

## **Sub:- Promotions in IPGCL-PPCL.**

### **PARA-I : Background**

The Board of Directors in its meeting held on 15.02.2011 vide item No. 50.2.2 (Annexure-I) approved the Action plan for Re-organization of IPGCL / PPCL in which a decision was taken to with hold the promotions in both the Companies. Because of this decision and also the fact that the transfer scheme 2011 could not be affected, the employees in general are feeling de-motivated and a sense of uncertainty is prevailing amongst them. On the one hand, PPCL is in dire need of trained manpower at middle as well as senior management level to run and operate its power plants where vacancies exist in plenty; on the other hand, in IPGCL, the operations are getting downsized due to closure of coal based plants, even though the majority of manpower is on its roll. Since at present, irrespective of the origin of the employees i.e., IPGCL / PPCL, the Management is placing personnel to meet the work requirement wherever needed. Therefore, it has now become very essential that some ways and means be introduced to promote the employees who have been waiting for their career up-gradation since last 2/3 years. The much-desired promotions will infuse enthusiasm amongst the employees and will upbeat the Industrial scenario as a whole, which will certainly help in meeting the challenges/ targets ahead.

Further details in this regard are enclosed at Annexure-II.

### **PARA-II : Vacancy position at Executive levels**

#### **Part-A : Calculation of vacancies**

In order to start with the promotions in the two Companies, total number of vacancies in both the companies needs to be finalized. In view of the decision of the Board of Directors dt. 04.12.2010 and Govt of NCT of Delhi for setting up a new Business of Renewable Energy and the closure of RPH, .IPGCL will be left with only one Generation unit i.e., GTPS and the strength of Executives in Common Services (i.e., Safety, HR, Finance , C&M, Commercial etc.). An exercise was done in the HR department to arrive at tentative figures for optimum strength of manpower required for IPGCL. This was subsequently discussed in the Directors level meeting held on 13.09.2011. Later on, the proposed strengths for IPGCL in Technical and Finance Division were sent to Director (T) and Director (Finance) respectively, for examination and comments. After incorporating the views of the functional departments, the following are proposed:-

- a) Strength of GTPS be kept at the same level as was approved by the Board vide Resolution No. 50.4.2. dt 29.09.2010.

- b) The Board of Directors in its meeting held on 15.02.2011 had approved the total strength of 929 Nos. including the strength of PPS-III Bamnauli & Common Services (162 Nos.) in all categories. It is proposed to exclude these posts for the purpose of promotions for the present since the Government of NCT of Delhi has put a hold on the execution of Bamnauli project for the time being due to uncertainty of Gas allocation.
- c) The strength of Renewable energy Department has been proposed as 12 in Executive Category (Annexure-III)
- d) On the basis of the above, the combined strength of IPGCL and PPCL has been worked out and enclosed as Annexure –IV.

### **Part-B : Proposal**

In future, it is proposed to conduct a detail manpower study of IPGCL / PPCL for its various running units as well as proposed plants and also the manpower required at the corporate Office / functions on the lines and pattern adopted in similarly placed progressive PSU's / Organisations. *However, till such time, the strength arrived at point (d) above may be treated as final for effecting promotions.*

### **PARA-III : Guidelines proposed to be adopted for affecting promotions**

It is proposed to adopt an integrated approach towards effecting promotions in both the companies. Efforts have been made to synchronize the two rules of IPGCL and PPCL and grant promotion in a manner, which doesn't lead to heartburn amongst the two groups of employees. The basic principle, which has been adopted for this exercise is to move towards a unified regime assuming as if there were just one group of employees. There have already been talks of merger of the two companies in future. Such a stand would help us to achieve this goal as and when such a decision is taken.

As mentioned in detail in the explanatory note placed at Annexure-II, some of the employees in IPGCL are of DVB origin. As per Tripartite Agreement, the interest of this class of employees has been protected during the unbundling of DVB. This would, in effect, mean that the terms and conditions in respect of promotions etc. of this group of employees couldn't be altered to their disadvantage. This has been kept in mind while framing the proposal for promotion.

