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LocalCircles: Improving Functioning of State and Local Bureaucracy: through its whitepapers on Reinventing Bureaucracy and Customer Service in Government had been regularly demanding the implementation of no pay/promotion and even termination for non performance and subsequently in 2016, the Central Government had announced that Non-performing Central government employees will not get annual increment if their performance is not upto the mark.

Several of you have given regular feedback on how you struggle with the attitude of state and local bureaucrats and in some cases misuse of power and this area needs to be urgently reformed for many reasons. We seek your specific inputs on what should be done so the bureaucrats at state and local levels increase their focus on results, customer service and transparency.

We look forward to your inputs!

My INPUT: It is well known fact that Government bureaucrats are known for paper work and budgets planning, regulations and policing etc. Government bureaucracy is also known for inefficiency. To handle inefficiency effectively the invention of Private enterprise came into being.

Now, let's divide private enterprise into three categories;

namely 1) **Tier I companies;** These will be large corporations, which will deal with Government bureaucrats /agencies. The Government bureaucrats /agencies for example, civil aviation, will write specifications, for example; the government of a country want a plane to be designed with such and such FUEL EFFICIENCY and be able to fly non stop 24 hrs and so on. Now **Tier One** company will get contract based upon bidding process, all the necessary design and regulatory requirements on paper from best of the best Government bureaucrats /agencies such as CIVIL AVIATION.

Tier II: The Tier two companies shall get contracts from **Tier I** companies based upon bidding or other suitable method, such as based upon reputation, working relationships and brand names basis etc., The Tier II companies' job is to make a physical product based upon specification on paper from Government and Tier I companies. The Tier I and Govt agencies do periodic inspections to make sure project is on track / schedule.

Tier III: Tier III companies are small businesses owned by consultants and Top PhD scholars, who solve technical challenges for Tier I, Tier II and Government entities. This is how it is DONE.

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