigilance Awareness Week is observed in the last week of October each year.

7. The Government have issued instructions to all the Departments of Secretariat and all the Heads of Department, all Collectors, District level officials to display a Notice Board both in English and Tamil, in every office, in public places at visible points, containing the slogan "Bribe giving and receiving is an offence" with DVAC address, telephone number, email ID and whatsapp number to give complaints on corruption and to upload the same in their websites.

8. Vigilance Awareness Week is observed every year during the last week of October in the

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Directorate of Vigilance and Anti-Corruption and its detachments. Last year 2025, from 27.10.2025 to 02.11.2025, Vigilance Awareness Week was observed, on the theme of "Vigilance: Our Shared Responsibility" and the Directorate of Vigilance and Anti-Corruption has organised various events with the involvement of students, public and Government servants to propagate the theme of Vigilance awareness as detailed below:-

a) Vigilance Awareness programmes were conducted in various Government offices and public places in all districts throughout the State and pamphlets were distributed among Government officials and general public.
b) Students march with Vigilance awareness slogans and Cycle Rally were conducted.
c) Street play was organised by College Students throughout the State of Tamil Nadu.

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9. The Annual Review Meeting was held on 17.03.2026. On that day, a training session was conducted for all investigating 145 officers regarding issues related to bank fraud and GST intelligence inputs relevant to DVAC investigations.

10. In order to assist the investigating officers of DVAC in the scrutiny of voluminous documents such as Income Tax returns, Bank Statements, Financial statements of the business firms and documents obtained from Registrar of Companies and other electronic devices such as Computer Hard Disks, Laptops and Mobile phones, the Government gave permission and financial sanction to DVAC to utilise the services of multi-disciplinary team consisting of (i) Chartered Accountant, (ii) Retired Bank Officer, (iii) Income Tax Officer and (iv) Cyber Forensic Professional and to purchase different types of softwares for analysing financial statements, transactions and Call Details Record analysis.

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Details of Enquiries/cases registered and surprise checks conducted by DV & AC

Year	Enquiries		Registered cases	Trap cases	Total	Surprise Checks
	PE	DE				
2021-2022	129	72	230	120	**551**	108
2022-2023	100	35	117	137	**389**	105
2023-2024	118	53	155	134	**460**	108
2024-2025	171	129	182	199	**681**	140
2025-2026	126	133	153	226	**638**	139
Total	**644**	**422**	**837**	**816**	**2,719**	**600**

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7. TRIBUNALS FOR DISCIPLINARY PROCEEDINGS (TDP)

The Tribunals for Disciplinary Proceedings were constituted for conducting enquiries on the allegation of corruption by Directorate of Vigilance and Anti-Corruption against the officials working under the control of the State Government and the Municipal Corporations.

2. The Tribunals for Disciplinary Proceedings have been vested with Quasi Judicial Powers for summoning witnesses and calling for necessary documents.

3. Six Tribunals for Disciplinary Proceedings are functioning at Chennai, Tiruchirappalli, Madurai, Coimbatore, Tirunelveli and Nagercoil. Each Tribunal is headed by a Commissioner for Disciplinary Proceedings in the cadre of District Revenue Officers.

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4. The Commissioner for Disciplinary Proceedings conduct enquiries relating to cases entrusted to them under Tamil Nadu Civil Services (Disciplinary Proceedings Tribunal) Rules, 1955.

5. The Commissioner for Disciplinary Proceedings forward the findings of the Tribunal to the concerned Administrative Department in Government. The Government examine and pass final orders on the findings of the Tribunal for Disciplinary Proceedings.

Details of Tribunal for Disciplinary Proceedings cases for the year 2025

Tribunal for Disciplinary Proceedings	Cases pending as on 01.01.2025 (A)	Cases received in the year 2025 (B)	Cases disposed in the year 2025 (C)	Cases pending as on 31.12.2025 (A+B)-(C)
Trichy	55	6	6	55
Chennai	43	24	14	53
Coimbatore	44	11	9	46
Madurai	41	6	6	41
Tirunelveli	17	4	-	21
Nagercoil	2	3	-	5
Total	202	54	35	221

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8. TAMIL NADU LOKAYUKTA

The Tamil Nadu Legislature has enacted the Tamil Nadu Lokayukta Act, 2018 in compliance with section 63 of the Lokpal and Lokayukta Act, 2013. The Tamil Nadu Lokayukta Rules, 2018 has also been framed under the said Tamil Nadu Act. The above Act came into force on 13.11.2018.

