



## ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)

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Ref No. **AIACE/CENTRAL/2020 / 076**

**Dated 31.7.2020**

To

Dr Jitendra Singh,  
Hon'ble Minister of State, Personnel, Public Grievances and Pensions,  
Email [mos-pp@nic.in](mailto:mos-pp@nic.in)

Sub:-- Request for reform in PESB selection procedure

Dear Sir,

The PESB advertises vacancy of Chairman, CMD and director level posts of CPSE under various ministries. The vacancy is circulated among all Central PSEs, Ministries and others. It is also uploaded on the Board website.

Applications, including names from data bank wherever applicable, are considered with reference to the job description and eligibility criteria in the following manner; subject to a maximum of 15:

- 8 : Internal (from the same CPSE or its subsidiary).
- 3 : Sectoral (from PSEs of the same Administrative Ministry).
- 2 : External (from any other CPSE).
- 2 : Central Govt.

The shortfalls in a category is carried forward and distributed between the remaining categories on a pro rata basis.

The eligible candidates may apply any number of times in a calendar year, but they are allowed to appear only up to four times in selection meetings, in a calendar year. This restriction in number of appearances has come into effect from 1st January 2013. However, a candidate recommended as No. 1 in the panel for a Board level post is not considered for another Board level post for a period of six months from the date of selection interview or till the approval of the concerned panel, whichever is earlier.

In last few years, we have observed interesting phenomena. Sometimes, the No. 1 candidate selected in a panel by PESB, fails to join the post in time due to various administrative & vigilance reasons, and on the other hand, a candidate below No. 1 ranks, gets selected and joins a PSU. It also happens that, in a selection interview none of the candidates are found suitable, but within a

very short span, one among these is selected for the coveted post in another selection interview. A recent case in Coal India Ltd is a ready example.

In the light of above facts, our association requests to make necessary amendment/improvement in the existing procedure of selection. We demand that all the applicants for the advertised Post be considered for the interview. If their number increases beyond 15, they may be called for a preliminary round of interview, performance in which can be considered for shortlisting the ultimate 15 for the final round. This amendment may ensure inclusion of a candidate who is competent enough but not finding a place in shortlisted 15 under the present system. This will also pave the way for transparency in the entire selection process.

We hope that our above proposal will find takers among the decision makers and competency will occupy its place for the board level posting.

Regards,  
Yours sincerely



(P.K.SINGH RATHOR)  
Principal General Secretary  
All India Association of Coal Executives (AIACE)

CC

Sri Prakash Javadekar,  
Hon'ble Minister, Ministry of Heavy Industry and Public Enterprises, Udyog Bhavan  
New Delhi, Email: [Pjavdekar@gmail.com](mailto:Pjavdekar@gmail.com)

The Secretary, Department of Public Enterprises, Govt of India, New Delhi  
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The Secretary, Ministry of Heavy Industry, Govt of India, New Delhi  
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