



डेडीकेटेड फ्रेट कोरीडोर कॉर्पोरेशन ऑफ इंडिया लि.

भारत सरकार (रेल मंत्रालय) का उपक्रम

Dedicated Freight Corridor Corporation of India Limited

A Govt. of India (Ministry of Railways) Enterprise

No. 2021/HQ/Admin/RTI-703

New Delhi: 13.08.2021

**Sh. Rajnish Kumar**  
Bihar

**Subject: Providing information w.r.t. Original RTI Application received under the RTI Act 2005.**

Reference: Your online RTI application dated 27.07.2021 (Registration No. DFCCIL/R/E/21/00551) received through DOPT.


Please connect your online RTI application dated 27.07.2021. As advised through DOPT portal on 03.08.2021, you have online deposited the required stationery charges on 10.08.2021. Now, the information, as obtained from the concerned record holding office, is provided herewith as under;

S. No	Point No.	Information sought for	Information provided
1.	1	Refer to the original RTI application dt. 27.07.2021	You are medically Fit n PEMT.
2.	2		No information available on record.
3.	3		The cost to the Company is attached. Regarding promotion, Circular no. 640/2020 dated 16.10.2020 is attached.

Hope the above information is complete and satisfactory. If not, then you can appeal within 30 days of receipt of the letter to the 1st Appellate Authority whose name and address is as under;

**Ms. R. P. Chhibber**  
GGM/Administration DFCCIL,  
5th Floor, Supreme Court Metro Station Building,  
Pragati Maidan, New Delhi-110001.

DA: 22 pages

  
13/8/2021

(S.K. Roy)


Dy. G.M./Admn.(PIO)

E-mail: skroy@dfcc.co.in  
011-23454707

**No. 40379/2021/HR-COORD&Policy**

Sub: - Cost to the Company and other Perks  
and Allowances - DFCCIL employees

A Statement regarding Cost to the Company(CTC) along with other perks and allowances provided to the employees of DFCCIL at various grades is attached for information.

  
22/3/2021  
GGM/HR  
22.03.2021

## Cost to the Company

CTC at Minimum of pay scale								
Grade	Pay Scale	Pay Scale (Minimum)	DA @ 18.40%	Basket of allowance @ 35% of basic pay	Lease Rent/ HRA (in X* cities)	Superannuation Benefits (30% of basic of pay + DA)	Monthly Cost (with minimum of pay scale)	Annual cost (with min of pay scale)
MD	200000-370000	200000	36800	70000	96305	71040	474145	5689740
Dir/CVO	180000-340000	180000	33120	63000	84975	63936	425031	5100372
E9	150000-300000	150000	27600	52500	36000	53280	319380	3832560
E8	120000-280000	120000	22080	42000	28800	42624	255504	3066048
E7	100000-260000	100000	18400	35000	24000	35520	212920	2555040
E6	90000-240000	90000	16560	31500	21600	31968	191628	2299536
E5	80000-220000	80000	14720	28000	19200	28416	170336	2044032
E4	70000-200000	70000	12880	24500	16800	24864	149044	1788528
E3	60000-180000	60000	11040	21000	14400	21312	127752	1533024
E2	50000-160000	50000	9200	17500	12000	17760	106460	1277520
E1	40000-140000	40000	7360	14000	9600	14208	85168	1022016
E0	30000-120000	30000	5520	10500	7200	10656	63876	766512
N7	29000-91000	29000	5336	10150	6960	10300.8	61747	740962
N6	28000-80000	28000	5152	9800	6720	9945.6	59618	715411
N5	25000-68000	25000	4600	8750	6000	8880	53230	638760
N4	22000-63000	22000	4048	7700	5280	7814.4	46842	562109
N3	21000-60000	21000	3864	7350	5040	7459.2	44713	536558
N2	18000-52000	18000	3312	6300	4320	6393.6	38326	459907
N1	16000-45000	16000	2944	5600	3840	5683.2	34067	408806

## CTC at Mean of pay scale

Grade	Pay Scale	Pay Scale (Mean)	DA @ 18.40%	Basket of allowance @ 35% of basic pay	Lease Rent/ HRA (in X* cities)	Superannuation Benefits (30% of basic of pay + DA) = 30%	Monthly Cost (with mean of pay scale)	Annual cost (with mean of pay scale)
MD	200000-370000	285000	52440	99750	96305	101232	634727	7616724
Dir/CVO	180000-340000	260000	47840	91000	84975	92352	576167	6914004
E9	150000-300000	225000	41400	78750	54000	79920	479070	5748840
E8	120000-280000	200000	36800	70000	48000	71040	425840	5110080
E7	100000-260000	180000	33120	63000	43200	63936	383256	4599072
E6	90000-240000	165000	30360	57750	39600	58608	351318	4215816
E5	80000-220000	150000	27600	52500	36000	53280	319380	3832560
E4	70000-200000	135000	24840	47250	32400	47952	287442	3449304
E3	60000-180000	120000	22080	42000	28800	42624	255504	3066048
E2	50000-160000	105000	19320	36750	25200	37296	223566	2682792
E1	40000-140000	90000	16560	31500	21600	31968	191628	2299536
E0	30000-120000	75000	13800	26250	18000	26640	159690	1916280

