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भारत सरकार

Government of India

कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय

Ministry of Personnel, Public Grievances and Pensions

कार्मिक और प्रशिक्षण विभाग

Department of Personnel & Training

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Kartavya Bhawan-03, New Delhi

Dated, the 23rd January, 2026

OFFICE MEMORANDUM

Subject: Cadre Allocation Policy for the All India Services-IAS/IPS/IFoS – Reg.

The undersigned is directed to say that the Central Government, after consultation with the State Governments has revised the policy for cadre allocation for the All India Services - Indian Administrative Service (IAS)/Indian Police Service (IPS)/Indian Forest Service (IFoS) as follows:

1. Determination of vacancies: The Cadre Controlling Authorities, namely, the Department of Personnel and Training (DoPT) / Ministry of Home Affairs (MHA) / Ministry of Environment, Forests and Climate Change (MoEF&CC) shall determine the vacancies including the break-up into Unreserved (UR)/ Scheduled Caste (SC) / Scheduled Tribe (ST) / Other Backward Classes (OBC)/ Insider / Outsider vacancies for each of the cadres as per the procedure mentioned below:

- 1.1** The cadre-wise/category-wise vacancies will be determined on the basis of the cadre gap as on the 1st January of the year following the examination year.
- 1.2** The State Governments shall indicate the total number of vacancies to be filled through a particular Civil Services Examination (CSE)/Indian Forest Service Examination latest by the 31st January of the year following the year of Examination. In respect of the services under them, the respective Cadre Controlling Authorities (i.e., DoPT/MHA/MoEF&CC) shall determine the vacancies including the break-up into different categories (i.e., UR/SC/ST/OBC) and Insider/Outsider vacancies for each of the cadres as per established procedure, keeping in mind the cadre gap in the cadre, the requisitions received from the State Governments and the position of the rosters in the cadre.

- 1.3 The vacancies reserved for the Economically Weaker Sections (EWS) category for recruitment, shall be considered a part of the UR vacancies only. In the rosters of the cadres, the EWS candidates shall be plotted against UR vacancies.
- 1.4 The vacancies so determined would be communicated to the State Governments and published on the respective Ministry's website. Both the actions may preferably be completed before the announcement of the final result of the Civil Services Examination/ Indian Forest Service Examination on the basis of which the recruitment is to be made. Since this would be a time bound exercise, the requisition received from the State Governments after the deadline, as prescribed by the Central Government, would not be considered while determining the vacancies.
- 1.5 The principles for the maintenance of rosters for determination of vacancies for category wise reservation and insider / outsider distribution would be as per the established procedure.

2. **Grouping of States/Cadres:** All the State Cadres/Joint Cadres shall be arranged in alphabetical order and divided into four groups which are as follows:

- Group-I:** AGMUT, Andhra Pradesh, Assam-Meghalaya, Bihar and Chhattisgarh.
- Group-II:** Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala and Madhya Pradesh.
- Group-III:** Maharashtra, Manipur, Nagaland, Odisha, Punjab, Rajasthan, Sikkim and Tamil Nadu.
- Group-IV:** Telangana, Tripura, Uttarakhand, Uttar Pradesh and West Bengal.

3. **Allocation against insider vacancies:** The allocation against insider vacancies will be done as mentioned below:

- 3.1 A list of candidates allotted to the service will be prepared indicating their home states and their willingness to be allocated to their home states/cadres and each candidate will be assigned a Sl. No. in the order of merit in the said list. Separate lists for each of the categories, i.e., UR/OBC/SC/ST will also be prepared in the order of merit. Allocation of 'insiders' will be strictly according to their ranks and availability of vacancy at their turn, subject to their willingness to be allocated to their home State/Cadre. For allocation to Home cadre against an insider vacancy, a candidate will be required to express his/her willingness to be allocated to his/her home State/Cadre, otherwise he/she shall not be considered for his/her Home cadre at all.