2. The Tamil Nadu Lokayukta started functioning with effect from 21.04.2019. It is an Quasi-Judicial body. It is constituted to enquire into allegations of corruption made against public servants and matters connected therewith. The Legislative intent of the Tamil Nadu Lokayukta Act is to ensure clean administration, transparency, accountability and promote good governance. The Tamil Nadu Lokayukta has been constituted with a Chairperson, two Judicial Members and two Non-Judicial Members. 103 posts in various cadres have also been sanctioned.

- Tamil Nadu enacted its Lokayukta Act in **2018** under Section 63 of the Lokpal and Lokayuktas **Act, 2013** - the Centre-State link to cite.
- The Tamil Nadu Lokayukta Act came into force on **13.11.2018** and the Lokayukta began functioning on **21.04.2019**, with 103 sanctioned posts.

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3. The Tamil Nadu Lokayukta shall, on receipt of a complaint, to decides to proceed further, order for a (i) Preliminary enquiry (ii) detailed enquiry (iii) recommend for a departmental action (iv) send a report to the competent authority for appropriate action.

4. The Tamil Nadu Lokayukta since its commencement of its operations has been received and processed 1192 complaints till May 2026. Out of the above, 1013 complaints were disposed off and 179 petitions are currently under the process.

- The Lokayukta has received 1,192 complaints to May **2026**, disposing of 1,013 with 179 under process - a disposal rate above 85%.

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9. RIGHT TO INFORMATION (RTI)

The Right to Information Act, 2005 empowers every citizen to access information held by Public Authorities which fosters greater accountability in the functioning of Government.

- The **RTI Act, 2005** underpins the appeal chain: Public Information Officer, first appellate authority, then a second appeal to the Tamil Nadu Information Commission.

9 (a) Public Information Officer (PIO) and Appellate Authority

Each and every office of Government Department has sufficient number of designated Public Information Officers (PIO) to furnish information to the citizens within the stipulated time as per Right to Information Act. The petitioner can seek information available with the Public Authorities. If the Public Information Officer fails to furnish the information or the reply furnished is not satisfactory to the petitioner, the citizen is empowered to approach the designated First Appellate Authority in the Government. If the appellant is not satisfied with the reply of the first

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appellate authority, he can make a second appeal to the Tamil Nadu Information Commission.

The Government of Tamil Nadu has enabled online filing of RTI Applications and First Appeals in the website "rtionline.tn.gov.in". So far 1,92,242 applications and 41,168 appeal petitions are received through online. Public Information Officers and First Appellate Authorities are given RTI training through the Anna Administrative Staff College to improve compliance with statutory obligations.

- 1,92,242 **RTI** applications and 41,168 appeals have come in online.

9 (b) Tamil Nadu Information Commission

The Government of Tamil Nadu constituted the Tamil Nadu Information Commission on 07.10.2005. The Commission is an independent quasi-judicial authority safeguarding the statutory right of citizens to access information held by Public Authorities. The Commission is presently functioning under the leadership of the State Chief

- The Tamil Nadu Information Commission was constituted on **07.10.2005** and works under a State Chief Information Commissioner with eight State Information Commissioners.

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Information Commissioner and eight State Information Commissioners.

The Tamil Nadu Information Commission has also enabled online filing of Second Appeals through its official website "tnsic.gov.in".

9 (b) (i) Transparency, Good Governance and Sustainable Development Goals

The Tamil Nadu Information Commission actively contributes to the achievement of the United Nations Sustainable Development Goals, particularly those relating to transparent, accountable and inclusive institutions. More than four lakh RTI applications are processed annually across the State.

Departments have been instructed to strengthen proactive disclosure under Section 4 of the Right to Information Act by uploading Government Orders, Acts, Rules, Notifications,

Circulars and other information of public importance on their respective websites. Continuous monitoring of statutory timelines and compliance has significantly improved transparency, accountability and citizen-centric service delivery.