The broad guidelines proposed to be adopted for carrying out promotion are as under:

#### **i. Combined Seniority in IPGCL / PPCL**

The provisional seniority in both the companies has been worked out in a combined manner, irrespective of the origin of employee i.e., DVB, IPGCL or PPCL. The same has been circulated amongst the employees to invite their objections, if any. It is proposed to follow the combined seniority for the purpose of effecting promotion.

ii. **Combined Vacancies for Promotions**

The total vacancies of IPGCL and PPCL are proposed to be combined together to arrive at final figures of vacancy for the purpose of effecting promotions. The vacancy position has already been detailed in Para-II of this Note.

iii. **Modified PPCL Rules to be applicable for Promotions**

It has been observed that most of the vacant positions are from PPCL whereas we have excess employees available in IPGCL. It would, therefore, be desirable to follow the Rules/Eligibility Criteria of PPCL as far as possible while allowing for some suitable and desirable relaxations, wherever required in deserving cases. A chart showing existing promotion rules of IPGCL and PPCL as well as proposed modified rules for effecting promotions through this exercise is placed at Annexure V.

iv. **Increase in the Promotion quota**

As can be seen from the chart at Annexure -V, the quota for promotion is restricted to 25% in PPCL in most of the cases. In order to remove stagnation at lower levels and to provide for career up-gradation of in-house trained manpower, it is proposed to increase this quota to 50% - i.e, to the level, which is generally available in IPGCL Rules. Exact proposal in each case has been mentioned in the sheet at Annexure-V.

v. **Promotion Criteria**

The Promotion Rules of PPCL provides for Interview at each level of Executive post for promotion. It is proposed that the promotion upto the level of AGM may be done in the order of seniority subject to fitness (i.e., the qualification, experience in grade service, PAR assessment, VC/DC clearance etc.) in relaxation/modification of the PPCL Rules. However, for promotion to the post of GM, the provisions of Promotion Rules including conduct of Interview should be followed as per existing Promotion Rules for PPCL since there is a similar provision in IPGCL Rules as well in respect of GM level post. No supersession is, therefore, proposed to be allowed in case the candidates qualify the eligibility criteria for promotion.

vi. **Effective date of Promotions**

The promotions to the intermediary stages i.e., Dy. Manager, Sr. Manager & AGM MAY be given on notional basis retrospectively with fixation benefit only from the date the employee becomes eligible for promotion. However, no arrears would be payable in this regard. In all other cases, the benefit of promotion on functional basis shall be given from prospective dates only.

**PARA- IV : Issues raised by Representatives of employees**

The promotions in IPGCL / PPCL have been discussed with representatives of employees and their Associations for incorporating their views. Many important and relevant issues have been brought out during the course of discussions regarding promotional avenues of various categories of employees. Some of the major issues raised by the representatives are as mentioned below:-

- (i) One of the major demands of the representatives is regarding protection of Time Bound Promotion Scales as it exists in IPGCL today. They have cited provisions of the Tripartite Agreement to buttress their demand in this regard. In order to understand this issue better, it would be desirable to glance through the existing scales in the two companies. The existing scales in the executive cadres of the two companies and their scales of pay are as under:

Designation	Grade Pay in PPCL	Grade Pay in IPGCL	
		Technical	Non-Technical
Asstt. Manager	5400	5400	5400
Dy. Manager	6600	No such post	6600
Manager	7600	7600	7600
Senior Manager	8300	No such post	No such post
Dy. General Manager	8900	8900	8900
Addl. General Manager	9500	No such post	No such post
General Manager	10000	10000	10000

As can be seen from the above, certain levels of posts/scales do not exist in IPGCL. While implementing the time bound promotion scheme (TBPS), officers of the level of Asstt. Manager in IPGCL move to the level of Manager and then to Dy. General Manager in the technical cadre since no intermediate scales of level of Dy. Manager and Senior Manager exist in IPGCL. However, the scenario in PPCL is totally different where we have all the levels as shown above. The demand of the Association is to retain the existing TBPS of IPGCL in respect of all employees.

