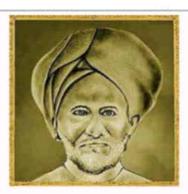# Indian Administrative Service (IAS)

The Indian Administrative Service (IAS) is the administrative arm of the All India Services of Government of India. Considered the premier civil service of India, the IAS is one of the three arms of the All India Services along with the Indian Police Service and the Indian Forest Service. Members of these three services serve the Government of India as well as the individual states. IAS officers may also be deployed to various public sector undertakings and international organizations.

As with other countries following the parliamentary system of government, the IAS is a part of the permanent bureaucracy of the nation, and is an inseparable part of the executive of the Government of India. As such, the bureaucracy remains politically neutral and guarantees administrative continuity to the ruling party or coalition.

Upon confirmation of service, an IAS officer serves a probationary period as a sub-divisional magistrate. Completion of this probation is followed by an executive administrative role in a district as a district magistrate and collector which lasts several years. After this tenure, an officer may be promoted to head a whole state administrative division, as a divisional commissioner.

On attaining the higher scales of the pay matrix, IAS officers may lead government departments or ministries. In these roles, IAS officers represent the country at the international level in bilateral and multilateral negotiations. If serving on a deputation,

they may be employed in intergovernmental organisations such as the World Bank, the International Monetary Fund, the Asian Development Bank, the Asian Infrastructure Investment Bank, or the United Nations, or its agencies. IAS officers are also involved in the conduct of elections in India as mandated by the Election Commission of India.

History

Choorayi Kanaran (1812), a thiyyar gentleman, First Deputy Collector in India, the highest government post an Indian can hold at that time

During the East India Company period, the civil services were classified into three – covenanted, uncovenanted and special civil services. The covenanted civil service, or the Honourable East India Company's Civil Service (HEICCS), as it was called, largely comprised civil servants occupying the senior posts in the government. The uncovenanted civil service was introduced solely to facilitate the entry of Indians onto the lower rung of the administration. The special service comprised specialised departments, such as the Indian Forest Service, the Imperial Police and the Indian Political Service, whose ranks were drawn from either the covenanted civil service or the Indian Army. The Imperial Police included many Indian Army officers among its members, although after 1893 an annual exam was used to select its officers. In 1858 the HEICCS was replaced by the Indian Civil Service (ICS), which became the highest civil service in India between 1858 and 1947. The last appointments to the ICS were made in 1942.

With the passing of the Government of India Act 1919 by the Parliament of the United Kingdom, the Indian civil services—under the general oversight of the Secretary of State for India—were split into two arms, the All India Services and the Central Services.[9] The Indian Civil Service was one of the ten All India Services.

In 1946 at the Premier's Conference, the Central Cabinet decided to form the Indian Administrative Service, based on the Indian Civil Service;[10][11] and the Indian Police Service, based on the Imperial Police.

There is no alternative to this administrative system... The Union will go, you will not have a united India if you do not have good All-India Service which has the independence to speak out its mind, which has [the] sense of security that you will standby [sic] your work... If you do not adopt this course, then do not follow the present Constitution. Substitute something else... these people are the instrument. Remove them and I see nothing but a picture of chaos all over the country.

— *Vallabhbhai Patel in the Constituent Assembly of India discussing the role of All India Services.,*

When India was partitioned following the departure of the British in 1947, the Indian Civil Service was divided between the new dominions of India and Pakistan. The Indian remnant of the ICS was named the Indian Administrative Service,[1] while the Pakistani remnant was named the Pakistan Administrative Service. The modern Indian Administrative Service was created under Article 312(2) in part XIV of the Constitution of India, and the All India Services Act, 1951.

Recruitment

There are three modes of recruitment into the Indian Administrative Service. IAS officers may enter the IAS by passing the Civil Services Examination, which is conducted by the Union Public Service Commission (UPSC). Officers recruited this way are called direct recruits. Some IAS officers are also recruited from the state civil services, and, in rare cases, selected from non-state civil service. The ratio between direct recruits and promotees is fixed at 2:1. All IAS officers, regardless of the mode of entry, are appointed by the President of India.

Only about 180 candidates out of over 1 million applicants, who apply through CSE, are successful, a success rate of less than 0.01 per cent. As a result, the members of the service are often referred as "heaven-born".