9 (b) (ii) Performance of the Commission

The Tamil Nadu Information Commission has consistently focused on expeditious disposal of Second Appeals and Complaint Petitions. During the period from 2021 to 30.06.2026, the Commission has disposed of 94,527 Second Appeals and 18,980 Complaint Petitions. As on 30.06.2026, 25,616 Second Appeals and 11,604 complaint petitions are pending before the Commission.

- From **2021** to **30.06.2026** the Information Commission disposed of 94,527 second appeals and 18,980 complaints, with 25,616 appeals and 11,604 complaints still pending.

The Commission continues to take sustained measures to enhance disposal rates through administrative reforms, digital initiatives,

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strengthening of institutional capacity and improved case management systems.

9 (b) (iii) Annual Report

The Commission submits its Annual Report to the Government for laying before the Tamil Nadu Legislative Assembly. The Commission has submitted Annual Report till the year 2023.

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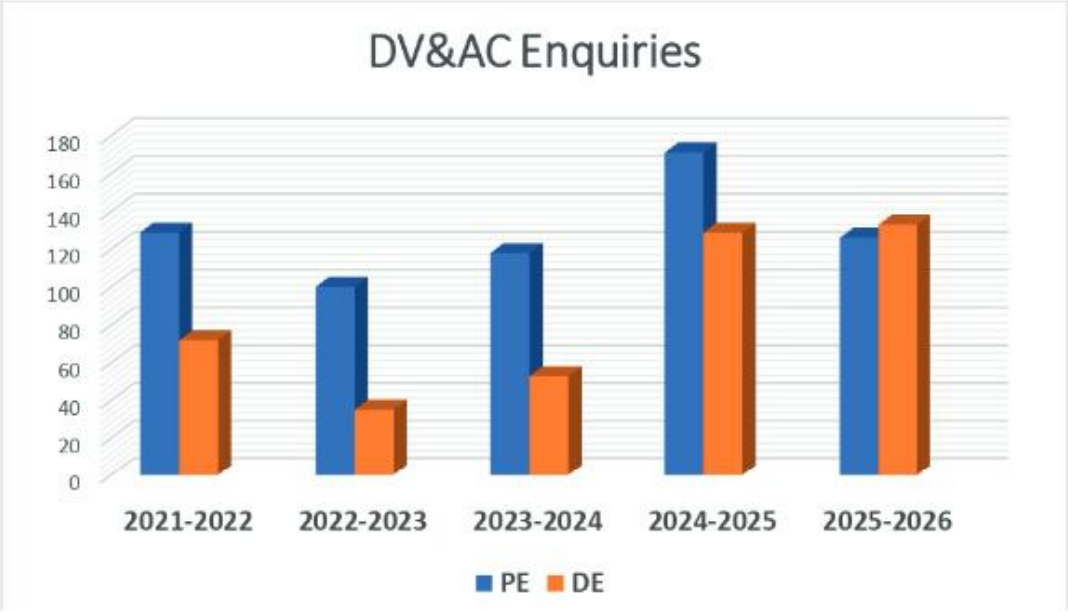
10. CONCLUSION

The Human Resources Management Department plays a vital role in strengthening the State's administrative system by selecting / appointing qualified personnel, enhance their knowledge and skills through continuous training and establish effective workplace policies and procedures. By building the capacity of public servants and promoting efficient Human Resources practices, the department supports the Government in delivering effective, accountable and high-quality public services.