- (ii) The Diploma Holders in Technical wing of IPGCL can presently aspire to move upto Manager level as 10 % of the total vacancies of Manager (Tech) are earmarked for them. However, as per the promotion rules of PPCL, no such percentage has been earmarked. Besides, the time span required for promotion from Asstt. Manager (Tech) is 12 years as compared to 8 years for degree holders in the PPCL rules. So, the Diploma holders will be deprived of promotions in case PPCL rules are followed in its entirety. The Association has requested that 10 % quota for diploma holders should be retained for the promotion to the level of Manager as per existing provisions of IPGCL. Further, the total span of 12 years be reduced to 8 years since diploma holders have

already spent more time in reaching to the level of AM (T). In addition to the above, they have further requested for a similar provision for 10 % promotion quota for the Executives in HR and Finance departments, who do not possess requisite qualification for moving to the Manager level, in keeping with their demand for diploma holders in technical wing.

- (iii) In case of Managers, the R&P rules of PPCL stipulate that 75% of total posts are attributed to promotion and 25% to Direct Recruitment (DR). In the current scenario, there is a huge pool of executives at feeder category i.e., AM level who have already completed or are likely to complete the eligibility criteria for promotion to Manager in PPCL. The Association has requested that the existing 25% DR quota in Manager may also be converted to promotion quota resulting into 100% promotion quota considering the existing strength at AM level.
- (iv) It has been stated that the employees of DVB origin of HR and Finance who do not possess requisite qualification prescribed under PPCL rules but have experience may be deprived of promotional avenues. They have accordingly, requested that the promotion to the level of AM in HR and Finance may be done only on the basis of the experience criteria as applicable in IPGCL and the requisite educational qualifications as prescribed under PPCL may not be insisted upon.
- (v) As majority of employees in supervisory cadre in the Technical wing may be eligible for promotion to AM (T), and as such, the existing promotion quota of 50 % may not be sufficient considering the availability of deserving candidates. Therefore, it has been requested that an additional 25% quota from the vacancies of DR may be temporarily diverted to promotion quota, in order to accommodate deserving cases in the Technical stream, keeping in mind the existing promotion rules of IPGCL which provides for 67% promotion quota as against 50% proposed in the modified rules.
- (vi) It has been pointed out that the feeder posts for promotion to AM (T) are Controller/ Foreman Gr. I/ JE as well as Asstt. Controller/ Foreman Gr. II with more years of experience in IPGCL, but Asstt. Controller/ Foreman GR. II are not eligible for promotion to AM(T) as per PPCL rules where only Controller/ Foreman/ Technical Officers are eligible. The Association has requested for including all such categories as prescribed in IPGCL rules with higher experience clause for considering promotion to the level of AM (T). Further, they have also requested to include the category of Assistant Chemist along with Chemist Gr-II for the promotion to the post of Chemist Gr-I, which is the existing provision in the IPGCL rules.
- (vii) There are a few posts sanctioned in PPCL on stand-alone basis. For example, the posts of Asstt. Company Secretary, PRO, Medical Officers, officers in Legal and IT department etc. The Association has requested for considering the promotion of officers manning such isolated positions alongwith the promotions of the regular categories, so that these officers are not left out. Additional posts/ up-gradation of posts etc may be considered in order to grant promotion to these officers.

**PARA V : Views of the HR Department and its recommendations on the issues raised by the Associations**

In order to arrive at a unified regime for promotion, it is proposed that intermediate posts of Dy. Manager, Senior Manager and Additional General Manager (i.e. the posts which do not exist in IPGCL, but exist in PPCL) may be operated as Selection posts within the Functional levels of Asstt. Manager, Manager and Deputy General Manager, respectively. The authorized strength at the functional level as well as its selection level is proposed to be made flexible with the combined strength of the two remaining fixed; meaning thereby that certain number of posts of Asstt. Manager may be operated in Dy. Manager and vice versa as per requirement. Similarly, in respect of other two groups of posts, namely, (1) Manager and Sr. Manger, and (2) DGM & AGM. The combined sanctioned strength will be taken into account for working out the vacancies for promotion purpose after clubbing of the post. Similar practice is being followed in many PSU's.

It is further proposed that all the employees may be given an option of promotion to the intermediate level posts of Dy. Manager and Senior Manager irrespective of their origin, and as per eligibility criteria proposed in Para III (iii). HR department feels that there should be no cap for promotion to the intermediate level higher post on completion of number of years prescribed in the rules. However, the Board is requested to consider whether a cap (say 50% or any other figure) is required to be fixed in this regard.