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N7	29000-91000	60000	11040	21000	14400	21312	127752	1533024
N6	28000-80000	54000	9936	18900	12960	19180.8	114977	1379722
N5	25000-68000	46500	8556	16275	11160	16516.8	99008	1188094
N4	22000-63000	42500	7820	14875	10200	15096	90491	1085892
N3	21000-60000	40500	7452	14175	9720	14385.6	86233	1034791
N2	18000-52000	35000	6440	12250	8400	12432	74522	894264
N1	16000-45000	30500	5612	10675	7320	10833.6	64941	779287

CTC at Maximum of pay scale

Grade	Pay Scale	Pay Scale (Maximum)	DA @ 18.40%	Basket of allowance @ 35% of basic pay	Lease Rent/ HRA (in X* cities)	Superannuation Benefits (30% of basic of pay + DA) = 30%	Monthly Cost (with maximum of pay scale)	Annual cost (with maximum of pay scale)
MD	200000-370000	370000	68080	129500	96305	131424	795309	9543708
Dir/CVO	180000-340000	340000	62560	119000	84975	120768	727303	8727636
E9	150000-300000	300000	55200	105000	72000	106560	638760	7665120
E8	120000-280000	280000	51520	98000	67200	99456	596176	7154112
E7	100000-260000	260000	47840	91000	62400	92352	553592	6643104
E6	90000-240000	240000	44160	84000	57600	85248	511008	6132096
E5	80000-220000	220000	40480	77000	52800	78144	468424	5621088
E4	70000-200000	200000	36800	70000	48000	71040	425840	5110080
E3	60000-180000	180000	33120	63000	43200	63936	383256	4599072
E2	50000-160000	160000	29440	56000	38400	56832	340672	4088064
E1	40000-140000	140000	25760	49000	33600	49728	298088	3577056
E0	30000-120000	120000	22080	42000	28800	42624	255504	3066048
N7	29000-91000	91000	16744	31850	21840	32323	193757	2325086
N6	28000-80000	80000	14720	28000	19200	28416	170336	2044032
N5	25000-68000	68000	12512	23800	16320	24154	144786	1737427
N4	22000-63000	63000	11592	22050	15120	22378	134140	1609675
N3	21000-60000	60000	11040	21000	14400	21312	127752	1533024
N2	18000-52000	52000	9568	18200	12480	18470	110718	1328621
N1	16000-45000	45000	8280	15750	10800	15984	95814	1149768

Note - (i) Pay scale has been taken at minimum of the scale, mean of the scale and maximum of the scale. Accordingly, monthly cost and annual cost have been calculated at these levels.

(ii) Additional perks and allowances (other than basket) are over and above the cost indicated in table above.

Other perks and allowances

1. Hard and soft furnishing (E0 and above)
2. Entertainment expenses (E3 and above)
3. Birthday gift
4. Reimbursement of expenses towards purchase of instruments (Mobile/ Landline) (once in two years)
5. Briefcase reimbursement (once in two years)
6. Call charges/telephone charges (E1 and above)
7. Uniform allowance
8. On tour (domestic and foreign) – TA/DA/Lodging
9. Reimbursement of membership/subscription fee: For National/International Institutions (E3 and above)
10. Caretaker for Office work at Residence (E5 and above)
11. Consolidate Travelling Allowance (Corporate Office)
12. Night Duty Allowance (NDA) (Rostered staff up to E1 level)
13. National Holiday Allowance (NHA) (Rostered staff up to E1 level)
14. Special Allowance (employees on deputation)
15. Leave Travel concession
16. Composite Transfer Grant

Besides above allowances, employees are also provided with following facilities-

1. Group Insurance Scheme
2. Medical facility (Indoor and Outdoor)



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Dedicated Freight Corridor Corporation of India Limited  
(भारत सरकार का उपक्रम)  
(A Govt. of India Enterprises)

HQ-HR0COPO(HRP)/1/2020-HR-COORD AND POLICY /100

Dated:16.10.2020

**CIRCULAR No. 640 /2020**

**Sub: Revised Recruitment & Promotion Policy**

The Board of Directors (BoD) in their 74<sup>th</sup> meeting held on 13.10.2020 (Item No 74.3.2) has approved the Revised Recruitment & Promotion Policy as indicated below-

**1. Sourcing and Cadre formation:**

- a) All the posts up to E8 level in DFCCIL will be distributed among different cadres as explained below. All posts in E9 level will be ex-cadre.

