

State Public Service Commission, Functions, Powers & Role

August 13, 2026 • vajiramandravi.com



State Public Service Commission (State PSC) is a **constitutional body** responsible for recruiting candidates to various **state government services**. It conducts competitive examinations and provides recommendations to ensure **fair and merit-based recruitment**. The Commission also advises the state government on **appointments, promotions, disciplinary matters, and service rules**.

What is State Public Service Commission?

State Public Service Commission is an independent **constitutional authority** established under **Article 315** of the Indian Constitution. It conducts **State PSC examinations** for recruitment to different civil services and government posts. Its primary role is to ensure **transparent, impartial, and merit-based selection** for state government services.

Constitutional Provisions of State PSC

State Public Service Commission (State PSC) derives its constitutional status from **Articles 315 to 323**, which ensure its **independence, recruitment functions, composition, tenure, and accountability** in state government services.

- **Article 315 - Establishment:** Provides for a **Public Service Commission for each State** and also permits a **Joint State Public Service Commission** for two or more states.
- **Article 316 - Appointment and Tenure:** The **Governor** appoints the Chairman and members of a State PSC. Members hold office for **six years or until the age of 62 years**, whichever is earlier.
- **Article 317 - Removal and Suspension:** Provides safeguards for the **removal or suspension** of the Chairman or members. Removal on grounds of **misbehaviour** requires an inquiry by the **Supreme Court**.
- **Article 318 - Service Conditions:** The Governor may determine the **number of members and staff** of the Commission and prescribe their **conditions of service** through regulations.
- **Article 319 - Post-Tenure Restrictions:** Places restrictions on the **future employment** of the Chairman and members after leaving the Commission to protect its **impartiality and independence**.
- **Article 320 - Functions:** Specifies the Commission's role in **conducting examinations**, advising on **appointments, promotions, transfers, disciplinary matters**, and other service-related issues.
- **Article 321 - Additional Functions:** Parliament or a **State Legislature** may extend the functions of a Public Service Commission through legislation.
- **Article 322 - Expenses:** The expenses of the State PSC, including **salaries and allowances of members and staff**, are charged on the **Consolidated Fund of the State**.
- **Article 323 - Annual Report:** The State PSC submits an **annual report** to the **Governor**, who places it before the **State Legislature** along with an explanation where its advice was not accepted.

Composition and Appointment of State PSC

The **State Public Service Commission (State PSC)** consists of a **Chairman and other members** appointed by the **Governor of the state**. Its composition and service conditions are governed by **Articles 316 and 318**, ensuring an independent and impartial recruitment body.

- **Chairman and Members:** A State PSC comprises a **Chairman and other members**, with the number determined by the **Governor** through regulations.
- **Appointment:** The **Governor** appoints the **Chairman and members** of the State PSC.
- **Qualification:** The Constitution does not prescribe specific educational qualifications; however, **at least half of the members** must have held a government office for **at least 10 years** under the Union or a State.
- **Tenure:** Members serve for **six years or until the age of 62 years**, whichever is earlier.
- **Resignation:** The Chairman or a member may **resign by submitting a written resignation to the Governor**.
- **Removal:** Members can be removed by the **President of India** under the conditions specified in **Article 317**.
- **Independence:** Their **security of tenure, service conditions, and removal safeguards** help maintain the Commission's independence.

Functions and Powers of State PSC

The **State Public Service Commission (State PSC)** performs an important role in **state-level recruitment** by conducting examinations and advising the government on various **service-related matters**. Its constitutional functions are mainly defined under **Article 320** of the Indian Constitution.

- **Conducts Examinations:** Organises **competitive examinations** for recruitment to various state government services and posts.
- **Recruitment Advice:** Advises the **State Government** on suitable methods and procedures for recruitment to civil services and government posts.
- **Appointments:** Provides recommendations regarding **appointments** to state services based on merit and applicable recruitment rules.
- **Promotions and Transfers:** Advises on **promotions, transfers, and suitability of candidates** for government services wherever consultation is required.
- **Disciplinary Matters:** Consulted on **disciplinary cases** involving government employees, including certain penalties and service-related proceedings.
- **Service Rules:** Advises the government on **recruitment rules, qualifications, and principles** governing appointments and promotions.
- **Reimbursement of Legal Expenses:** Advises on claims by government employees for **legal expenses incurred in defending proceedings** relating to their official duties.
- **Annual Report:** Submits an **annual report to the Governor** regarding its work, which is subsequently placed before the **State Legislature**.
- **Additional Functions:** Under **Article 321**, the State Legislature can extend the Commission's functions through legislation.

