

**GOVERNMENT OF INDIA
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA**

UNSTARRED QUESTION NO:4938
ANSWERED ON:13.08.2014
DPC NORMS GUIDELINES
Khuba Shri Bhagwanth

Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

- (a) whether the Government has formulated any guidelines/ norms for holding meetings and deliberations of the Departmental Promotion Committees in various Government/Autonomous offices/ Public Sector Undertakings/Public Sector Banks/Statutory Bodies and if so, the details thereof;
- (b) whether any norms have also been laid down regarding the place of holding of the DPC meetings and if so, the details thereof;
- (c) whether instances of violation of such guidelines/norms have come to the notice of the Government and if so, the details thereof along with number of such instances reported during each of the last three years and the current year; and
- (d) the remedial measures taken or being taken by the Government in the implementation of DPC norms/guidelines?

Answer

Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office.
(DR. JITENDRA SINGH)

(a): Yes, the Guidelines/Norms for the Departmental Promotion Committee (DPC) are prescribed in this Department O.M.No.22011/5/1986-Estt.(D) dated 10.4.1989 as supplemented from time to time. The instructions issued by this Department are applicable to Central Government Civilian Employees and posts. These are suo moto not applicable to Autonomous Bodies, PSUs, Trusts or Banks which are governed by regulations/instructions issued by concerned administrative Ministry/ Department under Statute/Act of the Parliament by which they are created or came into existence.

So far as Public Sector Undertakings are concerned, the promotion policies in respect of posts below Board level are decided by the respective Central Public Sector Enterprise (CPSE) as per their HR policy. The Department of Public Enterprises has not issued any guidelines in this regard.

Public Sector Banks and Public Sector Insurance Companies are having their own promotion policies duly approved by their Boards. As such, the guidelines regarding DPC issued by the Department of Personnel and Training, Government of India are not ipso facto applicable to them. Board level appointments of Public Sector Banks and Public Sector Insurance Companies are made on the basis of ACC guidelines, which specify the Selection Committee, criteria for the selection.

(b): No, Madam.

(c) & (d): This Department does not have information on specific details on the number of reports of violation of DPC guidelines/norms as the Administrative Ministries/Departments are required to monitor the state of implementation of guidelines/norms on DPCs under their respective jurisdiction.