PESB hereby invites comments to the content of the clarifications proposed w.r.t sub-para (iv) of para 9 of Chapter 2 of Compendium of guidelines regarding Board level appointments in Central Public Sector Enterprises dated 23.02.2017 under the head "Consideration of a candidate already working in a CPSE – Job hopping". The comments are invited over e-mail id rajivrai@nic. which will be accepted upto 03.00 pm on 25.05.2017.
Subject: Clarification regarding Job hopping

The para 9 of Chapter 2 of Compendium of guidelines regarding Board level appointments in Central Public Sector Enterprises dated 23.02.2017 under the head “Consideration of a candidate already working in a CPSE – Job hopping” are as follows:

i. The concept of job hopping is valid only when a candidate has taken a position at the Board level.

ii. 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.

iii. If he has put in less than 2 years, the rule of job hopping will apply to him for a position in other companies.

iv. 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 and not in company A even if he holds lien in company A.

v. Job hopping restriction will apply to an incumbent for lateral movement within the company as well as in any other company.

2. Further the first paragraph of sub-para (ii) of para 8 of Compendium of guidelines regarding Board level appointments in Central Public Sector Enterprises dated 23.02.2017 under the head
"Internal candidate" provides definition of Internal candidate as follows:

Internal candidate is one who is an employee of the same CPSE or its subsidiary and has put in a minimum of two years of continuous service in it immediately preceding the date of vacancy, and who does not hold a lien in any other PSE/Government. An employee who holds a lien on a post in a CPSE can also be considered as an internal candidate of the enterprise provided he/she has put in a minimum of two years of continuous service that enterprise, on the date of acquiring lien and the period for which he/she is away from the enterprise is not more than 5 years.

3. In view of the above, it is hereby clarified that the holding company and all its subsidiaries will be treated as the "same company" for the purposes of sub-para (iv) of para 9 of Chapter 2 of Compendium of guidelines regarding Board level appointments in Central Public Sector Enterprises dated 23.02.2017 under the head "Consideration of a candidate already working in a CPSE – Job hopping" which provides that:

" 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."

However, if a candidate applies from a subsidiary to a holding company, he would be eligible to do so, even in the same pay scale.