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- 3.2** Since the number of cadres/joint cadres is **25, the cycles will be 1-25, 26-50, 51-75, 76-100** and so on. The candidates between Sl. Nos. 1 and 25 who can be allocated to their home cadre will be slotted into the first cycle (1-25) and the candidates between Sl. Nos. 26 and 50 who can be allocated to their home state/cadre will be slotted in the second cycle (26-50) and so on. The candidates will be assigned a Sl. No. in the order of merit in the said list; however, they will be placed in the respective cycle in the allocation chart as per their Sl. No. in their respective category.
- 3.3** The 'insider' vacancies as determined for different cadres shall be assigned to different cycles of allocation. If there are two or more candidates who as per their Sl. Nos. have to occupy the same cycle, all such candidates except the candidate with the higher rank in that category, will occupy the next cycle/cycles iteratively. In other words, if there are three candidates to be allocated as insiders at **Sl. Nos. 7,10,16, then the Sl. No. 7 will occupy the first cycle (1-25), Sl. No. 10 will occupy the second cycle (26-50) and Sl. No. 16 will occupy the third cycle (51-75).**
- 3.4** Reserved category candidates (SC/ST/OBC) shall be allocated cadres in the same manner as above iteratively.
- 3.5** A reserved category candidate selected on general merit standards shall be eligible for insider allocation against the available UR vacancy in his/her home cadre as per his/her merit. But if he/she cannot be allocated against such vacancy, for he/she is lower in rank as compared with other general category candidates, he/she shall also be considered for insider allocation as per his/her merit against the available vacancy of his/her category.
- 3.6** The mechanism for filling up of an insider vacancy belonging to a particular category for which a candidate is not available shall be as following:
- (a)** If a UR candidate is not available to fill UR insider vacancy, then it would be filled by an insider ST candidate provided there is an ST outsider vacancy available in that cadre to facilitate exchange. If ST insider candidate is not available or ST outsider vacancy is not available in that cadre, then the UR vacancy would be filled by insider SC candidate with the same condition that there must be an outsider SC vacancy to facilitate the exchange. If SC insider candidate is also not available or SC outsider vacancy is also not available in that cadre, then the UR vacancy would be filled by insider OBC candidate with the same condition that there must be an outsider OBC vacancy to facilitate the exchange.
 - (b)** Similarly, the insider OBC vacancy, if not filled due to non-availability of insider OBC candidate, then it would be first

filled by an insider ST candidate and then by an insider SC candidate and then by an insider UR candidate with the same conditions *mutatis mutandis* as per para 3.6(a) above.

- (c) The insider SC vacancy, if not filled due to non-availability of insider SC candidate, then it would be first filled by an insider ST candidate and then by an insider OBC candidate and then by an insider UR candidate with the same conditions *mutatis mutandis* as per para 3.6(a) above.
- (d) The insider ST vacancy, if not filled due to non-availability of an insider ST candidate, then it would be first filled by an insider SC candidate and then by an insider OBC candidate and then by an insider UR candidate with the same conditions *mutatis mutandis* as per para 3.6(a) above.

Provided that in every such case listed in clause (a), (b), (c) and (d) above, if insider PwBD category candidate(s) of the relevant category is/are available, such PwBD category candidate (senior most in the merit list) shall be so adjusted. In other words, a PwBD category candidate would have a higher claim for being adjusted as compared with non-PwBD category candidates of his category.

- 3.7. Even after the exchange process, as mentioned above, if an insider vacancy cannot be filled up, it would be converted into an outsider vacancy and filled up as such and it would not be carried forward to next examination year.

4. **Allocation against outsiders vacancies:** The allocation against the outsider vacancies will be done according to the roster system after placing 'insiders' at their proper places on the allocation chart, and will be done in two stages, i.e., first for PwBD candidates and second for other than PwBD candidates.

4.1 **Allocation of PwBD category candidates against outsider vacancies**

4.1.1 The cadre allocation for those PwBD category candidates, who did not get allocated to their home cadre, will be done immediately after completion of allocation against all insider vacancies and before considering allocation of non-PwBD candidates, as per roster, against outsider vacancies.

