



नेशनल प्रोजेक्ट्स कन्स्ट्रक्शन कारपोरेशन लिमिटेड  
NATIONAL PROJECTS CONSTRUCTION CORPORATION LIMITED  
(A Government of India Enterprise)

Corporate office: Plot No.148, Sector-44, Gurugram-122003(HARYANA)

Ref.No.500117/2173

Date :24.10.2019  
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OFFICE ORDER

Board of Directors in its 322<sup>nd</sup> Board meeting held on 9<sup>th</sup> August, 2019 has approved following amendments in NPCC Modified Promotion Policy & Rules, 2012, which shall be effective from the date of approval of BOD i.e. 09/08/2019:

1. Mode of Selection is modified as under ;

a) Selection Process: The mode of promotion shall be "Selection".

b) The eligibility criteria for promotion shall consist of complying with the eligibility period and prescribed educational qualification as mentioned in Annexure 'A' for Executives and Annexure 'C' for non-Executives.

c) Clause 4.2.7(ii) under 'Role of DPC' regarding APARs for the last three years to be considered by DPC is deleted and is replaced with :

DPC shall take into consideration the APARs for the last as many years as is the minimum eligibility period prescribed for promotion to the post as mentioned in Annexure 'A' for Executives and Annexure 'C' for Non-Executives.

d) The Bench mark for Non-Executives shall be minimum "Good" in APAR rating of all Eligible years to be considered for Promotion and for Executives it shall be minimum "Very Good" in APAR of all Eligible years to be considered for promotion.

e) DPC shall identify the Executives and Non Executives with reference to the benchmark of "Good" or "Very Good" as defined above. Accordingly, those who meet the bench mark will be considered for presentation/Interview before DPC as per criteria mentioned below.

i) The Selection process for promotion from the post of E-0 Grade (Assistant Manager) to the post of E-1 Grade (Dy. Manager) and above will comprise of assessment of Eligibility period, Qualification, APARs and performance in the interview/Presentation. Break up of total marks (100 marks) shall be: Qualification 10 marks, APARs: 60 marks and presentation/interview: 30 marks. Out of 10 marks of qualification, 8 marks will be for minimum qualification prescribed for the post and possessed by the concerned officials. Two marks for additional/higher qualification over and above the minimum prescribed qualification.

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- ii) Marks for APARs will be allocated year wise for each grading proportionally as under, subject to maximum allotment up to 60 marks :

Qualifying Year	Out Standing	Very Good	Good
8	7.5	6.3	5
7	8.6	7.2	5.8
6	10	8.4	6.7
5	12	10	8
4	15	13	10
3	20	17	13.4
2	30	25	20

- iii) Selection process for promotion from NE-8 Grade to the post of E-0 Grade (Assistant Manager) and below, will comprise of assessment of Eligibility period, Qualification and APARs.
- iv) Promotion in Executive cadre from E-5 Grade (JGM level) to E-6 Grade (GM level) and above will be based on Merit only. Minimum qualifying marks for the same shall be 80%.
- v) Promotion in Executive Cadre from E-0 Grade (Asstt. Manager level) up to E-5 grade (JGM level) will be based on Merit-cum-seniority basis. Minimum qualifying marks for the same shall be 70%.
- f) Accordingly, Annexure 'B' is modified and placed at **Annexure-A** and Annexure 'D' of NPCC Promotion Policy is deleted.
2. Clause 4.2.6 regarding Composition of committee for Executives and Non Executives, is modified as under :
- The DPC shall be constituted by the competent authority i.e. CMD, considering appropriate level of officers as he may deem fit giving due representation to all the relevant disciplines. The guidelines issued by the DPE/Govt. of India for PSE shall also be kept in view while constituting the DPC.
3. Sl. No. 1 at foot note of Annexure C stating that "Employees in the NE 8 cadre on possessing degree in Engineering or CA/ICWA/MBA/LLB upon completion of their Eligibility for E-0 grade shall be directly promoted to E-1 grade" is deleted.
4. CMD is authorized to re designate employees as per job requirement of the Corporation.

5. Eligibility period for completion of prescribed qualifying service shall be reckoned as on the cut off date of 31st July of the year, in which selections take place for considering for promotion. However, the Management may conduct DPC as per requirement/need of the Company by fixing cut-off date other than 31<sup>st</sup> July and/or may conduct DPCs more than once in a calendar year.



( Vikas Kumar Yadav )  
Manager (HR)

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Distribution :

1. All Zonal Managers, NPCC Ltd.
2. All HODs, NPCC Ltd, Corporate Office, Gurugram /Regd. office, New Delhi.
3. TS(CPF)/TS(Gratuity)/DM(IA), NPCC Ltd, Corporate Office.

OSD to CMD, NPCC/WAPCOS, PS to D(E) / D(F) / CVO.

**NORMS FOR PROMOTION IN EXECUTIVE CADRE**

**FACTORS OF ASSESSMENT AND EVALUATION CRITERIA AND MINIMUM MARKS REQUIRED**

Promotion		Factors of Assessment/Evaluation criteria				Min. Marks reqd.
From	To	Qualification	APAR	Presentation/ Personal Interview	Total	
GGM	ED	10	60	30	100	80
GM	GGM	10	60	30	100	80
Joint GM	GM	10	60	30	100	80
Dy. GM	Joint GM	10	60	30	100	70
Sr. Manager	Dy. GM	10	60	30	100	70
Manager	Sr. Manager	10	60	30	100	70
Dy. Manager	Manager	10	60	30	100	70
AM	Dy. Manager	10	60	30	100	70

Note :

1. Out of 10 marks for qualification, 8 marks will be for minimum qualification prescribed for the post and possessed by the concerned officials. Two marks for additional/higher qualification over and above the minimum prescribed qualification.
2. Marks for APARs will be allocated year wise for each grading proportionally as under, subject to maximum allotment upto 60 marks.:

Qualifying Year	Out Standing	Very Good	Good
8	7.5	6.3	5
7	8.6	7.2	5.8
6	10	8.4	6.7
5	12	10	8
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