



# **GOA PUBLIC SERVICE COMMISSION**

## **(GPSC)**

### **GENERAL INSTRUCTIONS TO THE CANDIDATES**

Candidates must read all the instructions given below carefully **before** filling of the application form. The form must be filled strictly in accordance with the instructions given below. Applications not filled correctly, completely and as per the instructions are liable to be rejected and the onus of such rejection would be on the candidates. The Commission will not entertain any claims after such rejection.

#### **1. APPLICATION FORM**

- a) The applicant should visit the Goa Public Service Commission web site <https://gpsc.goa.gov.in/> or Computer Based Examination Portal <https://cbes.goa.gov.in> and should register himself/herself. The applicant should note down the computer generated User ID and Password for future use. Once the registration is complete the applicant may proceed to fill the application form online.
- b) Before filling the application, the applicant shall scan the self - passport size photograph and his/her signature as per prescribed specification.
- c) Separate application should be submitted for each post, in case the candidate applies for more than one post.
- d) The Commission shall not accept application form in any other mode other than online.

#### **2. FILLING UP OF THE APPLICATION FORM**

- a) All the questions/items to be answered/filled as per the options provided therein. No item / question should be left blank or wrongly filled, as the information furnished therein would be used for deciding the eligibility and suitability of the candidates for being called for the selection process.
- b) In application form under **Educational Qualifications**, candidates shall clearly mention the percentage (%) of marks obtained in the respective examination in column "Percentage of marks". In case of grading in CGPA / GPA / SGPA etc, the percentage of marks shall be worked out according to the AICTE/UGC approved table of equivalence which is mention below. "Failing to comply to these instructions may result in rejection of candidature."

Grade point	Percentage
6.25	55 %
6.75	60%
7.25	65%
7.75	70%
8.25	75%

- c) Candidates should ensure that they possess all certificates of their Educational Qualifications, Experience etc. with them in original on the date of application. It should also be ensured that the Caste Certificate is valid on the date of making the application.
- d) The printout of the application form is not to be sent to the Commission.
- e) Candidates are advised in their own interest to apply online much before the closing date and not to wait till the last date for depositing the fee to avoid possibility of disconnection/inability /failure to log on to the website on account of heavy load on internet or website jam.
- f) The GPSC does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of aforesaid reasons or for any other reason beyond the control of the GPSC.
- g) The Candidates should ensure that they have filled in all the details with respect to their qualifications and experience in the online application form as per the essential requirements of the post. In case of teaching posts of Higher Education, Candidates should compulsorily enter their NET/SET (as applicable) in Educational qualification column along with the other essential qualifications for the post. **No additional information will be accepted in hard form once the application is submitted and if the candidate desires to upload additional information of NET/SET/GATE etc., she/he has to apply once again within the due date for submission of application for that particular position.**
- h) In case candidates face difficulties in the following:
  - i. Submission of online application on web portal
  - ii. Payment of application fees
 they may contact mobile number 8530499686 (During Office Hours i.e 9.30 AM to 5.30 PM) on working days
- i) No phone calls from the candidates will be entertained on Commissions office Phone number.

3. **APPLICATION FEE:** The application fee for various categories of candidates shall be as under:

General Category candidates	Rs. 1000/-
SC, ST, OBC (Caste Certificate issued from state of Goa only), EWS	Rs. 500/-
EX- Servicemen	Rs. 500/-
PwD	No fees

- a) After filling the application form online the candidate should upload his/her passport size photograph and signature as instructed. The different modes for making payment of the application fee and their charges shall be as under:-

Mode of Payment of Application Fee:			
Online Mode			
Mode	Charges	Duration for updating payment status to Successful payment	Duration for which Payment Mode can be used for payment
Other bank net banking	Nil	24 hours	Until the last date of Submission of application
Any Debit Card	Nil	24 hours	
Credit Card	Charges as specified on payment gateway	03 days	
Offline Mode			
e-Challan : Wherein Candidate has to take a print of e-challan generated online and make cash payment at any SBI branch of Goa on or before last date of submission. The receipt of said cash payment shall posses stamp of the bank. This copy of e-Challan should be submitted in the office of the Commission on or before the last date of Submission of application.	Nil	24 hours	Until the last date of Submission of application
*Any transaction after the last date will not be considered & no refund will be provided. *Candidates should take care that Payments at SBI Bank in Goa using Offline Challan can only be done on bank working days.			