- (i) As far as grant of Time Bound Scale is concerned, it is proposed that the interest of DVB origin would be protected as per the Tripartite Agreement. A detailed proposal regarding implementation of TBPS is proposed to be submitted separately for the consideration of the BOD, which would deal with subject at length.
- (ii) It is recommended that 10 % of the total combined sanctioned strength of Manager level may be filled up from Diploma holders holding the post of AM with a total span of 10 years at AM level. Further, the AM with Diploma qualification with 5 years experience may be allowed to be promoted to the post of Deputy Manager.  
In case of HR and Finance departments, it is proposed that a similar 10% promotion quota at the level of Manager may be provided for those who are holding minimum qualification requirement of Graduation and B. Com., respectively with 5 years of experience at DM level. Further, AM with minimum qualification as mentioned above, with 5 years experience shall be eligible for the promotion to the post of Deputy Manager.  
The 90 % Quota is allocated to professionally qualified Executives in HR and Finance who are holding MBA (HR/IR/PM) / CA/ ICWA/ MBA (Finance).
- (iii) In case of Managers, it is recommended that 25 % Direct Recruitment quota may be reduced to 10 % for the time being and the promotion quota be increased to 90% as there is already a huge pool strength of feeder category i.e., AM with professional qualification who should not be deprived of promotional avenues.

- (iv) Such cases may be dealt by the Empowered Committee constituted for the purpose of promotion.
- (v) It is proposed that promotion quota to be kept at same level i.e., 66.7% for AM (T) as available in IPGCL.
- (vi) It is proposed that supervisors categorized under Grade-II category i.e. JE / Asstt. Controller/ Foreman Gr. II with 6/8 years service for Degree/ Diploma holders may be included alongwith Controllers / Foreman with the benchmark of similar category posts available in PPCL and total span required to reach AM level post as prescribed in the PPCL rules. Similarly, for the purpose of promotion to the level of AM (Chem)/ Chemist Gr. I , it is proposed that Assistant Chemist with M.Sc. (chem.) / B. Sc. (Chem) with 6/8 years of experience may also be included alongwith Asstt. Controller.
- (vii) In case of post available on standalone basis in PPCL i.e., Asstt. Co Secretary , PRO ,IT etc., it is proposed that the promotion of these categories shall be dealt at par with the provisions available under promotion rules in other similar posts in Technical / Non Technical cadre. The promotion shall be done on the basis of DPC as done for other categories as well. However, a decision needs to be taken that on the capping / level of each post required in PPCL, so that the promotion may be effected in each category.

#### **PARA- VI : Constitution of Empowered Committee**

In order to address various residual issues pertaining to this exercise and to remove difficulties, if any, a Committee under the chairmanship of MD with Functional Directors as its members may be constituted. The Committee may also be authorized to recommend suitable relaxation in Educational qualification and years of experience in the lower grade on the basis of suitable mechanism i.e., Interview etc., wherever needed on the basis of merits of the case, so that no deserving candidate is left out on these accounts.

#### **Specific proposal**

- i. The decision of the Board of Directors vide item No. 50.2.2 on Action plan of Re-organisation of IPGCL / PPCL to withhold the promotions in IPGCL / PPCL has been reviewed and the HR department has been authorized to hold DPC for affecting promotions in IPGCL / PPCL.
- ii. The proposal regarding manpower as given in Para-II of this note has been approved as combined sanctioned strength of IPGCL / PPCL.
- iii. Seniority, Promotion rules, Time Bound Promotional scheme and clubbing of posts , Promotion Guidelines, Effective date of promotion as contained in Para-III from point (i) to (v) have been approved for the purpose of promotions.

- iv. The recommendations of HR Department at Para-V( from point (i) to (vii) ) and Unified promotion rules proposed to be followed till further orders for effecting the promotions in IPGCL / PPCL at Annexure-V have been approved.
- v. The constitution of Empowered Committee under the chairmanship of MD with Functional Directors as its members as contained in Para – VI has been approved. However, after completion of the exercise, the same may be got approved from the BOD.

