

## Policy & Procedural Guidelines arising out of PESB

### Decisions taken from time to time

1.	Internal Candidates (Date of Meeting –09/05/2011)	The Board decided that the two years' continuous service should immediately precede the date of vacancy.
2.	Job hopping (Date of Meeting - 09/05/2011)	<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.	Incomplete Application (Date of Meeting –11/10/2012)	<p>Applications for Board level posts that are received through proper channel sometimes leave column no -9 (with respect to punishment / enquiry etc) blank.</p> <p>PESB has decided that henceforth such applications will be treated as incomplete and rejected.</p>
4.	Number of attempts in a calendar year w.e.f. January 2013.  (Date of Meeting -05/12/12 & 06/12/12)	Board decided that while a candidate may apply any number of times in a calendar year, he may be allowed to appear up to four times in selection meetings, in a calendar year. This restriction in number of appearances will come into effect from 1 <sup>st</sup> January 2013.

5.	<p>Eligibility for appointment to Board-level posts when the Schedule of a PSU is upgraded. (Dates of previous meetings- 07/04/2011 &amp; 29/08/2014)</p> <p>Date of meeting- 13/10/2014</p>	<p>The Board reviewed the issue in detail and decided that eligibility criteria will be as follows:-</p> <p>(i) <u>Pre-upgradation Posts: Vacancies arising for the first time after upgradation-</u>          If the date of first time vacancy is within 2 years of the date of upgradation (as notified by DPE), the eligibility criteria for internal candidates (only) will be the same as was applicable prior to upgradation.</p> <p>(ii) <u>Posts created <b>after</b> upgradation-</u>          As per norms applicable to the Schedule to which PSU has been upgraded.</p>
6.	<p>Eligibility for appointment to Board-level Posts when a PSU is categorized (i.e. its Schedule is determined) for the first time.</p>	<p>Eligibility criteria will be as per the norms applicable for the relevant Schedule.</p>