



PLANNING AND ECONOMIC AFFAIRS (BPE) DEPARTMENT

No. 11119-BPE-2-96-Plg., Thiruvananthapuram,

Dated, 18th January 1997.

CIRCULAR

Sub.- Guidelines for selection and appointment against senior supervisory posts in State Level Public Enterprises.

Ref:- Government Circular No. 14896/BPE-2/91/Plg., dated, 28th February 1992.

In the Circular cited above the procedure for direct recruitment in Public Sector against posts which are outside the purview of Kerala Public Service Commission has been prescribed. The question of streamlining the procedure for selection and appointment against senior managerial posts from among the employees of the undertakings has been under consideration of Government. After detailed examination the following procedure is suggested for strict compliance.

1. The appointment or promotion to Senior Managerial positions (where direct recruitment is not made) should be on the basis of merit cum seniority.
2. Against each vacancy in the above-mentioned categories a panel containing at least two names should be prepared in the order of merit from out of the feeder category/categories.
3. The panel should be prepared on the basis of merit cum seniority by a committee to be set up by the Board of Directors with not less than 3 members and at least one of the members of the Sub-Committee should be a Government Director. If necessary, the Committee can co-opt. experts from outside.
4. In cases where prior approval of Government is required as per the provisions of Articles of Association/Byelaws, the panel should be forwarded to Government with the specific recommendation of Board of Directors. In such cases the practice of appointing an individual first and then seeking the concurrence of Government should not be resorted to under any circumstances.
5. In cases where prior approval of Government is not required the Board of Directors should approve the panel and appointment can be made by the appointing authority as and when vacancies arise.
6. A panel once prepared should be valid for three years from the date of approval of the Board of Directors.
7. Where existing promotion policy/rules are inconsistent with the above guidelines, necessary amendment should be made to the policy/rules within two months. Wherever promotion policy is so far not made, action should be initiated and promotion policy finalized within two months incorporating the above conditions.
8. The above guidelines do not apply Statutory Corporations and Boards like Kerala State Electricity Board and Kerala State Road Transport Corporation where recruitment is governed by the provisions of special statutes.

C.P. NAIR,
Chief Secretary.