(R.R.Sinha)  
**General Manager (HR)**



## **Explanatory Note**

After unbundling of D.V.B., IPGCL came into being as a corporate entity w.e.f. 01.7.2002. The employees of D.V.B. on the notion of “as is where basis is” were transferred to corporate entities with a few administrative reshufflings. IPGCL (GENCO) has been in the business of electricity generation through its power plants i.e. I.P. Station, R.P.H., G.T.P.S. At the time of unbundling, Pragati Power Project was in inception and the same has also been managed and operated by the manpower of IPGCL. The manpower anatomy of IPGCL consists of two sets of employees. The one of D.V.B. origin and the other one recruited by IPGCL since 2002. Though these employees of IPGCL till date are broadly governed by a common set of rules, policies, decisions adopted/taken by the management of IPGCL, these employees are distinctively categorized in two segments i.e. Pensionable Establishments and Non Pensionable Establishments.

PPCL is a corporate entity registered under the Companies Act, 1956 and is engaged in the business of Power Generation. In view of the expansion plans with upcoming plants i.e., PPS-III Bawana, PPS-II Bamanuli , the Company needs adequate and dedicated manpower of various categories. Accordingly, separate manpower strength and Recruitment & Promotion Rules in line of the Progressive PSU’s were framed for PPCL with the approval of Board of Directors held on dt. 18.06.2009.

Inorder to fulfill the manpower requirement of PPCL and to have its own cadre strength , the Management of IPGCL / PPCL floated a Transfer scheme in the year 2009 for the employees of IPGCL seeking absorption in PPCL. Under the said scheme , 211 Nos. of employees were absorbed in PPCL. However, the same could not be completely implemented basically due to the issue of pension of employees of DVB origin. PPCL has recruited 27 Executives in various disciplines at different levels i.e., Executive Trainee to GM through DR.

In the meanwhile , after the closure of IP Station , the Board of Directors in their meeting held on 29.09.2010 vide Resolution No. 50.4.2 has approved for sanctioned strength of 198 Executives in IPGCL. However , the same needs to be reviewed in view of the proposed closure of RPH.

After ascertaining the sanctioned strength of IPGCL and transfer of 211 Nos. of employees in PPCL , it was decided by the then Management to hold the DPC in both the Organisations but the same could not be effected due to the following constraints :-

1. Determination of actual strength of IPGCL with the proposed closure of RPH as decided by the Govt. of NCT of Delhi.
2. Different Organizational hierarchies in both the companies.
3. Different Recruitment / Promotion rules of both the companies.
4. The Tripartite Agreement between the Government with the Unions at the time of unbundling of DVB wherein all the employees of DVB Origin of IPGCL are covered under the rules, service conditions , policies prevailing in erstwhile DVB.

5. Majority of the employees are on IPGCL roll, however, maximum of the vacancies exists in PPCL .

To overcome the same , the BOD approved to with hold the promotions till finalization of strength in both the companies, policy decisions related to seniority , promotion rules etc.

There has been stagnation since last two years in IPGCL / PPCL as no promotion has been effected. The positions are lying vacant and work is handled by ad-hoc arrangement basis. The problem has also resulted into increase of Attrition rate in the Organisation as the new employees are leaving the Company on regular basis and existing workforce also seems to be with low morale.

**Manpower for Renewable Energy**

<b>Designation</b>	<b>Proposed Strength</b>
GM (T)	1
DGM (T)	1
DGM (civil)	1
Manager (T)	2
Manager (Civil)	1
AM (T)	4
AM (civil)	1
PS	1
<b>Total</b>	<b>12</b>

<b>SNO</b>	<b>Position</b>	<b>Proposed combined Strength of IPGCL &amp; PPCL.</b>	<b>Manpower available as on date in IPGCL / PPCL</b>
	<b>Category A</b>		
1	ED/GM(T)	8	3
2	AGM(T) & DGM(T)	24	12
3	Sr Mgr(T) & Mgr(T)	70	32
4	DM(T)/ AM (T)	153	171
5	GM(Safety)	1	1
6	GM/AGM(Chemistry)	1	1
7	DGM(Chem)	1	0
8	Sr Manager(Chem)	1	1
9	Manager(Chem)	2	0
10	DM(Chem)	4	0
11	Chemist Gr.I/ AM(Chem)	5	2
12	GM(Civil)	1	0
13	AGM(Civil)	1	0
14	DGM(Civil)	3	2
15	Sr Mgr & Mgr (Civil)	10	8
16	DM & AM(Civil)	17	11
17	ED/GM(Fin)	1	1
18	AGM(Fin)	1	0
19	DGM(Fin)	3	0
20	Sr Mgr & Mgr(Fin)	13	1
21	DM(Fin)	14	5
22	AM(fin)/ ET (Fin)	20	18
23	ED/GM(HR)	1	1
24	AGM(HR)	1	0
25	DGM(HR)	3	0
26	Sr Mgr & Mgr(HR)	7	2
27	DM(HR)/DM(LW)	7	6
28	AM(HR)	14	8
29	DGM(Vigilance)	1	0
<b>SNO</b>	<b>Position</b>	<b>Proposed combined</b>	<b>Manpower available as</b>