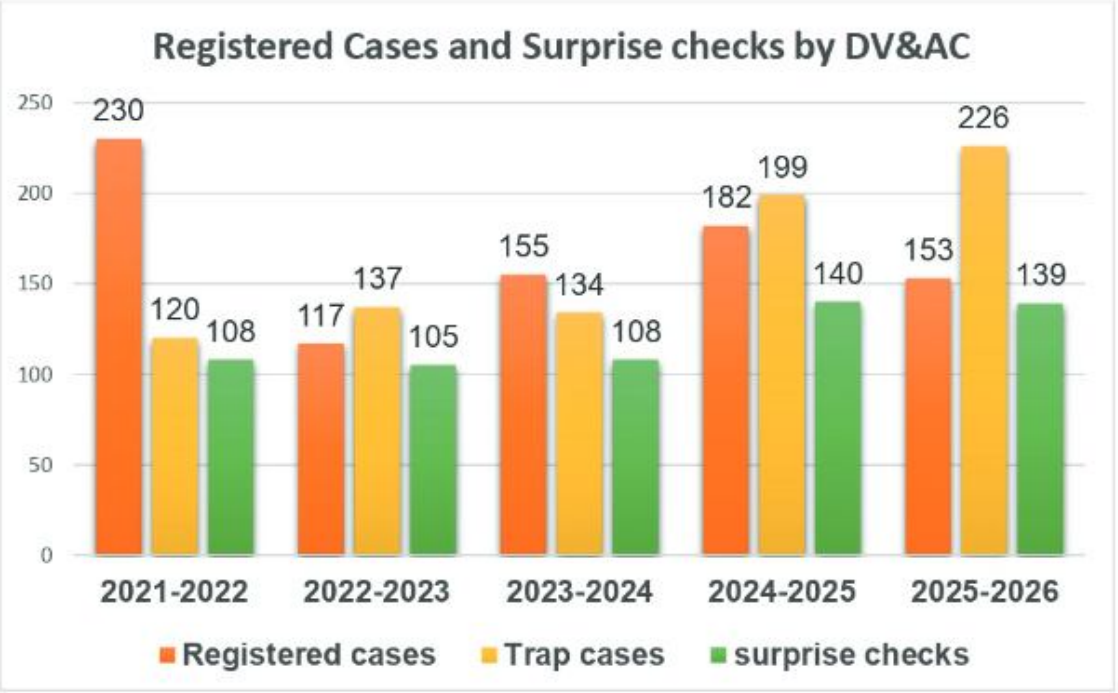
D. SARATHKUMAR
Minister for Human Resources Management

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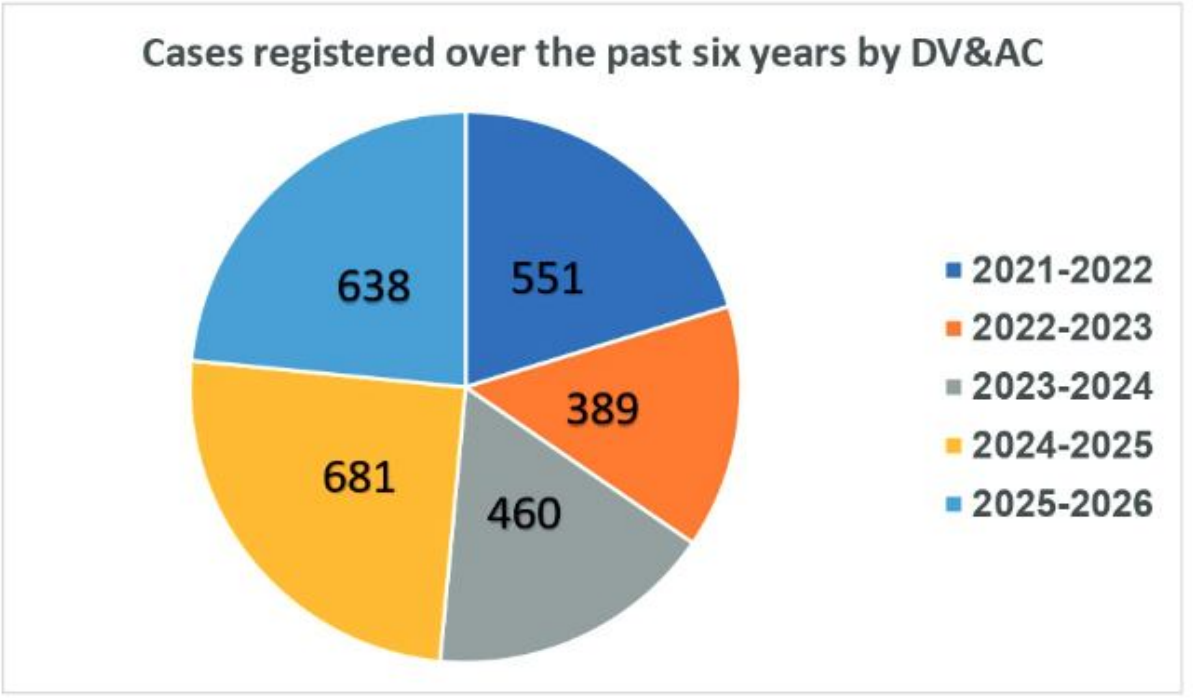
Details of Enquiries/cases registered and surprise checks conducted by DV & AC