	Cadre
Infrastructure	Civil
Systems	Electrical
	S&T
Operations	Operations & BD
Mechanical	Mechanical
Finance	Finance
HR	HR, Administration & Legal
IT	IT

**Note - Detailed functions for each cadre/post will be prepared with the approval of MD.**

- b) The organizational structure of the company would be as decided from time-to-time.
- c) Up to E8 level, seniority will be maintained cadre wise.
- d) All the posts in Cluster A (N1 to N4) for different cadres will have common centralized seniority and employees can be posted and utilized as per requirement in different cadres/departments. At the time of promotion/selection from Cluster A (common cadre) to Cluster B (where the cadres will be different), options will be called from all the employees in the Cluster A.
- e) Company reserves right to form new cadres or split cadres as per the prevailing functional needs.
- f) Recruitment and Promotions will be made on the basis of posts sanctioned for the different cadres as per the chart given above.

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- g) Employees working against isolated posts/small group of posts like Company Secretary will be promoted on fulfilling the requisite residency period as per the selection procedure contained in Para 8.7.
- For the post of Company Secretary, employees fulfilling the requisite residency period may be considered for promotion up to the level of E8.
  - For the post in Secretarial department, employees fulfilling the requisite residency period may be considered for promotion up to the level of E7.
- h) The posts in Vigilance department shall be filled up by inducting staff as per instructions issued by DPE from time to time.
- i) Isolated/small group of posts may be filled on tenure basis by calling for volunteers from among DFCCIL employees or from outside through lateral induction.
- j) Promotion to E9 level (ex-cadre level) will be done on the basis of combined inter-se seniority of all cadres at E8 level.

## 2. Composition of cadre

- a) All regular employees appointed to a post/grade in a cadre/discipline referred to in Para-1, either by direct recruitment or by absorption, shall be members of the respective cadres/disciplines till E8 level.
- b) The vacancies in any of the posts/grades in a cadre referred to in Para-1 shall be filled as per the mode of filling vacancies prescribed in Para -4, except for the posts as prescribed for Direct Recruitment.

## 3. Hierarchy and cluster of Posts

The hierarchy and cluster shall be as under:

Grade	Post/Hierarchy	IDA Pay Scales	Cluster
E9	Executive Director	150000-300000	G
E8	General Manager	120000-280000	F
E7	Addl. General Manager	100000-260000	E
E6	Jt. General Manager	90000-240000	
E5	Dy. General Manager	80000-220000	
E4	Manager	70000-200000	D
E3	Assistant Manager	60000-180000	
E2	Junior Manager	50000-160000	
E1	Sr. Executive	40000-140000	C
E0	Executive	30000-120000	
N7	Jr. Executive- Grade I	29000-91000	B
N6	Jr. Executive- Grade II	28000-80000	
N5	Jr. Executive- Grade III	25000-68000	
N4	MTS -Grade I	22000-63000	A
N3	MTS -Grade II	21000-60000	
N2	MTS -Grade III	18000-52000	
N1	MTS -Grade IV	16000-45000	

4. Mode of filling the vacancies at various levels:

Grade	Post/Hierarchy	Cluster	Mode of filling vacancies	Educational Qualifications for Direct Recruitment/ Immediate Absorption for entry in lowest grade of the cluster
E9	Executive Director (Ex-cadre)	G	By Promotion or Lateral Induction by inviting applications	
E8	General Manager	F	70% by promotion, remaining 30% by lateral induction/deputation. In case Promotion quota does not get filled up due to non-availability of suitable candidate, the vacancy will be filled up by lateral induction/deputation. However, such vacancy will revert back to promotion quota on completion of deputation term of such incumbents.	
E7	Addl. General Manager	E	70% of the vacancies in Cluster E (E5/E6/E7) should be filled up by promotion and remaining 30% should be filled through lateral induction/absorption/Deputation. The absorbed officers should be counted towards 30% quota.	
E6	Jt. General Manager			
E5	Dy. General Manager			
E4	Manager	D	50% posts in E2 to E4 grade (cluster D) shall be filled by direct recruitment. 50% posts in E2 to E4 grade (cluster D) shall be filled by Promotion from eligible employees in E0/E1 grade having 3 years minimum service through competitive examination.	Relevant Degree from a recognized Institute with minimum 60% marks.
E3	Assistant Manager			
E2	Junior Manager			
E1	Sr. Executive	C	50% posts in E0 & E1 grade (cluster C) shall be filled by direct recruitment. 50% posts in E0 & E1	Relevant Diploma from a recognized Institute with minimum 60% marks, as approved from time to time as per Clause 5 (b)
E0	Executive			

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			grade (cluster C) shall be filled by Promotion from eligible employees in N5/N6/N7 grade having 3 years minimum service through competitive examination.	
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N7	Jr. Executive-Grade I	B	50% posts in N5 to N7 grade (cluster B) shall be filled by direct recruitment. 50% posts in N5 to N7 grade (cluster B) shall be filled by Promotion from eligible employees in N1 to N4 grade having 3 years minimum service through competitive examination.	ITI approved by NCVT/SCVT / ITI equivalent, with not less than 60% marks in aggregate in ITI (Specific qualification/trade for different cadre will be prescribed separately as approved from time to time as per Clause 5 (b))
N6	Jr. Executive-Grade II			
N5	Jr. Executive-Grade III			
N4	MTS -Grade I	A	100% by Direct recruitment	ITI approved by NCVT/SCVT or ITI equivalent with not less than 60% marks in aggregate in ITI.
N3	MTS -Grade II			
N2	MTS -Grade III			
N1	MTS -Grade IV			