Major State Public Service Commissions in India

services and other government posts within their respective states. Each Commission follows its state-specific **recruitment rules, eligibility criteria, examination pattern, and selection process**.

- **UPPSC - Uttar Pradesh Public Service Commission:** Conducts recruitment for various **Group A and Group B state services**, including the **Combined State/Upper Subordinate Services Examination** and other departmental posts.
- **BPSC - Bihar Public Service Commission:** Recruits candidates for several **administrative and civil service positions** through examinations such as the **Combined Competitive Examination**.
- **MPPSC - Madhya Pradesh Public Service Commission:** Conducts examinations for **state civil services and other government positions**, including the **State Service Examination**.
- **RPSC - Rajasthan Public Service Commission:** Responsible for recruitment to various **Rajasthan state services**, including the **Rajasthan State and Subordinate Services Examination**.
- **MPSC - Maharashtra Public Service Commission:** Conducts competitive examinations for **Maharashtra state government services**, including **Group A and Group B posts**.
- **WBPS - West Bengal Public Service Commission:** Recruits candidates for various **West Bengal government services** through examinations such as the **West Bengal Civil Service Examination**.

- **TNPSC - Tamil Nadu Public Service Commission:** Conducts recruitment examinations for different **Tamil Nadu state services**, including **Group I, Group II, Group IV**, and other posts.
- **KPSC - Karnataka Public Service Commission:** Conducts examinations and recruitment for various **Karnataka government services**, including **Gazetted Probationers and other state posts**.
- **OPSC - Odisha Public Service Commission:** Recruits candidates for **Odisha Civil Services** and several other **state government departments and posts**.
- **APPSC - Andhra Pradesh Public Service Commission:** Conducts recruitment for various **Andhra Pradesh state services**, including administrative, technical, and other government positions.
- **TSPSC - Telangana State Public Service Commission:** Conducts recruitment examinations for various **Telangana state government posts and services**.
- **GPSC - Gujarat Public Service Commission:** Conducts examinations for **Class I and Class II state services** and other government positions in Gujarat.
- **JKPSC - Jammu and Kashmir Public Service Commission:** Conducts recruitment for various **civil services and government posts** in Jammu and Kashmir.
- **UKPSC - Uttarakhand Public Service Commission:** Conducts examinations for **Uttarakhand state services**, including administrative and other government positions.
- **HPPSC - Himachal Pradesh Public Service Commission:** Responsible for recruitment to various **Himachal Pradesh government services** through competitive examinations and selection processes.

State Public Service Commission Challenges

State Public Service Commissions face several challenges that can affect the **speed, transparency, and efficiency of government recruitment**. Key challenges include:

- **Delayed Recruitment:** Delays in notifications, examinations, results, and appointments can increase the **waiting period for candidates**.
- **Examination Paper Leaks: Paper leaks and unfair practices** can undermine the credibility of recruitment examinations and affect deserving candidates.
- **Large Number of Applicants:** A high **candidate-to-vacancy ratio** puts pressure on examination infrastructure and increases competition.
- **Litigation and Legal Disputes:** **Court cases, reservation issues, and disputes over answer keys or recruitment rules** can delay the selection process.
- **Technological Challenges:** Ensuring secure **online applications, examination systems, data protection, and digital evaluation** remains a major challenge.
- **Staff and Infrastructure Shortages:** Limited **human resources, examination centres, and administrative capacity** can affect the timely conduct of examinations.
- **Maintaining Transparency:** Protecting the **integrity of question papers, evaluation, merit lists, and selection procedures** is essential for public confidence.
- **Changing Recruitment Requirements:** Updating **syllabus, eligibility criteria, and recruitment rules** according to changing administrative and technological needs can be challenging.