

OFFICE MEMORANDUM

Subject:- Committee to review Human Resource Management policies of Central Public Sector Enterprises (CPSEs)

The undersigned is directed to state that the following three recommendations emerging from the deliberations of the CPSE Conclave held on 9th April, 2018 relate to review of Human Resource Management policies of CPSEs.

- (i) Fast track promotion for star performers in CPSEs
- (ii) Customized Sabbatical policy for employees
- (iii) Summer Internship

2. The HR matters of below Board level employees of CPSEs are dealt by the Board of Directors of concerned CPSEs. As CPSEs operate in different eco-systems, the policy for each of the above three issues needs to be framed taking into account operational requirements prevalent in various CPSEs.

3. It has, therefore, been decided that the above three recommendations may be deliberated upon by a Committee of Director (HR) of the following CPSEs.


- (i) Bharat Heavy Electricals Limited
- (ii) Bharat Petroleum Corporation Limited
- (iii) GAIL (India) Limited
- (iv) National Aluminium Company Limited
- (v) NTPC Limited
- (vi) Oil India Limited
- (vii) Power Grid Corporation of India Limited
- (viii) Steel Authority of India Limited

The Committee may co-opt additional member(s) as per its requirements.

4. The first meeting of the Committee will be held under the chairmanship of Secretary, Department of Public Enterprises on 4th June, 2018 (Monday) at 11:00 AM in DPE Conference Room (No. 312, DPE, Block No. 14, CGO Complex, Lodi Road, New Delhi).

5. The Committee will finalize its recommendations within a period of three months after the first meeting. The outcomes of deliberations of the Committee will be included in the action plan/road map to be prepared for presentation to the Hon'ble Prime Minister as decided during the CPSE Conclave.

6. This has the approval of Secretary, Department of Public Enterprises.


(Rajesh K Chaudhry)
Joint Secretary to the Government of India
Tel. 2436-0672

To the Members of the Committee

Copy to :- (i) Chief Executives of all CPSEs
(ii) All administrative Ministries/Departments