**Note**

- (i) For the purpose of promotion within the executive and non-executive posts from the grade of N1 to E9, the various grades have been placed in clusters viz-A,B,C,D,E,F&G as indicated above. N1 to N7 are non-executive posts, whereas, E0 and above are executive posts.
- (ii) All the posts in Cluster A (N1 to N4) will have common seniority. Employees working on these posts can be used as per requirement for different functions. For promotion from Cluster A (N4) to Cluster B (N5), where the posts will be distributed in different cadres, as per the chart in Para 1(a), options will be called from the senior most employees in the N4 grade. The promotion will be processed to N5 grade on the basis of options submitted, as per the Zone of Consideration as described in Para 8.4 (b-i).
- (iii) All Open Market Recruitment/Immediate Absorption shall be made in the lowest grade/level in the cluster.
- (iv) For higher grades/levels within the cluster, promotion will be made on completion of minimum residency period.
- (v) Vacancies earmarked at various levels will be filled up against prescribed quota. Lateral Induction/ Permanent Absorption should be made only against the quota earmarked for Direct recruitment/ Lateral induction/deputation.
- (vi) Eligibility conditions for lateral induction to Cluster E/F/G will be prescribed as per DPE guidelines.

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## 5. Open Market Recruitment

Recruitment to various levels as indicated in Para 4 will be conducted based on the following broad guidelines -

- a) All open market recruitments shall be made through reputed recruitment agency.
- b) Eligibility conditions (educational qualifications as mentioned above), other requirements/conditions will be prescribed as per requirements from time to time, with approval of MD, DFCCIL for each cadre at relevant level/grade in the cluster.
- c) The detailed advertisement will be drafted by DFCCIL for publication in Employment News and other dailies as decided from time to time. Receipt of application, scrutiny and selection process shall be undertaken through a reputed recruitment agency.
- d) The process of selection may include written test/computer-based test followed by an interview (wherever prescribed).
- e) The Interview Committee shall be constituted by selected agency/agencies undertaking the selection process. The members of Selection Committee will be nominated by MD.
- f) Reservations/relaxations for SC/ST/OBC/PH etc. shall be as per GOI instructions.
- g) Formation of panel and Standby Panel - Recruitment Agency will recommend a panel up to the number of vacancies and stand by panel up to 2.5 times the number of vacancies. The recommendations of Recruitment Agency will be put up to Appointing Authority as per SOP for approval. Currency of panel will be for one year from the date of approval. Currency of panel can further be extended for one year with the approval of Appointing Authority as per SOP.
- h) Offer of appointment will be issued only after suitability in the medical test from the approved Hospital. The appointment will be subject to verification of character antecedents, caste certificate (either online or through respective issuing authority) and verification of educational qualifications (either online or from the Institute through correspondence). Any adverse report received in the verification will lead to termination of services of the employee without assigning any further reasons.
- i) Direct Recruits will be required to execute a bond as per the policy which will be prescribed from time to time.
- j) Probation
  - i. Direct Recruits shall be on probation for a period of two years from the date of joining. They shall be confirmed subject to satisfactory completion of the probationary period including test/training as prescribed.
  - ii. Probation period can be curtailed or extended on merits of individual cases duly bringing out the justification/ reasons of each individual case with the approval of appointing authority.
  - iii. Employees on probation may be discharged from the service during period of probation without assigning any reasons.

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- d) The process of selection may include written test/computer-based test followed by an interview (wherever prescribed).
- e) The Interview Committee shall be constituted by selected agency/agencies undertaking the selection process. The members of Selection Committee will be nominated by MD.
- f) Reservations/relaxations for SC/ST/OBC/PH etc. shall be as per GOI instructions.
- g) Formation of panel and Standby Panel - Recruitment Agency will recommend a panel up to the number of vacancies and stand by panel up to 2.5 times the number of vacancies. The recommendations of Recruitment Agency will be put up to Appointing Authority as per SOP for approval. Currency of panel will be for one year from the date of approval. Currency of panel can further be extended for one year with the approval of Appointing Authority as per SOP.
- h) Offer of appointment will be issued only after suitability in the medical test from the approved Hospital. The appointment will be subject to verification of character antecedents, caste certificate (either online or through respective issuing authority) and verification of educational qualifications (either online or from the Institute through correspondence). Any adverse report received in the verification will lead to termination of services of the employee without assigning any further reasons.
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  - ii. Probation period can be curtailed or extended on merits of individual cases duly bringing out the justification/ reasons of each individual case with the approval of appointing authority.
  - iii. Employees on probation may be discharged from the service during period of probation without assigning any reasons.

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## 6. Absorption

### 6.1 Permanent Absorption

Employees working on deputation will be allowed to take Permanent Absorption against the vacancies earmarked for Direct Recruitment/Lateral Induction/ deputation as per the rules prescribed separately.

