

Ref.No.:RFC/PA-23(9)/896

Dated 28.08.2019

**OFFICE ORDER**

**(P&A -794)**

Consequent upon the decision of the Board of Directors taken in its meeting held on 06.08.2019, the following provisions have been added in Annexure-'A' (Schedule showing method of recruitment, channel and criteria of eligibility for promotion) in the existing promotion policy issued vide order No.PA-23(9)/2536 dated 19.09.1986.

The entry in column No. 5 (criteria of eligibility for promotion) against the post of DGM may now be read as under:-

SN	Name of post	Method of recruitment	Post from which promotion is to be made	Criteria of eligibility for promotion
1	2	3	4	5
1	Dy. General Manager	100% by promotion	Manager (All Groups)	5 years experience on the post mentioned in column No. 4.*

\* In case sufficient persons having the professional qualification with prescribed experience for promotion, on the post of Manager is not available then the competent authority i.e. MD is authorized to give relaxation for promotion to the extent of 1/3 period of required work experience for the post of DGM.

302

Regarding promotion policy for the post of General Manager:-

The Board of Directors in its meeting held on 06.08.2019 has also added the following provisions in the existing promotion policy dated 19.12.1987 for the post of General Manager:

"The Board agreed to give relaxation in work experience and further authorized MD for relaxation to the extent of 1/3 period of required work experience".

Existing promotion policy as per Board decision dated 19.12.1987

*"After consideration, the Board decided that the promotion to the post of General Manager shall be purely by selection from amongst the Dy. General Managers having a minimum experience of 4 years service on the post of Dy. General Manager as on 1<sup>st</sup> April of the relevant year. The selection for the post of General Manager will be made by Departmental Promotion Committee consisting of Managing Director and two Directors nominated by the Chairman.*

*It was further decided that subject to above, all other provisions of the existing promotion policy will be applicable to the selection of General Manager also."*

  
(Urmila Rajoria)  
Managing Director

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