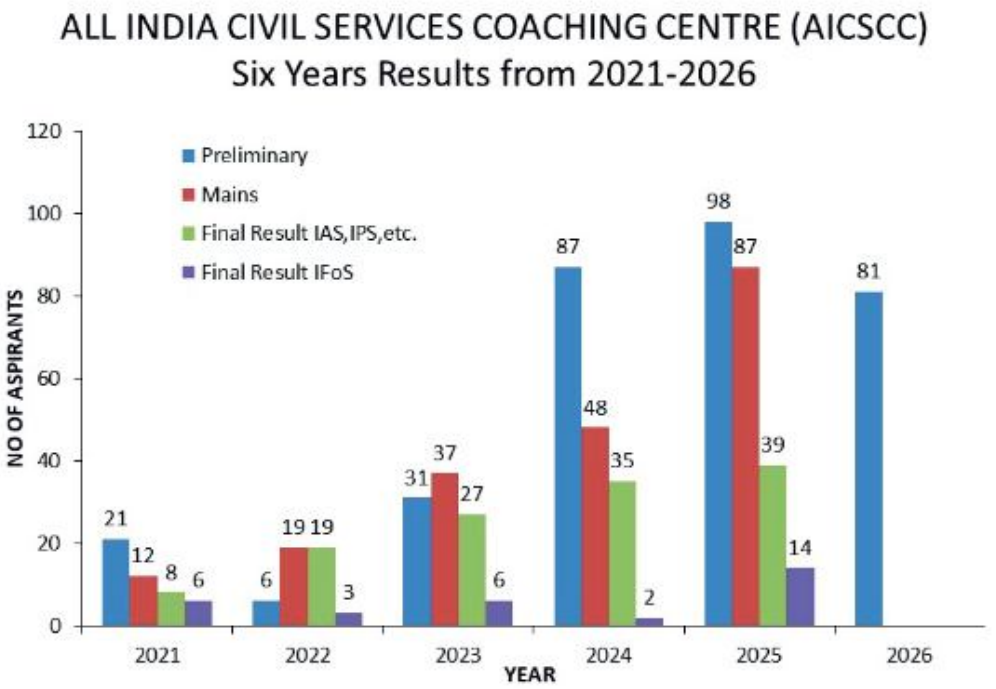
1


Registered Cases and Surprise checks by DV&AC
250
200
150
100
50
0
230
120
108
117
137
105
155
134
108
182
199
140
153
226
139
2021-2022
2022-2023
2023-2024
2024-2025
2025-2026
Registered cases
Trap cases
surprise checks