Once the application fee is paid and e-receipt is downloaded showing successful status, the process of submission of Form will be completed. Any change /editing of the application form shall not be allowed thereafter.

- b) The applicants belonging to the SC, ST, OBC, CFF and EWS category of other states should apply under General Category and have to pay the application fees for General Category applicants/candidates. The application fee paid by the candidate is not refundable.
- c) Application without the prescribed application fee, in the manner narrated above shall be summarily rejected and no correspondence/representation will be entertained against the rejection.
- d) After making successful payment of the Application Fee, the candidate shall download the Receipt of his/her payment.
- e) Candidates making the payment by offline mode(e-Challan) should strictly submit the copy of e-challan in the office of the Commission on or before the last day of submission of application failing which the Commission will not be responsible for canceling their candidature.

**4. DOCUMENTS TO BE UPLOADED WITH ON-LINE APPLICATION FORM.**

- (i) Passport size photograph (scanned)
- (ii) Signature (scanned)

**5. AGE RELAXATION**

Sr. No.	Category	Age Relaxation
1	SC/ST	5 Years
2	OBC	3 Years
3	PwD	10 Years
4	PwD+ SC/ST	15 Years
5	PwD+ OBC	13 Years
6	CFF	5 Years
7	Government Servant/Regular Employees of Aided Institutes	5 Years
*8	Contractual Staff of Government Departments	Extent of their total contractual service subject to a maximum of five years
*9	Lecturer basis teachers	relaxable up to five years (only for teaching posts)

**Note:** The maximum age relaxation limit shall be as notified by the Government from time to time.

\* Candidates belonging to the categories given at Sr. No. 8 or 9 above, need to submit the Certificate from Head of Department/Head of Institute as applicable in the specified formats given below:

**Format for Contractual Staff of Government Departments**

**Office Outward No.**

**Date:**

**CERTIFICATE**

This is to Certify that the candidate named \_\_\_\_\_ is eligible for \_\_\_\_\_ years \_\_\_\_\_ Months \_\_\_\_\_ Days of age relaxation as provided in Rule 4(a) in Notification No. 1/49/76-PER(Pt. II) dated 29<sup>th</sup> July 2024 published in Official Gazette Series I No. 19 dated 8<sup>th</sup> August 2024 which states as below:

“The Upper age limit for direct recruitment to the posts shall be relaxable for contract employees who have worked in various Government Departments to the extent of their total contractual service subject to a maximum of five years provided that their initial contractual

appointment is done through the process of advertisement adhering to due procedure/conditions of the Recruitment. “

**(Head of Department)**

Name:  
Designation:  
Sign of HOD  
Office Seal

**Format for Lecturer basis teachers**

**Office Outward No.**

**Date:**

**CERTIFICATE**

This is to Certify that the candidate named \_\_\_\_\_ is eligible for Five Years of age relaxation for teaching post as provided in Rule 5(a) in Notification No. 1/49/76-PER(Pt. II) dated 29<sup>th</sup> July 2024 published in Official Gazette Series I No. 19 dated 8<sup>th</sup> August 2024 which states as below:

“The Upper age limit for direct recruitment to the Teaching posts shall be relaxable up to five years for lecture basis teachers who have been consecutively appointed for minimum five years in various schools, colleges, institutions under Directorate of Education, Directorate of Higher Education and Directorate of Technical Education provided that their initial appointment on lecture basis is done through the process of advertisement adhering to due procedure/conditions of the Recruitment. “

**(Head of Institute)**

Name:  
Designation:  
Sign of HOD  
Office Seal

**6. APPLICATIONS FROM “IN SERVICE’ CANDIDATES.**

The candidate working in the Government, local self government, semi- government, autonomous bodies or establishments, co-operative sector, public sector, government corporations, government companies or any other department / body, establishment or institution being an instrumentality of the government may submit his / her application online. However, the candidates should inform his / her employer about his / her submitting the application to the Commission. The employer should also be notified to communicate their "No Objection" for consideration of the application by the Commission within fifteen (15) days from the closing date and non-receipt of such communication will be treated as deemed approval from the employer. Employer should also be informed that any objection by the employer received after fifteen (15) days from the closing date will be rejected by the Commission. The Candidate should keep the acknowledgment of such communication with the employer to be produced to the Commission at the time of verification of documents.

