

F. No. 5/4/2021-PESB

MINUTES OF INTERNAL MEETING HELD ON 19.8.2021

(i) Director (Finance) posts:-

With reference to all the Director (Finance) posts across CPSEs, the Board was of the view that under Qualification, preference should be given to Chartered Accountant and should also be mentioned in the JD. It was also decided that while examining the applications of shortlisting for Director (Fin) posts across CPSEs, the top 3 internal candidates will be shortlisted based on seniority and experience provided they fulfil the mandatory experience. For the next lot of applicant's preference will be given for shortlisting to those with qualification of Chartered Accountant. Preference will be given to applicants with Chartered Accountancy in respect of Sectoral/External/SPSE/Private Sector candidates. The shortlisting of applicants form Central Government category will be governed by ACC communication dated 1/11/2018.

Minutes of Internal Meeting held on 04.02.2022 regarding shortlisting criteria for the posts of Director (HR)/ Director (Pers/IR)

A Board meeting to discuss the shortlisting criteria for the posts of Director (HR)/ Director (Pers/IR) was held on 4.2.2022. During the meeting the following three categories of applicants were clearly defined and agreed upon.

- Category-I: Priority to applicants with 5 years experience during the last 10 years in HR/IR/Personnel.
- Category-II: Applicants with minimum 2 years' experience in HR/IR/Pers + 3 years as functional head of projects / plants having direct responsibility of 1000 workforce.
- Category-III: Applicants having experience as functional head of projects / plants having direct responsibility of at least 20% of the workforce.

2. During the meeting the Board also discussed matter pertaining to the distribution of the 6 slots allocated Internal Candidates. It was agreed that 3 slots will be allocated to Category-I and the other 3 slots will be allocated to Category-II and III. It was also decided that Chairperson will work out the details. Accordingly, the following principles for shortlisting have been drawn:

- A. The 6 slots allocated for Internal candidates will be distributed as per the following details:
- (i) 3 Slots will be reserved Category-I
 - (ii) The next 3 slot will be distributed to applicants from Category: II & III in the following order of priority:
 - (a) 1st priority to Category II
 - (b) 2nd priority to Category III
- B. In the event there are not enough applicants under Category-I the vacant slots will be distributed in the following order of priority:
- (i) 1st priority to Category II
 - (ii) 2nd priority to Category III

However, the slots for category-II & III will not exceed 3 each in the event there are no/not enough applicants from Category-I

C. Further, in the event where there are not enough applicants from Category-II & III, the vacant slots will be allocated to applicants under Category-I, if applicants are available.

3. The above categorization principles will be applied in prioritization for shortlisting of Sectoral, External, Central Government/SPSE/Private- Category-I first priority followed by Category-II and Category-III, in that order.