4.1.2 A candidate claiming benefit of reservation under PwBD category shall have an additional option to indicate his/her preference (at the time of indicating his Home State) for any one cadre (other than Home cadre). At the time of cadre allocation, such candidate, if could not be allocated against his/her home cadre, shall be considered for allocation to his/her first preferred cadre, other than home cadre, if an outsider vacancy is available in that cadre in his/her category at his/her turn. In case he/she could not be allocated to that preferred cadre due to non-availability of

vacancy, then he/she shall be allocated to that cadre under the outsider quota by creating an additional vacancy in that cadre in the respective category.

4.1.3 At the time of cadre allocation, such outsider PwBD candidates will be plotted in the last available cycle of their preferred cadre in their respective category, irrespective of their Sl. Nos. If there are more than one PwBD candidates who are getting allocation in the same cadre, they will be placed in the appropriate cycles such that the last PwBD candidate would be placed in the last available cycle of the cadre.

4.2 **Allocation of non-PwBD candidates against outsider vacancies:** The allocation against the remaining outsider vacancies will be done according to the roster system, after placing 'insiders' and PwBD candidates at their proper places on the allocation chart, as explained below:

4.2.1 The candidates who could not be allocated against the insider vacancy/ vacancies in their home cadres will be arranged in the order of merit and allocated to the cadres in cycles against the vacancies in various cadres under their respective category.

4.2.2 In the first cycle, beginning with the Group-I cadres, the cadres which have not received 'insider' candidates will be given one candidate each in order of merit of 'outsider' candidates, subject to availability of vacancy. The process will be repeated in successive cycles, each successive cycle beginning with the next successive group of cadres, for example, the second cycle should begin from Group-II cadres, the third cycle with Group-III cadres and the fourth cycle with Group-IV cadres and the fifth cycle again with Group-I cadres.

4.2.3 Occasionally, it may happen that a candidate's turn may come in such a way that he/she may get allocated to his/her own home cadre. When that happens, the candidate next below him/her will be exchanged with him/her. In case, such candidate is the last candidate, the candidate just above him/her will be exchanged with him/her.

5. For the succeeding year, the State cadres should be arranged again in alphabetical order but with Group-I of the previous year at the bottom, i.e., the arrangement will begin with Group-II on top. In the third year, Group-III will come on top and so on.

6. Reserved category candidates (SC/ST/OBC) shall be allocated cadres in the same manner as above iteratively.

7. Due to the migration of general merit candidates to their own respective reservation category for the purpose of cadre allocation as an insider in respective

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home cadre, a situation may arise where some reserved category candidates remain unallocated while the vacancies under UR category are left unfilled. In such a situation, the remaining unallocated reserved category candidates will be allocated against the available unfilled UR vacancies as per their merit following the roster system of outsider allocation.

8. The Cadre allocation exercise for the IAS shall be done as early as possible and preferably, before the commencement of the Professional Course in the LBSNAA. The Cadre allocation exercise for the IPS/IFoS shall also be done immediately after the appointments have been made.

9. This Cadre Allocation Policy issues in supersession of the existing Cadre Allocation Policy and comes into effect with the Civil Services Examination-2026 and Indian Forest Service Examination-2026.


23.1.2026
(Yashu Rustagi)

Director to the Government of India

To

1. The Secretary, Ministry of Home Affairs, Kartavya Bhawan-03, New Delhi.
2. The Secretary, Ministry of Environment, Forests & Climate Change, Indira Paryavaran Bhawan, Ali Ganj, Jor Bagh Road, New Delhi.
3. The Secretary, Union Public Service Commission, Dholpur House, Shahjahan Road, New Delhi.
4. The Chief Secretaries of All State Governments/Joint Secretary (UTs), Ministry of Home Affairs.

Copy for kind information to:

Director (PMO) (Ms. Pooja Jain)