**7. ELIGIBILITY CRITERIA**

The candidates should satisfy himself/herself about his eligibility for the post applied for. The Commission would consider the applications of the candidates applying for the post

with the requisite fee and on the basis of the information furnished in the online application and shall determine their eligibility only at the time of interview after verifying all the original documents.

## **8. SHORTLISTING OF CANDIDATES**

8.1 The Commission in appropriate cases and particularly when the number of applications received in response to the advertisements are large as compared to the number of posts and it will not be possible for the Commission to interview all the candidates, may restrict the number of candidates who are found eligible in terms of the requirements of the Recruitment Rules, for interview in the ratio of 1:5 based on any of the following criteria (ie. for every 1 post 5 shortlisted candidates shall be called for interview):-

- a) A written test (screening)/Computer Based Recruitment Test
- b) Percentage of marks scored in the qualifying examinations.
- c) Higher educational qualifications over the minimum qualifications prescribed in the Rule.
- d) Preferential experience as prescribed under essential qualification
- e) Any other suitable criteria that the Commission finds appropriate.

8.2 The candidates shortlisted in terms of para 8.1 will be asked to submit the self authenticated copies of the following documents to the Commission on or before the stipulated date communicated to them.

- a) The certificates on educational qualification
- b) Experience certificate
- c) Certificates showing proof of birth
- d) Caste certificates / Medical certificates, if applicable.
- e) Marriage certificates in case of change in name.
- f) Hard copy of application duly signed
- g) Any other relevant documents.

### **8:3 Qualifying marks at Computer Based Recruitment Test (CBRT)/Interview and the candidates who appear for the Interview after passing the screening test (CBRT)**

1) The minimum qualifying marks for the **Interview/Computer Based Recruitment Test (CBRT)** category-wise is as under:

General category/EWS/ Ex-serviceman	- 60%
OBC/PwD/CFF category	- 55%
SC/ST category	- 50%

However, the minimum marks to be obtained at the interview for those candidates who passed the Screening Test (CBRT) conducted by the Commission would be as follows.

General category/EWS/ Ex-serviceman	- 50%
OBC/PwD/CFF category	- 45%
SC/ST category	- 40%

2) An option “(e) none of the above” for all questions has been introduced, please read instructions at 8.4.5 for details.

3) The result uploaded on the Commission’s website on the next working day after the CBRT, will be provisional and final result will be displayed only after grievance redressal process is complete

8:4 The CBRT Question paper will be uploaded on Commissions website on the next working day from the date of CBRT.

In case of any grievances related to the questions of the CBRT,

1. Fee payable is Rs. 100/- per question.

2. Candidate should submit a hard copy of her/his grievance, which should be as per the Grievance Application format available on Commission’s website along with the Demand Draft (Separate for each grievance) payable to the “Secretary, GPSC”, within two working days from the date the question paper is uploaded on Commission’s website.

3. No grievances will be entertained after the above mentioned period.

4. a. **Grievances post-final result:** After the publication of the final result, candidates who had previously submitted a grievance redressal request of only those candidates will be allowed to submit a request for re-evaluation of specific question. This request must be submitted within 48 hours of the final result being published.

b. **Eligibility for re-evaluation:** Only candidates who had submitted a grievance redressal request prior to the publication of the final result are eligible to put their request for re-evaluation. Candidates who did not apply for grievance redressal earlier will not be permitted to submit their request for re-evaluation of any question after the final result is published.

c. **Re- evaluation of previously raised grievances only:** Re-evaluation will be considered only for those questions that were part of the original grievance redressal process. Requests for re-evaluation of entirely new questions that were not previously

raised will not be entertained this may be incorporated in the instructions to candidates.

#### 5. Marks allocation after grievances redressal

- a. No mark will be allotted to the candidate who has not selected any of the options provided or has not attempted the question.
- b. If the answer key for a question, uploaded on Commission's website is found incorrect, then :
  - I. One mark will be allotted to the candidate who has selected the correct option.
  - II. No mark will be allotted to the candidate who has selected the option other than the correct answer.
  - III. In case the candidate had selected the option which is the same as the answer key displayed which is found incorrect then one mark will be deducted.
- c. If the question is
  - o (i) incorrect
  - o (ii) incorrectly worded
  - o (iii) data is missing
  - o (iv) data is insufficient
  - o (v) out of syllabus

then the candidate may select option “(e) none of the above” and after expert opinion a mark will be awarded in such cases for those who select this option.