2

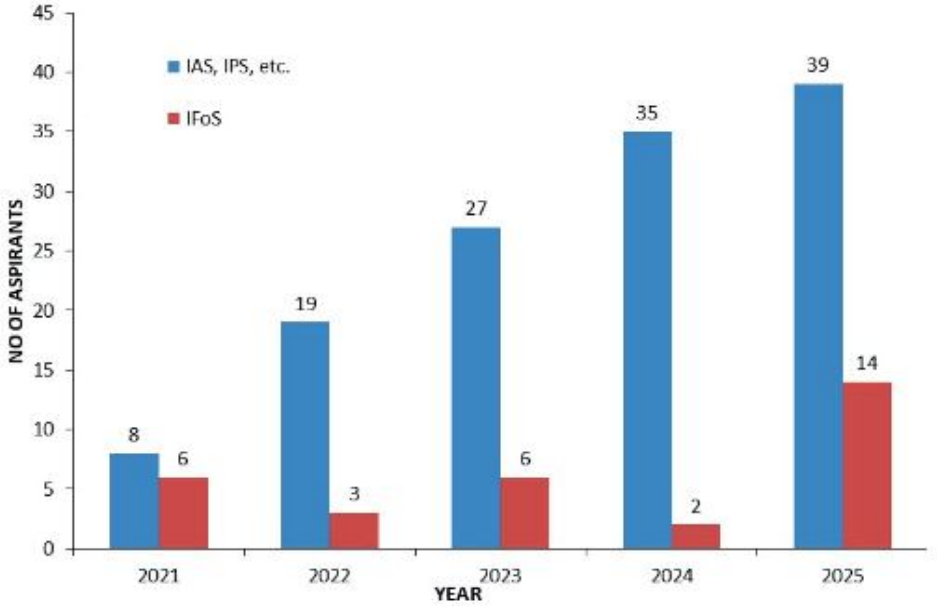

Cases registered over the past six years by DV&AC
638
551
389
681
460
2021-2022
2022-2023
2023-2024
2024-2025
2025-2026

3

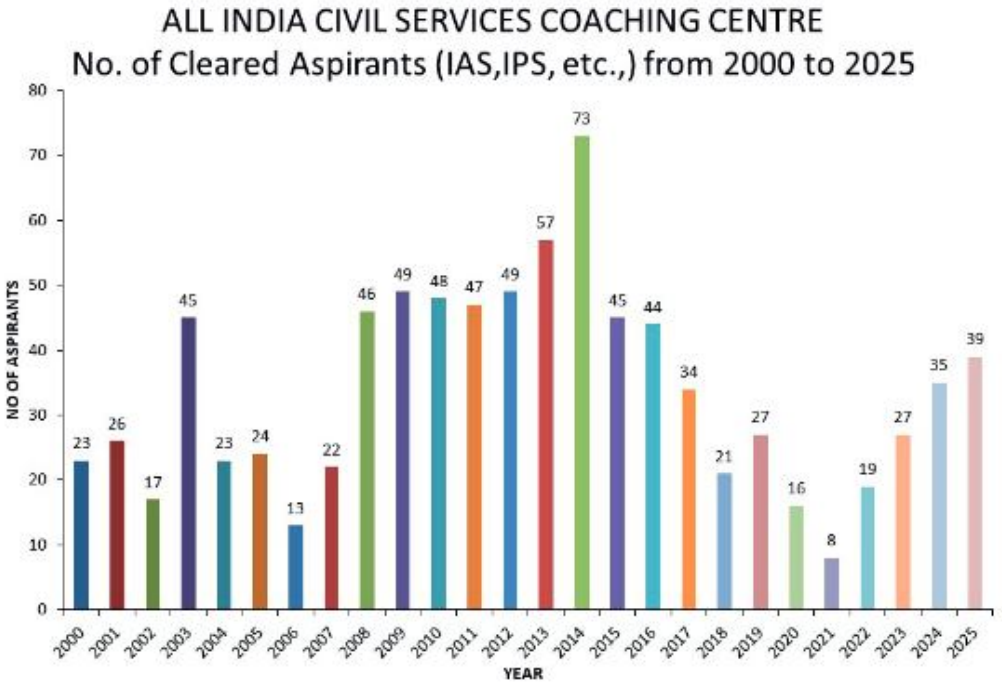

ALL INDIA CIVIL SERVICES COACHING CENTRE (AICSCC)
Six Years Results from 2021-2026
Preliminary
Mains
Final Result IAS,IPS,etc.
Final Result IFoS
NO OF ASPIRANTS
YEAR
120
100
80
60
40
20
0
2021
2022
2023
2024
2025
2026
21
12
8
6
6
19
19
3
31
37
27
6
87
48
35
2
98
87
39
14
81

4

ALL INDIA CIVIL SERVICES COACHING CENTRE (AICSCC)
Final Results from 2021 to 2025

