
Revision of policy of determination of inter-se seniority amongst candidates of sectoral and external category of CPSE

The practice in the PESB for determining inter-se seniority of the applicants in the same pay scale for the purposes of shortlisting in external and sectoral categories of CPSEs that amongst *eligible candidates under each category, preference is given to number of years of working in a higher pay scale*. After reviewing this practice, with effect from 31.05.2017, the following practice was adopted:

- a. *Preference will be given to applicants holding a higher pay-scale.*
- b. *If pay scale of the applicants is same then –*
 - (i) *Board level applicants will be given preference over applicants who are below the Board level.*
 - (ii) *If two Board level applicants are holding the same pay scale then Chairman/CMD/MD would get preference over the Director. The inter-se-seniority between two or more Chairman/CMD/MD or two or more Directors will be determined with respect to date of holding the same pay scale.*
- c. *Similarly, if pay scale of two or more applicants is same then applicants working just below the Board (e.g. Executive Director in a schedule 'A' CPSE) would get preference over the applicants working at other levels. If two just below Board level executives are holding the same pay scale then inter-se seniority will be determined with respect to date of holding the same pay scale.*
- d. *The inter-se seniority of below the Board level executive holding same pay scale would continue to be determined with respect to date of holding the same pay scale.*

2. The policy (para c above) was put in place to give preference to senior-most candidates in the below Board level but while implementing the provision, it has been observed that information of candidates working at ranks just below the Board is not available with the PESB as also that ranks at below Board varies from CPSEs to CPSEs. Difficulties are also being encountered in receiving timely and accurate information in this regard from CPSEs leading to delays and ambiguity in shortlisting.

3. The policy regarding determination of the inter-se seniority of the applicants for the purpose of shortlisting of executives holding the same pay scale in the sectoral/external category have now been revisited and it was decided that-

- a. Preference will be given to applicants holding a higher pay-scale.
- b. If pay scale of the applicants is same then –

(i) Board level applicants will be given preference over applicants who are below the Board level.

(ii) If two Board level applicants are holding the same pay scale then Chairman/CMD/MD would get preference over the Director. The inter-se seniority between two or more Chairman/CMD/MD or two or more Directors will be determined with respect to date of holding the same pay scale.

c. The inter-se seniority of below the Board level executive holding same pay scale would continue to be determined with respect to date of holding the same pay scale. If date of holding pay scale is same, then the inter-se seniority will be determined w.r.t. date of birth i.e. older getting preference over the younger applicant.

Comments on the above formulation at para 3 will be received in the PESB over email: support-pesb@gov.in by 03:00 PM on 30.01.2018.