##### **EXAMPLE 1:**

We may consider following example to understand the above point:

**Question:** What is the capital of India?

- A. Mumbai
- B. New Delhi
- C. Hyderabad
- D. Chennai
- E. None of the above

**Answer Key:** A

- For the above question a grievance is received from the candidate stating that Option B is the correct answer and not option A.
- After taking opinion of the expert it is found that Option B is the correct answer.
- Marks allocation after grievance for the above question is as follows:
  - One mark will be deducted towards the question for the candidates who have selected option “A”
  - One mark will be allotted to the question for the candidates who have selected option “B”
  - No mark will be allotted to the question for the candidates who have not selected option “B”

With respect to above condition for example if a candidate had obtained 36 marks wherein qualifying was 36 marks in the provisional results. After Grievances, this candidate will obtain 35 marks as per the final result. Hence this candidate will not qualify for the further selection process in terms of point no. 8.3



- d. If two options towards a question is found as correct answers by the expert after the grievance received then one mark will be allotted to the candidates who have selected either of the two options.

**EXAMPLE 2:**

We may consider following example to understand the above point:

Question: Which is the type of carbohydrate from following?

- A. Starch
- B. Glucose
- C. adenine
- D. reboflavic acid
- E. None of the above

Answer Key: A

- For the above question a grievance is received from the candidate stating that either Option A or B is the correct answer.
- After taking opinion of the expert it is found that either Option A or B is the correct answer.
- Marks allocation after grievance for the above question is as follows:
- One mark will be allotted to the question for the candidates who have selected either Option A or B.
- No mark will be allotted to the question for the candidates who have not selected either Option A or B.

## 9. Knowledge of Konkani and Marathi.

In case, the knowledge of Konkani language is an essential criteria, the following parameters are fix to decide the eligibility of the candidates.

### 1) Fluent 2) Working knowledge 3) No knowledge

Candidate must possess at least the “working knowledge” of Konkani language, failing which he/she will be considered as not eligible for the post. Whether a candidate possesses the knowledge of Konkani language or not, will be assessed at the time of interview by an Expert in the field. (However, this condition is not applicable incase the requirement of knowledge of Konkani language is relaxable.)

In case of non-availability of suitable candidates with the knowledge of Konkani, for the posts in professional colleges, Consultants in Directorate of Health Services, this requirement can be relaxed.

## 10. Calling additional documents /details: -

The Commission may in its discretion call for further details from the candidate after receiving the application and unless such details are supplied within given time and to the satisfaction of the Commission; the candidate will not be called for any test / interview.

## 11. SELECTION PROCESS

Depending upon the requirements of the post, the number of applications received and under other relevant circumstances, the Commission may decide to hold a written test and / or skill test and / or physical test and / or scrutiny test and / or group discussions and an interview or

only an interview. The Commission will communicate the nature of test which the Commission has decided to conduct for the purpose of selection sufficiently in advance. Only those candidates, who qualify in such test, will be called for interview by the Commission. The selection in appropriate cases may be done only by way of interview.

## **12. SOLICITING AND CANVASSING**

Soliciting or canvassing in any form or influencing the Commission in any manner by a candidate shall disqualify the candidate and the decision of the Commission in this respect shall be final. The Candidates shortlisted for interview shall email scanned copy of the prescribed undertaking duly filled and signed within five working days from the date of declaration of result/revised result to the office of the commission

## **13. WARNING AGAINST MISCONDUCT**

**Do not furnish false particulars or information.** Do not suppress any material information. Do not create, fabricate, alter or tamper with any of the document or with the attested copy submitted. If there is any inaccuracy or discrepancy between documents, an explanation regarding this discrepancy should be submitted along with the application itself. In case the candidate is known by different names / surnames, he / she should produce suitable proof such as marriage certificate or divergence certificate from the Competent Authority.