Unlike candidates appointed to other civil services, a successful IAS candidate is rendered ineligible to retake CSE. From 1951 to 1979, an IAS candidate was required to submit two additional papers, as well as three optional papers (instead of two as with other civil services) to be eligible for the Indian Administrative Service or the Indian Foreign Service. The two additional papers were postgraduate level submissions, compared to the graduate level of the optional papers, and it was this distinction that resulted in a higher status for the IAS and IFS. The two postgraduate level submissions were later removed, but this has not changed the perceived higher status of the IAS and IFS. After the selection process, the successful candidates undergo training at the Lal Bahadur Shastri National Academy of Administration in Mussoorie, Uttarakhand.

The **Lal Bahadur Shastri National Academy of Administration in Mussoorie, Uttarakhand** is the staff training college of the IAS

State cadres

Cadre allocation policy

The central government announced a new cadre allocation policy for the All India Services in August 2017, touting it as a policy to ensure national integration of the bureaucracy and to

ensure an All India character of the services. The existing twenty O six cadres were to be divided into five zones by the Department of Personnel and Training. Under the new policy, a candidate first selects their zones of preference, in descending order, then indicates a cadre preference from each preferred zone. The candidate indicates their second cadre preference for every preferred zone subsequently. The preference for the zones and cadres remains in the same order and no change is permitted.

Officers remain in their allocated cadre or are deputed to the Government of India.

Zones under the current cadre allocation policy	
Zone	Cadres
Zone-I	AGMUT (Arunachal Pradesh-Goa-Mizoram and Union Territories), Himachal Pradesh, Uttarakhand, Punjab, Rajasthan and Haryana
Zone-II	Uttar Pradesh, Bihar, Jharkhand and Odisha
Zone-III	Gujarat, Maharashtra, Madhya Pradesh and Chhattisgarh
Zone-IV	West Bengal, Sikkim, Assam-Meghalaya, Manipur, Tripura and Nagaland
Zone-V	Telangana, Andhra Pradesh, Karnataka, Tamil Nadu and Kerala

Responsibilities of an IAS officer

The typical functions performed by an IAS officer are:

- To collect revenue and function as court officials in matters of revenue and crime (for the revenue courts and criminal courts of executive magistrates), to maintain law and order, to implement union and state government policies at the grass-roots level when posted to field positions i.e. as sub-divisional magistrates, additional district magistrates, district magistrates and divisional commissioners, and to act as an agent of the government in the field, i.e. to act as an intermediary between the public and the government.
- To handle the administration and daily proceedings of the government, including the formulation and implementation of policy in consultation with the minister-in-charge of a specific ministry or department.

- To contribute to policy formulation, and to make a final decision in certain matters, with the agreement of the minister concerned or the council of ministers (depending upon the weight of the matter), when posted at the higher level in the Government of India as a joint secretary, additional secretary, special secretary or secretary equivalent, secretary and Cabinet Secretary, and in state governments as secretary, principal secretary, additional chief secretary or special chief secretary and chief secretary.

Positions and designations held by IAS officer in their career

Grade/scale (level on Pay Matrix)	Field posting(s)	Position in state governments	Position in the Government of India	Pay Scale
Cabinet Secretary grade (Pay level 18)	—	—	Cabinet Secretary	₹250,000 (US$3,500) (PPP$11,700)
Apex scale (Pay level 17)		Chief secretary	Secretary	₹225,000 (US$3,200)
Higher administrative grade (above super time scale) (Pay level 15)	Divisional commissioner	Principal secretary	Additional secretary[d]	₹182,200 (US$2,600)— ₹224,100 (US$3,100)
Senior administrative grade (above super time scale) (Pay level 14)		Secretary-cum-commissioner	Joint secretary	₹144,200 (US$2,000)— ₹218,200 (US$3,100)
Selection grade (Pay level 13)	District magistrate	Special secretary-cum-director	Director	₹118,500 (US$1,700)— ₹214,100 (US$3,000)
Junior administrative grade (Pay level 12)		Joint secretary	Deputy secretary	₹78,800 (US$1,100)— ₹191,500 (US$2,700)
Senior time scale (Pay level 11)	Additional district magistrate	Deputy secretary	Under Secretary	₹67,700 (US$950)— ₹160,000 (US$2,200)
Junior time scale (Pay level 10)	Sub-divisional magistrate	Under Secretary	Assistant secretary[i]	₹56,100 (US$790)— ₹132,000 (US$1,900)