### 6.2 Immediate Absorption

Immediate Absorption will be allowed against vacancies earmarked for Direct Recruitment/ Lateral Induction as per the rules prescribed separately.

## 7. Lateral Induction

Lateral induction by inviting applications will be allowed against vacancies earmarked as mentioned in Para 4 above as per the rules that may be prescribed separately.

## 8. Promotion

### 8.1 Minimum Residency

#### Cluster A

Multi-Tasking Staff-Grade I (N4)  
↑ 3 Yrs  
Multi-Tasking Staff -Grade II (N3)  
↑ 3 Yrs  
Multi-Tasking Staff-Grade III (N2)  
↑ 3 Yrs  
Multi-Tasking Staff-Grade IV (N1)

#### Cluster A to Lowest Grade in Cluster B

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).

#### Cluster B

Jr. Executive- Grade I (N7)  
↑ 3 Yrs  
Jr. Executive- Grade II (N6)  
↑ 3 Yrs  
Jr. Executive- Grade III (N5)

#### Cluster B to Lowest Grade in Cluster C

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).



**Cluster C**

Sr. Executive(E1)  
↑ **4 Yrs.**  
Executive(E0)

**Cluster C to Lowest Grade in Cluster D**

Total three years' service in Grade E0/E1 will be required for employees to sit in the Competitive examination for promotion to Junior Manager (E2).

**Cluster D**

Manager(E4)  
↑ **4 Yrs.**  
Assistant Manager(E3)  
↑ **3 Yrs.**  
Junior Manager(E2)

**Cluster D to Lowest Grade in Cluster E**

Dy. General Manager(E5)  
↑ **4 Yrs.**  
Manager(E4)

**Cluster E**

Addl. General Manager(E7)  
↑ **4 Yrs.**  
Jt. General Manager(E6)  
↑ **4 Yrs.**  
Dy. General Manager(E5)

**Grade E7 to grade E8**

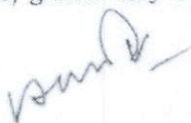
General Manager(E8)  
↑ **4 Yrs.**  
Addl. General Manager(E7)

**Grade E8 to grade E9**

Executive Director(E9)  
↑ **4 Yrs.**  
General Manager(E8)

**Note:**

Jr. Manager (E2) grade was introduced vide HR's Letter No. HQ / HR / E2 / Pt.I / 201501794 Dt. 10.02.2016. To ensure that the promotional prospects of existing Sr. Executives (as on 10.02.2016) is not adversely affected by the insertion of new level of E2, such Sr. Executives who have completed 3 years or more in E1 (Sr. Executive) grade may be given an option to opt either -



- (i) For promotion to E3 on completion of six years residency in E1 (Sr. Executive) grade; or
- (ii) For promotion to the new E2 (Jr. Manager) grade on completion of 3 years in E1 (Sr. Executive) grade and will become eligible for promotion to E3 (Assistant Manager) on completion of 3 years residency period in E2 (Jr. Manager) grade.

## **8.2 Counting of Residency**

### **8.2.1 Counting of residency period of employees on promotion**

- a) The residency period will be counted from the prescribed dates, i.e 1<sup>st</sup> January and 1<sup>st</sup> July every year in case of promotions within the cluster. For inter cluster promotions, residency will be counted from the date of availability of vacancy.
- b) The actual financial benefits and the date of pay and increment fixation will be w.e.f the actual date of joining by the employee in the higher post.

### **8.2.2 Counting of residency period of employees on permanent absorption**

For the purpose of counting residency period for promotion in the case of employees joining on deputation followed by permanent absorption in DFCCIL, they will be governed by the following: -

- a) In the cases where the employees are considered for absorption in higher grade, their date of residency would be the date of absorption.
- b) In cases where they are absorbed in the same grade in which they are working on the date of absorption, their date of residency would be the date of entry to the grade in which absorption is being made but not before the date of joining on deputation.
- c) It is further clarified that the employee on deputation, if absorbed in the same grade in which he joined DFCCIL originally, will get the benefit of residency period. The employee, who was on deputation and later on given higher designation and later on, absorbed in higher designation, will not be entitled for the benefit of residency period.

## **8.3 Assessment of vacancy for promotion**

### **(a) Within the cluster**

- i. The number of posts in each grade/level within one cluster will be on floating basis.
- ii. Promotion within the cluster will be considered on completion of requisite residency period in the present grade, irrespective of vacancy, as per the selection procedure contained in Para 8.7.
- iii. Assessment for promotions shall be undertaken twice in a year. For this purpose, eligibility lists of employees completing the minimum required residency for promotion to the next grade shall be prepared as on 1<sup>st</sup> July and as on 1<sup>st</sup> January.

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#### 8.4 Zone of Consideration (ZOC) for Promotion

##### a) Within the cluster

All eligible employees who have completed the minimum residency period as on 1<sup>st</sup> January or 1<sup>st</sup> July will be called for selection.

##### b) From one cluster to another Cluster

###### (i) For promotion to N5, E0, E2 grades.

All the employees in lower cluster with 3 years minimum service will be eligible to appear in the competitive examination.