		Strength of IPGCL & PPCL.	on date in IPGCL / PPCL
30	Manager(Vig)	1	0
31	DM/AM (VIG)	4	3
32	PRO	1	1
			0
33	Manager(IT)	1	1
34	AM(IT)	4	2
35	Astt Co. Secy/Co. secy	2	1
36	Astt. Co. secy	1	1
37	ES	1	0
38	Sr. PS	6	3
39	PS	12	9
40	Manager (Legal)/ DM (Legal)	2	1
41	AM(Legal)	1	1
42	CMO/Sr. MO/MO/LMO	10	7
43	AM(Security)	1	0
44	AM(Sanitary)	1	0
	<b>TOTAL</b>	<b>436</b>	<b>316</b>

**ANNEXURE-V**

**Comparitive chart of the IPGCL/ PPCL rules and proposed amendment in promotion rules**

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Existing Promotion rules in respect of IPGCL</b>	<b>Existing Promotion rules in respect of PPCL</b>	<b>Unified Promotion Rules proposed to be followed till further orders</b>	<b>Remarks</b>
1	AM(HR)	<p>By Promotion, failing which by Deputation/ Direct Recruitment &amp; Out of 12 sanctioned posts, 3 posts will be available for Sr. P.A.s subject to the eligibility criteria stipulated at point (B) below. In case there is no eligible Sr. P.a's available for promotion, the eligible Section Officers(Clerical) will be considered against these vacancies also.</p> <p>(A) All SO (clerical) with 5 years continous service in the grade.</p> <p>(B) All Sr. PA with 5 years experience possessing Master degree / PG Diploma in Business Management / IR from recognized university.</p>	<p>25% by promotion, failing which by Direct Recruitment. 75% by Direct recruitment. Short team contract in exceptional case.</p> <p>SO / Sr. PA with 5 years experience and must possess graduation from recognized university / institutes.</p>	<p>50% by promotion</p> <p>SO in HR with Graduation and 5 years of experience .</p> <p>All Sr. PA with 5 years experience possessing Master degree / PG Diploma in Business Management / IR from recognized university.</p> <p>25% of promotion quota shall be earmarked for Sr. PA.</p>	
2	AM(Fin.)	<p>50% by promotion, failing which by direct recruitment, and 50% by direct recruitment.</p> <p>All SO (Accounts) with 5 years continous service in the grade.</p>	<p>25% by promotion failing which &amp; 75% by Direct Recruitment. Short-team contract in exceptional case.</p> <p>SO with 5 years continous service and must possess B. Com / CA/ ICWA/ MBA (finance) from recognized university / institutes.</p>	<p>50% by promotion</p> <p>SO in Finance with requisite qualification / experience as prescribed in PPCL rules.</p> <p>.</p>	

