

Dated: 6.03.2025

RTI NO - DFCCIL/R/E/25/00053 RTI NO -00104 dated-14.02.2025

| Sl. No. | Admin No./Question No. | Information Sought | Information Provided |
|---------|------------------------|---|--|
| 1. | 1. | MTS jiske three years complete ho gaya hain use N2 me promotion kab tak kiya jaega abhi tak kyu nahi kiya gaya. | Circular NO. 36/2023 dated 09.10.2023 is enclosed. |
| 2. | 2. | Jo MTS ke January 2024 me three years complete ho gaya hain kya unko abki bar department exam me liya jaega. | |

DGM/HR

GM/HR/CO

AGM/Admin (PIO)

Sr.Executive/HR

Circular No 36/2023

Sub: Modification in Promotion Policy

Ref: (i) Circular No 640/2020 dated 16.10.2020
(ii) Circular No 03/2021 dated 17.02.2021

Board of Directors (BoD) in their 89th meeting held on 20.09.2023 has approved following modifications in DFCCIL's Promotion Policy -

1. Minimum Residency and Formation of Panel

| Existing policy | Modification in Policy |
|---|--|
| <p>Cluster A to lowest Grade in Cluster B</p> <p>Total three years' service in Grade N1/N2/N3/N4 will be required for employees to sit in the Competitive examination for promotion to Junior Executive Grade -III (N5).</p> | <p>Cluster A to lowest Grade in Cluster B (N5)</p> <p>Total four years' service in Grade N1/N2/N3/N4 will be required for employees to sit in the Competitive examination for promotion to Junior Executive Grade -III (N5).</p> <p>Panel will be as per seniority from amongst the employees who meet the prescribed selection criteria.</p> |
| <p>Cluster B to Lowest Grade in Cluster C</p> <p>Total three years' service in Grade N5/N6/N7 will be required for employees to sit in the Competitive examination for promotion to Executive (E0).</p> | <p>Cluster B to Lowest Grade in Cluster C (E0)</p> <p>Total four years' service in Grade N5/N6/N7 will be required for employees to sit in the Competitive examination for promotion to Executive (E0).</p> <p>Panel will be as per seniority from amongst the employees who meet the prescribed selection criteria.</p> |
| <p>Cluster C to Lowest Grade in Cluster D</p> <p>Total three years' service in Grade E0/E1 will be required for employees to sit in the Competitive examination for promotion to Jr Manager (E2).</p> | <p>Cluster C to Lowest Grade in Cluster D (E2)</p> <p>Total four years' service in Grade E0/E1 will be required for employees to sit in the Competitive examination for promotion to Jr Manager (E2).</p> <p>Panel will be as per seniority from amongst the employees who meet the prescribed selection criteria.</p> |

Formation of panel from E4 to E5 & E7 to E8 will be as per seniority from amongst the employees who obtain the qualifying marks as per the prescribed selection criteria.

2. **Relaxation in written exam for reserved categories**

Provision of 10% relaxation of marks to SC/ST candidates shall be incorporated up to E2 level in Promotion policy for non-safety category posts.

Accordingly, the SC/ST candidates will require 50% qualifying marks in Professional /Managerial ability (written test) and 50% in APAR. Thus, overall qualifying marks will be 50% (i.e 50 marks out of 100) in Promotional Selections (up to E2 level) for posts other than those which fall under safety category, provided, there is a shortfall of SC/ST candidates qualifying from normal standards and posts are reserved for SC/ST candidates.

3. **Issue of promotion in Secretarial Cadre**

In Secretarial Cadre, promotion of eligible employees will be considered up to E6 level.

4. **Periodicity of Promotion Cycle**

All promotion tests will be conducted once a year assessing eligibility as on 1st January.

4.1 **Counting of residency period of employees on promotion**

The residency period will be counted from the prescribed date, i.e 1st January every year in case of all promotions.

The above modification in the existing promotion policy will be applicable from 01.01.2024. Promotions up to 31.12.2023 will be dealt as per existing policy.

(R.S Rawat)

Additional General Manager/HR

Email to -

1. Secy to MD, for kind information of MD
2. Director/Infra, Director/Finance, Director/OP&BD, Director/PP, CVO
3. ED/Infra/WDFCC, ED/Projects/EDFC, ED/AM/EDFC, ED/AM/WDFC
4. All GGMs/GMs/CGMs/GM CO - for information of all employees

Registered Office: 5th Floor, Supreme Court Metro Station Building Complex, New Delhi-110001.

Tel: +91-11-23454700, Fax: 011-23454701, Web: www.dfccil.gov.in, CIN : U 60232 DL 2006 GOI 155068