**(b) From one cluster to another cluster**

- i. Promotion from one cluster to another cluster shall be subject to availability of vacancy. Promotion from lower cluster to the lowest grade/level of next cluster as well to the post of GM (E8) and ED (E9) shall be subject to availability of vacancy, as per the selection procedure contained in Para 8.7.
- ii. Reservation will be applicable for promotions from Cluster A to B, Cluster B to C and Cluster C to D.
- iii. Post based rosters will be maintained for each cluster where reservation is applicable as mentioned above.
- iv. Assessment of vacancies for promotion from one cluster to another (inter cluster promotion) in N5, E0, E2 grade shall be undertaken on 1<sup>st</sup> January. Assessment of vacancy for E5, E8, E9 grade will be undertaken on 1<sup>st</sup> January and 1<sup>st</sup> July of every year. For assessing the vacancy, the existing and anticipated vacancies that will arise in the next six months/ one year will be taken into consideration.
- v. The anticipated vacancies will cover the following-
  - a) Vacancies on account of normal wastage, viz retirement on superannuation
  - b) Vacancies likely to be caused as a result of resignation provided the same are likely to be accepted.
  - c) Vacancies in higher clusters in the channel, the filling of which will result in the need to make consequent appointments from the proposed panel.
  - d) Vacancies likely to be caused due to staff approved to go on deputation to other units.
  - e) Number of staff already empanelled for ex-cadre posts.
  - f) Vacancies likely to arise due to creation of additional posts in higher clusters and in the same cluster, with approval of Competent Authority.



(ii) **For promotion to E5, E8, E9 grades**

The Zone of Consideration (ZOC) for E5, E8 and E9 grades, i.e. number of employees to be called for selection process out of the employees who have completed minimum residency period as on 1<sup>st</sup> January or 1<sup>st</sup> July shall be as under -

Number of Vacancies(X)	Normal ZOC
Up to 10	2X+4
More than 10	1.5X+3 but not less than 24.

**8.5. Issue of notification of vacancies** - The number of vacancies to be filled on promotion (within cluster or from one cluster to another cluster) will be notified. For promotion to N5, E0, E2, option will be called from the employees working in lower cluster who have completed 3 years of service in the cluster. List of employees who fall within the Zone of Consideration as explained in Para 8.4, who have opted for competitive examination in terms of Para 8.4 (b)(i) will be published.

**8.6. Composition of Selection Committee (DPC)**

- Selection Committee (DPC) shall be nominated by the Appointing Authority as per SOP.
- Composition of the Selection Committee (DPC) for various grades shall be as under:

For promotion to	Selection Committee Composition
GM and ED (E8 and E9)	Three Directors including Director in-charge of HR.
AGM, JGM, DGM (E5, E6, E7)	Three GGM/GMs, one each from HR, the concerned department and the sister department.
Manager and Asst. Manager (E3, E4)	Three AGMs one each from HR, the concerned department and the sister department.
Junior Manager (E2) (Cluster C to Cluster D)	<ul style="list-style-type: none"><li>Three AGMs one each from HR, the concerned department and the sister department. (One member should belong to SC/ST category).</li><li>In case no member is available from SC/ST category, another member can be co-opted at one grade/level lower to the committee.</li></ul>
Sr. Executive (E1)	Three AGMs one each from HR, the concerned department and the sister department.
Executive (E0) (Cluster B to Cluster C)	<ul style="list-style-type: none"><li>Three AGMs one each from HR, the concerned department and the sister department. (One member should belong to SC/ST category).</li><li>In case no member is available from SC/ST category, another member can be co-opted at one grade/level lower to the committee.</li></ul>
Junior Executive Grade I and Junior Executive	Three AGMs/JGMs one each from HR, the concerned department and the sister department.

Grade II (N6, N7)	
Junior Executive Grade III (N5) (Cluster A to Cluster B)	<ul style="list-style-type: none"> <li>• Three AGMs/JGMs, one each from HR, the concerned department and the sister department. (One member should belong to SC/ST category).</li> <li>• In case no member is available from SC/ST category, another member can be co-opted at one grade/level lower to the committee.</li> </ul>
Multi Tasking Staff (N2, N3, N4)	Three DGMs one each from HR, the concerned department and the sister department.

## 8.7. Selection Procedure

### 8.7.1 Method

#### a) Within the cluster

- (i) For **N2 to N3, N3 to N4, N5 to N6, N6 to N7 and E0 to E1** grades, promotions will be made on the basis of performance of the employee in the Annual Performance Appraisal. APAR's for last 3 years will be considered. Weightage of each APAR will be of 10 marks. Minimum Qualifying marks for the promotion will be 60% of the Total marks, (i.e 18 marks out of 30).
- (ii) For **E2 to E3, E3 to E4, E5 to E6 and E6 to E7** promotions will be made on the basis of performance of the employee in Professional/Managerial Ability (Presentation), Personality Traits (Interview) and APARs. APAR's for last 4 years will be considered. Weightage of each APAR will be of 10 marks (through pro rata conversion). Distribution of Marks will be as under -

Professional/ Managerial ability (Presentation)	Personality Traits(interview)	APAR	Total
25	25	50	100

Minimum Qualifying marks for the promotion will be 60% of Professional/Managerial ability (Presentation) & Personality Traits (Interview) and 60% of APAR. Thus, overall Qualifying marks shall be 60% (i.e minimum 60 marks out of 100).