A candidate who is or has been found by the Commission to be guilty of obtaining support of his candidature by any means, or of impersonation, or of procuring or submitting fabricated documents or documents which have been tampered with, or of making

statements which are false or of using unfair means during a test, or of writing irrelevant matters including obscene language or pornographic matter in the answer papers or of misbehavior in any manner in the examination hall or of harassing or doing bodily harm to the staff employed by the Commission for the conduct of test or of attempting to commit or abetting the commission of all or any of the acts specified above, may, in addition to rendering himself / herself liable to face criminal prosecution, be liable:

- a) to be disqualified by the Commission for selection for the post for which he / she is an applicant; or
- b) to be debarred either permanently or for a specified period from any examination or selection held by the Commission; or
- c) for disciplinary action under the appropriate rules, if he / she already is in Government service.

## **14. PLACE OF INTERVIEW**

Candidate must appear for a personal interview at the headquarter of the Commission or any other place indicated in the call letter.

## **15. CALL FOR INTERVIEW NOT TO MEAN SELECTION**

It is the responsibility of the candidate making application for the post to verify himself/herself that he/she possess the required essential qualification prescribed for

the post. Merely receipt of call letter for appearing for written examination or for interview does not constitute that the candidate is eligible for the post. If at any stage, it is found that the candidate does not possess the essential qualification, his candidature will be treated as cancelled.

**16. HIGHER STARTING PAY**

The Commission may, in respect of meritorious applicants, recommend higher initial pay. Candidate expecting higher initial pay must give adequate reasons for the same in the application itself in the space provided. If the Candidate does not request for a higher starting pay, it will be assumed that the candidate will accept starting pay as advertised for the post and no further correspondence on this matter will be entertained by the Commission.

**17. COMMISSION'S DECISION WILL BE FINAL**

Decisions taken by the Commission in regard to selection are final and no correspondence / representation in this regard will be entertained from the candidate. The Commission does not enter into enquiries / correspondence with the candidates about reasons for their non-selection for written examination / interview / appointment, etc.

**18. APPOINTING AUTHORITY**

The appointing authority for the posts advertised by the Commission is the Government and not the Commission. The Commission only recommends to the Government the name / s of candidate / s selected by it. Hence, the Commission will not entertain any enquiry / correspondence from any candidate in regard to the appointment given or to be given, or in regard to the terms of appointment.

**19. MEDICAL FITNESS**

Selected candidates are subject to medical test prescribed by the Government, before their appointment. If he / she is found to be medically unfit for the post, he / she will not be eligible for appointment by the Government though selected by the Commission.

**20. ANTECEDENTS & GENUINENESS OF CERTIFICATES**

Selected candidates are subject to enquiry by the Government into their antecedents and verification of the genuineness of the certificates of qualifications, before their appointment.

**21. JOINING TIME**

The candidate selected for a post and required to join duty should report for duty within the specified time as per the appointment order from the Government. The period of joining time to be allowed to the candidate will be at the discretion of the Government (which normally does not exceed two or three months). Failure to report for duty within the time limit prescribed by the Government will lead to lapse of the order and the Commission, cannot, in any way, come to the rescue of the candidate in such a situation.

**22. ACQUAINTANCE WITH "F.Rs. & S.Rs."**

Candidates are advised to get acquainted with the Fundamental Rules and Supplementary Rules, in their own interest.

**23. ELIGIBILITY OF THE CANDIDATES BELONGING TO SCHEDULED CASTES, SCHEDULED TRIBES and Other Backward Classes. (SC & ST & OBC)**

Candidates claiming to be belonging to Scheduled Castes / Scheduled Tribes should follow the Notifications issued by the Government of Goa from time to time in respect of the inclusion of his / her caste in the SC / ST category and for the purpose of obtaining caste certificate from the competent authority in the prescribed form. (Producing false/forged Caste/Community Certificates is a serious matter)

**24. ELIGIBILITY OF THE CANDIDATES WHO ARE PERSON WITH DISABILITY (PwD)**

Candidates claiming to be Person with Disability(PwD) should follow the Notifications issued by the Government of Goa from time to time in respect of the inclusion of the type of PwD permitted for the post and for the purpose of obtaining suitable certificate from the competent authority in the prescribed form.

**a. Regarding submission of test for PwD candidates:** PwD candidates are allowed to submit their test during extra time after completion of standard exam time for CBRT.