Sl. No.	Name of the Post	Existing Promotion rules in respect of IPGCL	Existing Promotion rules in respect of PPCL	Unified Promotion Rules proposed to be followed till further orders	Remarks
3	AM(Tech.)	66.7% by promotion failing which by direct recruitment. & 33.3% recruitment  Controller /Foreman Gr.I with 2 /5 years experience for Degree / diploma holders respectively.  JE / Asstt. Controller / Foreman Gr. II with 3 / 7 years experience for Degree / diploma holders respectively.	25% by promotion, failing which by Direct Recruitment. 75% by Direct recruitment. Short team contract in exceptional case.  Controller / Foreman /Technical Officer with 5 years for Degree / Diploma holders	66.7% by promotion 33.3% by DR  Controller / Foreman with 4/5 years service for degree / diploma holders respectively, &  JE / Asstt. Controller/ Foreman Gr. II with 6/8 years service for Degree/ Diploma holders, respectively.	The same has been discussed in the Agenda Note Para – V , point No-(v) .
4	AM(Civil)	45% by promotion failing which by direct recruitment and 55% by direct recruitment	25% by promotion, failing which by Direct Recruitment. 75% by Direct recruitment. Short team contract in exceptional case.	50 % by promotion	
5	AM(Chem)/ Chemist Gr-I	By promotion failing which by deputation /direct recruitment  All chemist Gr. II with 5 years continous service	25% by promotion, failing which by direct recruitment & 75% by direct recruitment. Short-term contract in exceptional cases.  All chemist Gr. II with 5 years continous service and must possess B.Sc. (Chemistry) .	50 % by promotion  All Chemist Gr-II with 4/5 years continous service and possess MSc. (Chem.)/B.Sc ( Chemistry) Assistant Chemist with M.Sc. (chem.) / B. Sc. (Chem) with 6/8 years of experience.	The same has been discussed in the Agenda Note Para – V , point No-(v) .

Sl. No.	Name of the Post	Existing Promotion rules in respect of IPGCL	Existing Promotion rules in respect of PPCL	Unified Promotion Rules proposed to be followed till further orders	Remarks
6	PS	By promotion failing which transfer on deputation .  Sr. PA ith 5 years continuous service.	25% by promotion, failing which by direct recruitment & 75% by direct recruitment. Short-term contract in exceptional cases.  Sr. PA with 5 years continuous service.	100 % by promotion.  Combined continuous service of PA and Sr. PA of 7 years for Hindi as well as English cadres.	
7	Dy. Manager	Assistant Manager with 5 years of continuous service ( HR / Finance).  No such post available in respect of Technical cadre.	Technical – AM holding Degree/ Diploma with 4 /6 years of experience respectively.  HR & Finance- AM holding MBA & CA / Graduation & B. Com with 4/6 years of experience respectively.	Technical – AM holding Degree/ Diploma with 4 /5 years of experience respectively.  HR & Finance- HR & Finance- AM holding MBA & CA / Graduation & B. Com with 4/5 years of experience respectively.	The same has been discussed in the Agenda Note Para – V , point No-(i) .
8	Manager	Technical -100% by promotion  90% - Degree ,10% - Diploma AM (T) holding Degree/ Diploma with 7 years continous service.	Technical , HR & finance-75% by promotion , failing which by DR. 25% by DR Short term contract in exceptional cases  Technical – DM with Degree/ Diploma having 4/6 years service in the grade.	Technical, HR & Finance- 90% by Promotion , failing which by Deputation / DR. 10% by DR  90% of promotion quota for AM (T) having degree with total span of 8years.  10% of promotion quota for	The same has been discussed in the Agenda Note Para – V, point No-(i) .



		<p>HR- By promotion failing which by Deputation / DR. DM (HR) with 5 years service .</p> <p>Finance- By promotion failing which by Deputation / DR. DM (Finance) with 5 years service.</p> <p>Legal: No post of Manager (legal) available.</p>	<p>HR – DM with MBA (HR/IR/PM) or PG Degree / Diploma in (HR/IR/PM)/ Graduation having 4/6 years service in the grade.</p> <p>Finance– DM with CA or ICWA equiv. / BCom having 4/6 years service in the grade.</p> <p>AM (Legal ) with 8 years continuous service &amp; Master Degree in Law i.e., LLM.</p>	<p>AM (T) having diploma with total span of 10 years</p> <p>HR – DM with MBA (HR/IR/PM) PG Degree / Diploma in (HR/IR/PM)/ Graduation having 4/5 years service in the grade.</p> <p>Finance– DM with CA or ICWA equiv. / BCom having 4/5 years service in the grade.</p> <p>90% promotion quota in HR and Finance for employees holding MBA ( HR/IR/PM) , PG Degree / Diploma in (HR/IR/PM) and CA/ICWA/MBA ( Finance) respectively.</p> <p>10% promotion quota in HR and Finance for employees holding Graduation and B.Com respectively.</p> <p>DM (legal) with 4 years service and degree in Law i.e., LLB.</p>	
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