

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 is that amongst *eligible candidates under each category, preference is given to number of years of working in a higher pay scale*. It has been observed that in certain cases comparatively lower level executives, without any exposure to Board level functioning, holding the same pay scale from an earlier date, were shortlisted over Board level executives/just below Board level executives .

The PESB, therefore, proposes to determine the inter-se-seniority of Board level and below Board level executives, for the purposes of shortlisting, as under:

- 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 the pay scale of two or more below Board level applicants is same then applicants working just below the Board of the CPSE where he/she is working (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 all other executives holding same pay scale would continue to be determined with respect to date of holding the same pay scale.

Comments on the above formulation will be received in the PESB over e-mail rajivrai@nic.in by 3.00 pm on 31-05-2017.