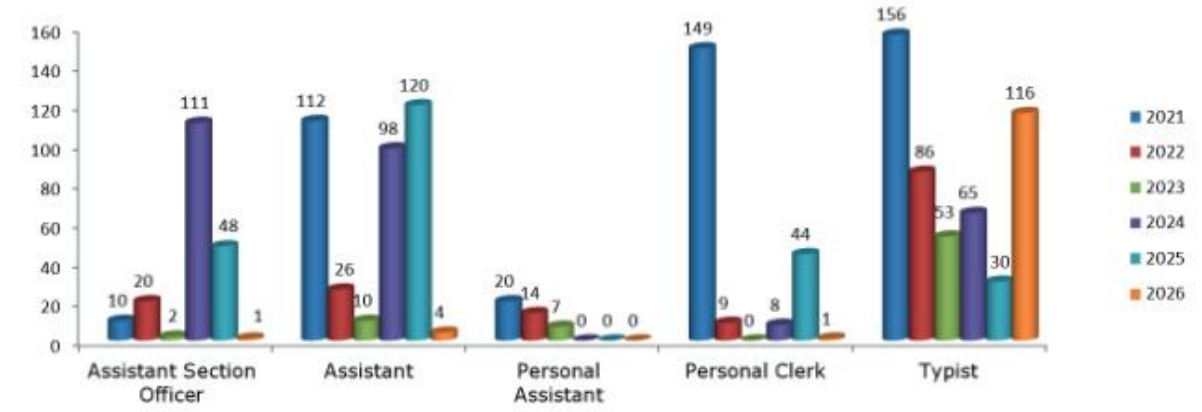


5


ALL INDIA CIVIL SERVICES COACHING CENTRE
No. of Cleared Aspirants (IAS,IPS, etc.,) from 2000 to 2025
NO OF ASPIRANTS
YEAR
0
10
20
30
40
50
60
70
80
2000 23
2001 26
2002 17
2003 45
2004 23
2005 24
2006 13
2007 22
2008 46
2009 49
2010 48
2011 47
2012 49
2013 57
2014 73
2015 45
2016 44
2017 34
2018 21
2019 27
2020 16
2021 8
2022 19
2023 27
2024 35
2025 39

6

Particulars of employees who completed foundational training at the Secretariat Training Institute over the past six years



7



The Hon'ble Chief Minister, Thiru C.Joseph Vijay, presented the appointment order to the candidate selected for Group-I Services through the TNPSC on 29.07.2026.

8



The Hon'ble Chief Minister, Thiru C.Joseph Vijay, distributed the appointment order to the candidate selected for various posts in Group-I Services and the Tamil Nadu Pollution Control Board (TNPCB) through the TNPSC on 29.07.2026.

9



The Chief Secretary to Government Dr.M.Sai Kumar, I.A.S., inaugurated the Common Foundation Course for Group-I Officers selected through TNPSC on 03.08.2026 at the Anna Administrative Staff College.

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The Hon'ble Minister for Human Resources Management interacted with aspirants at the inaugural ceremony of the Civil Services Main Examination Coaching Programme 2026 at the All India Civil Services Coaching Centre.

11



The Hon'ble Minister for Human Resources Management inaugurated the 2026 Civil Services Main Examination Training Programme held at All India Civil Services Coaching Centre and conveyed his best wishes to the aspirants.

12



Construction work is in progress in Shenoy Nagar to establish an All India Civil Services Examination Training Centre with modern amenities at an estimated cost of Rs.62.50 crore to accommodate and train Civil Service Examination aspirants.

13



The Hon'ble Minister for Human Resources Management and Additional Chief Secretary / Director General of Training visited the Computer Laboratory at Bhavanisagar Civil Service Training Institute on 30.07.2026 and explained the importance of computer training in Government Service to the Government Employees undergoing training in the 75th Batch.

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The Hon'ble Minister for Human Resources Management and Additional Chief Secretary / Director General of Training inspected the Indoor Stadium at Bhavanisagar Civil Service Training Institute on 30.07.2026.

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The Hon'ble Minister for Human Resources Management and Additional Chief Secretary / Director General of Training inspected the physical fitness equipment installed in the Indoor Stadium at Bhavanisagar Civil Service Training Institute on 30.07.2026.

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The Hon'ble Minister for Human Resources Management on 30.07.2026 interacted with trainees (Ministerial Staff) of the 75th Batch at Bhavanisagar Civil Service Training Institute and gave advice on proper methods of dealing with the public and taking prompt action on petitions received from the public.

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The Hon'ble Minister for Human Resources Management on 30.07.2026 interacted with trainees (Ministerial Staff) of the 75th Batch at Bhavanisagar Civil Service Training Institute and enquired about the quality of training and their requirements.

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