

**Policy & Procedural Guidelines arising out of PESB**  
**Decisions taken from time to time**

1.	<p style="text-align: center;"><u>Internal Candidates</u></p> <p>(Date of Meeting – 09/05/2011)</p>	<p>The Board decided that the two years’ continuous service should immediately precede the date of vacancy.</p>
2.	<p style="text-align: center;"><u>Job hopping</u></p> <p>(Date of Meeting - 09/05/2011)</p>	<ol style="list-style-type: none"> <li>1. For PESB the concept of job hopping is valid only when a candidate has taken a position at the Board Level.</li> <li>2. When a candidate moves from Company A to Company B on a Board level position, he is expected to work for minimum two years in order that restriction of job hopping does not apply to him. If he has put in less than 2 years, the rule of job hopping will apply to him for a position in other companies.</li> <li>3. If a position falls vacant in the same company at a higher level, the restriction of job hopping will not apply to a Director as ‘vertical hopping’ is permitted in the same company. For example, if an incumbent has moved from company A to Company B he will be eligible for applying for CMD’s position in Company B but not in company A even if he holds lien in company A.</li> <li>4. Job hopping restriction will apply to an incumbent for lateral movement within the company as well as in any other company.</li> <li>5. Consequent to the foregoing, the Board decided that the embargo of six months for a candidate holding No. 1 position in a panel will continue.</li> </ol>
3.	<p>The issue of eligibility of incumbent Directors when the schedule of company is up-graded.</p> <p>(Date of Meeting – 07/04/2011)</p>	<p>The Board considered the issue and decided that in case the Schedule of a PSU has been upgraded and consequently internal applicants who are otherwise eligible have become ineligible on the basis of lower pay scale or duration of service in eligible pay scale, it would be logical to continue to treat them as eligible.</p> <p>The Board decided that in case of up-gradation of the schedule of the PSU the eligibility criteria in the Job Description will remain those of the schedule prior to up-gradation for first time recruitment to each Board level post after up-gradation.</p>