**b. Guidelines for the appointment and use of scribes:**

PwD candidates who are eligible to use the services of a scribe may bring their own scribe to the examination. Subject to following conditions:

**Qualifications of the Scribe:**

- The scribe's educational qualification must be **one level lower** than that of the candidate appearing for the examination.
- However, the minimum qualification of the scribe must be **Matriculation (Class 10) or above**.
- Additionally, the candidate must submit the **details of the scribe** in prescribed format as per **Annexure 'A'**. (Given below)
- Credentials of the scribe to be endorsed by Head of Department and Institutions

**2. Temporary Disabilities / Accidental Injuries:**

- In the case of accidental injuries or temporary physical impairments, candidates may also avail the facility of a scribe.
- Such candidates must provide a **certificate from an Authorized medical practitioner (Annexure 'B'** given below) clearly stating the nature of the injury and the need for a scribe along with details of the scribe as per **Annexure 'A'** below.

**Annexure -A**  
**UNDERTAKING FOR AVAILING SCRIBE FACILITY**

I \_\_\_\_\_, a candidate with \_\_\_\_\_ (nature of disability/condition) appearing for the \_\_\_\_\_ (name of the examination) bearing Roll No.

\_\_\_\_\_ at \_\_\_\_\_ (name of the centre) in the District \_\_\_\_\_, \_\_\_\_\_ (name of the State). My educational qualification is \_\_\_\_\_.

2. I do hereby state that \_\_\_\_\_ (name of the scribe) will provide the service of scribe for the undersigned for taking the aforementioned examination.
3. I do hereby undertake that his qualification is \_\_\_\_\_. In case, subsequently it is found that his qualification is not as declared by the undersigned and is beyond my qualification. I shall forfeit my right to the post and claims relating thereto.

(Signature of the candidate)

**Annexure -B**  
**MEDICAL CERTIFICATE FOR AVAILING SCRIBE FACILITY**

This is to certify that, we have examined Mr/Ms/Mrs \_\_\_\_\_ (name of the candidate), S/o/D/o \_\_\_\_\_, a resident of \_\_\_\_\_ (Vill/PO/PS/District/State), aged \_\_\_\_\_ yrs, a person with \_\_\_\_\_ (nature of disability/condition), and to state that he/she has limitation which hampers his/her writing capability/Capability to mark option for Computer Based Recruitment Test (CBRT) owing to his/her above condition. He/she requires support of scribe for writing the examination/to mark option for Computer Based Recruitment Test (CBRT).

2. This certificate is issued only for the purpose of appearing in examinations conducted by recruitment agencies and is valid upto \_\_\_\_\_ (it is valid for maximum period of six months or less as may be certified by the medical authority)

Signature  
Authorized Medical Practitioner  
Stamp and Seal

**25. ELIGIBILITY OF THE CANDIDATES WHO ARE EX-SERVICEMEN**

Candidates who are Ex-Servicemen are required to produce certificates from Regional Sainik Board or any other competent authority in the prescribed form in support of their claim.

**26. ELIGIBILITY OF THE CANDIDATES WHO ARE CHILDREN OF FREEDOM-FIGHTERS**

Candidates who are Children of Freedom-Fighters are required to produce certificates from competent authority in the prescribed form in support of their claim.

- 27.** The post/s reserved for Scheduled Castes or Scheduled Tribes, Other Backward Classes, PwD, Ex-Servicemen and Children of Freedom-fighters will be advertised once or more than once depending on the policy of the Government and instructions issued in this regard from time to time .

**28. MISCELLANEOUS**

- a. The Commission will be within its rights to classify the numerous applications into certain categories and to call for interview only those candidates, who come within certain classified categories.

- b. The candidate who does not report for interview in response to the interview call sent by the Commission, without sufficient cause conveyed to the Commission in advance, will not be eligible to apply again to the same post should any further occasion arise.
  
- c. The Commission will not be responsible for any case of delay due to network including receipt of the intimation by the candidates regarding examinations, other tests or interviews. (Normally, the call letters and other notifications are sent by email/SMS)

**IMPORTANT NOTE:** The provisions relating to the rejection of application, here before, on different counts are intended to ensure that applications forwarded are complete and perfect and to avoid inconvenience and injustice that may be caused to any candidate forwarding a complete and perfect application.