#### b) From one cluster to another Cluster

- (i) **For promotion to N5, E0, E2 grades**

For Cluster A to lowest Grade in Cluster B (N5), Cluster B to lowest Grade in Cluster C (E0) and Cluster C to lowest Grade in Cluster D (E2) promotions will be made on the basis of performance of the Employee in competitive examination

comprising of Professional/Managerial ability (Written Test) and APARs.

All the employees in lower cluster with 3 years minimum service will be eligible to appear in the competitive examination.

Marks obtained in the written test (computer-based test) as per the result given by the reputed testing agency will be tabulated along with marks for APARs by the Selection Committee. APARs for last 4 years will be considered. Weightage of each APAR will be of 10 marks. Distribution of Marks will be as under -

Professional/Managerial ability (Written Test)	APAR	Total
60	40	100

If APAR for 4 years are not available then marks will be awarded on pro-rata basis on the basis of available APARs. Minimum Qualifying marks for the promotion will be 60% in Professional/Managerial ability (Written Test) and 60% in APAR. Thus, overall Qualifying marks shall be 60% (i.e 60 marks out of 100).

(ii) **For promotion to E5, E8, E9 grades**

For Cluster D to lowest Grade in Cluster E (E5), Grade E7 to Grade E8 and Grade E8 to Grade E9 respectively, promotions will be made on the basis of performance of the Employee in Professional/Managerial Ability (Presentation), Personality Traits (Interview) and APARs. APAR's for last 4 years will be considered. Weightage of each APAR<sup>r</sup> will be of 10 marks (through pro rata conversion).

Distribution of Marks will be as under: -

Professional/Managerial ability (Presentation)	Personality Traits(interview)	APAR	Total
25	25	50	100

**For promotion to E5 grade,** minimum qualifying marks shall be 60% in Presentation and interview and 60% in APAR. Thus, overall qualifying marks shall be 60% (i.e. minimum 60 marks out of total 100).

**For promotion to E8 and E9 grade,** minimum qualifying marks shall be 75% in presentation and interview and 75% in APAR. Thus, overall qualifying marks shall be 75% (i.e minimum 75 marks out of total 100).

### **8.7.2 Presentation**

Candidates may be required to make a presentation about his/her professional/managerial achievements/abilities before Selection Committee (DPC), wherever prescribed, for promotion to various levels. Topics for presentation will be decided by member of the Selection Committee for the concerned department /cadre.

### **8.7.3 Written Test**

Candidates may be required to appear in the written test for his/her Professional/Managerial Abilities, wherever prescribed, for promotion to various levels. Computer-Based Test (CBT) will be conducted through reputed testing agency. Syllabus for the test will be prescribed with the approval of Appointing Authority.

### **8.7.4 Distribution of Marks for APAR**

- a) For the purpose of assessing the suitability of the employees for promotion in every grade, the Selection Committee (DPC) shall award the marks against APARs four (04)/ three (03) preceding years, as prescribed.
- b) While awarding the marks under APAR head sum total of marks obtained on scale of 1 to 10 should be taken into account.
- c) Where one or more APAR is not available out of 03/04 (three/four), as prescribed, the Selection Committee may consider the APARs of preceding period. If this is also not available, Selection Committee may award the marks on the average of other available APARs.

### **8.7.5 D&AR & Vigilance Clearance**

At the time of consideration of the cases of eligible employees for promotion, details of their D&AR/Vigilance clearance should be obtained and details thereof, should be brought to the notice of the Selection Committee.

## **8.8 Recommendations of Selection Committee**

- a) The Selection Committee (DPC) after assessment of the employees shall prepare Select List/Panel.
- b) Cases in respect of employees, who are under suspension or who have been charge-sheeted or against whom criminal charges have been framed by a Court of Law, will specifically brought to the notice of the Selection Committee (DPC). The Selection Committee shall assess the suitability of such employees for promotion. The assessment and the recommendations of the Selection Committee shall be kept in a sealed cover.
- c) If the disciplinary case/ criminal prosecution proceedings are still pending against such employees at the time of subsequent selections, the Selection

Committee (DPC) shall assess the suitability for promotion and the recommendations of the Selection Committee shall be kept in a sealed cover for each subsequent year.

- d) Detailed procedure and guidelines relating to processing the case kept in sealed cover will be issued from time to time.

## **8.9 Formation of Panel**

### **8.9.1 a) Within the cluster**

- (i) For **N2 to N3, N3 to N4, N5 to N6, N6 to N7 and E0 to E1**, Selection Committee will recommend names of the employees who have qualified as per the prescribed procedure in order of seniority.
- (ii) For **E2 to E3, E3 to E4, E5 to E6 and E6 to E7**, Selection Committee will recommend names of the employees who have qualified as per the prescribed procedure in order of seniority.

### **b) From one cluster to another Cluster**

- (i) **For promotion to N5, E0, E2 grades.**

Selection Committee will recommend names of the employees in the order of merit as per vacancies notified from amongst the employees who meet the prescribed selection criteria.

- (ii) **For promotion to E5, E8, E9 grades**

Selection Committee will recommend names of the employees in the order of merit as per vacancies notified from amongst the employees who meet the prescribed selection criteria.

### **8.9.2 Approval of Panel**

The recommendation of Selection Committee (DPC) for promotion will be put up to Appointing Authority for approval, as per SOP.

### **8.9.3 Notification of Panel**

List of candidates approved on recommendation of selection committee shall be notified.

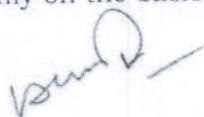
### **8.9.4 Currency of the Panel**

The currency of the panel shall be for a period of 12 months- up to the period of assessment of vacancies for next cycle.

## **8.10 Supplementary Selection**

### **a) Within the cluster**

- (i) For **N2 to N3, N3 to N4, N5 to N6, N6 to N7 and E0 to E1**, no supplementary selection will be required as the assessment is made only on the basis of APARs only.



- (ii) For **E2 to E3, E3 to E4, E5 to E6 and E6 to E7**  
If an employee is unable to appear in the Presentation/Interview for promotion on the scheduled date due to self - sickness or self-marriage or for any other extraordinary circumstances beyond his/her control, he/she may be considered for supplementary selection with approval of Competent Authority based on the merits of each case. The representation regarding inability to attend the selection should be submitted by the employee, duly forwarded by his/her Controlling Officer, to HR department/CO within 15 days from the scheduled date of selection. Supplementary Selection may be fixed on a convenient date after decision has been taken on the representation to convene Supplementary Selection. The supplementary meeting of the Selection Committee should as far as possible be attended by the same Officers who were present at the first Selection Committee. Not more than one supplementary selection will be held to cater to such situation. Revised panel may be issued based on the results of the Supplementary Selection Proceedings.

**b) From one cluster to another Cluster**

- (i) For promotion to **N5, E0, E2 grades**- No supplementary written test (CBT) will be conducted. All the employees should appear in the written test (CBT).
- (ii) For promotion to **E5, E8, E9 grades**- If an employee is unable to appear in the Presentation/Interview for promotion on the scheduled date due to self - sickness or self-marriage or for any other extraordinary circumstances beyond his/her control, he/she may be considered for supplementary selection with approval of Competent Authority based on the merits of each case. The representation regarding inability to attend the selection should be submitted by the employee, duly forwarded by his/her Controlling Officer, to HR department/CO within 15 days from the scheduled date of selection. Supplementary Selection may be fixed on a convenient date after decision has been taken on the representation to convene Supplementary Selection. The supplementary meeting of the Selection Committee should as far as possible be attended by the same Officers who were present at the first Selection Committee. Not more than one supplementary selection will be held to cater to such situation. Revised panel may be issued based on the results of the Supplementary Selection Proceedings.

**8.11 Orders of Promotion**

- a) Within the cluster- Employees borne on the panel will be promoted irrespective of the vacancy by upgradation/down gradation of posts.
- b) Inter Cluster (one cluster to another) - Employees borne on the panel will be promoted subject to availability of vacancy.

- c) If an employee who is recommended for promotion by the Selection Committee, but in whose case, any of the circumstances indicated in Para 8.8 (c) arises after the notification of the panel but before he/she is actually promoted, the employee shall not be promoted until the case is finalized.

#### **8.12 Refusal of promotion**

In the event of an employee refusing promotion for any reason, he/she shall be debarred for promotion for a period of two years from the date of refusal by such employee. Further, an employee who has been called for selection for promotion to the next higher grade/post, declines to attend or fails to attend for any reason, he/she shall be considered again only in the next Promotion cycle.

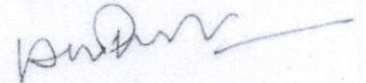
#### **9. Applicability**

In grades where CBT is not prescribed as method of promotion, policy shall be effective from date of issue. For grades where CBT will be conducted, policy shall be effective from 01.01.2021.

The above policy is applicable on Permanent Cadre and may be reviewed from time to time.

#### **10. Interpretation**

MD would be the competent authority to decide/clarify the provisions, issue necessary administrative instructions and procedural order, etc. for implementation of Promotion Policy. This policy may be reviewed periodically.



(S.K Panda)  
Joint General Manager/HR

Copy to –

1. Secy. to MD, for kind information of MD
2. Director/Infra, Director/OP&BD, Director/Finance, Director/PP, CVO
3. ED/EDFC, ED/WDFC
4. GGMs/GMs/CGMs/GM-Coordination- for information of all employees
5. Company Secretary
6. Manager/IT – For placing the circular on intranet