

UNION PUBLIC SERVICE COMMISSION'S FILE No.F.1/39(4)/2010-AP-2
EMPLOYEES' STATE INSURANCE CORPORATION Ref. No.A-33/13(4)/2009-E.I

Minutes of the meeting of the Departmental Promotion Committee held on 21st March, 2011 at 1000 hrs. in the office of the Union Public Service Commission, Shahjahan Road, New Delhi-110069.

PRESENT:

1. Dr. K. K. Paul, Chairman
Member, UPSC.
2. Shri B.K. Sahu Member
Insurance Commissioner,
Employees' State Insurance Corporation.
3. Shri T. K. Bhattacharyya, Member
Additional Commissioner (P&A),
Employees' State Insurance Corporation.
4. Shri B. S. Sandhu, Member
Director, ESIH Basaidarapur, (Co-opted)
Delhi.

ITEM : DPC – Selection of officers for promotion to the post of Deputy Director (Administration/Training/Insurance) {Group 'A'; Scale of pay: Rs.8,000-13,500 (pre-revised)} in the Employees' State Insurance Corporation.

The Departmental Promotion Committee considered the question of selection of officers for promotion to the post of Deputy Director (Administration/Training/Insurance) in the Employees' State Insurance Corporation.

2. The vacancy position as intimated by the Employees' State Insurance Corporation is as under:

<u>Years</u>	<u>Gen.</u>	<u>SC</u>	<u>ST</u>	<u>Total</u>
2009-10	32	14	10	56
2010-11	26	04	01	31

18-12-11

3. The Committee were informed that only two officers are eligible for consideration for promotion against 56 vacancies of 2009-10. The Department has, therefore, requested that the unfilled vacancies of the year 2009-10 may be carried forward to the next vacancy year 2010-11.

4. The Departmental Promotion Committee were informed of the following provisions contained in the DPC guidelines, circulated by the Department of Personnel and Training, vide their O.M. No. 22011/5/86-Estt.(D) dated 10.04.1989:-

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- (i) "6.2.2. – The DPC enjoy full discretion to devise their own methods and procedures for objective assessment of the suitability of candidates who are to be considered by them".
- (ii) "6.1.3. – While merit has to be recognized and rewarded, advancement in an officer's career should not be regarded as a matter of course, but should be earned by dint of hard work, good conduct and result oriented performance as reflected in the ACRs and based on strict and rigorous selection process".
- (iii) "6.2.1 (b) -- The DPC should assess the suitability of the officers for promotion on the basis of their service record and with particular reference to the CRs for preceding five years, which became available during the year immediately preceding the vacancy/panel year."
- (iv) "6.2.1(e) – The DPC should not be guided merely by the overall grading, if, any, that may be recorded in the CRs but should make its own assessment on the basis of entries in the CRs, because it has been noticed that some times the overall grading in a CR may be inconsistent with the grading under various parameters or attributes".
- (v) "6.2.1(f) - If the Reviewing authority or the Accepting authority as the case may be has overruled the Reporting Officer or the Reviewing authority as the case may be, the remarks of the latter authority should be taken as the final remarks for the purposes of assessment provided it is apparent from the relevant entries that the higher authority has come to a different assessment conclusively after due application of mind. If the remarks of the Reporting Officer, Reviewing authority and Accepting authority are complementary to each other and one does not have the effect of overruling the other, then the remarks should be read together and the final assessment made by the DPC."

5. The Committee were also informed that in accordance with the instructions contained in para 6.3.1 of the DOP&T O.M. No. 22011/5/86-Estt(D) dated 10.04.1989, read with subsequent O.M. No. 22011/5/91-Estt(D) dated 27.03.1997 and O.M. No. 35034/7/97-Estt(D) dated 08.02.2002, the bench mark for promotion in the present case is "Good".

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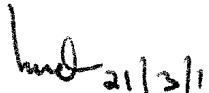
6. Attention of the Committee was also invited to the instructions contained in DOP&T O.M. No. 35034/7/97-Estt(D) dated 08.02.2002, which inter-alia provides that the DPC shall determine the merit of those being assessed for promotion with reference to the prescribed bench mark and accordingly grade the officers as "Fit" or "Unfit" only. Only those who are graded "fit" (i.e. who meet the prescribed bench mark) by the DPC shall be included and arranged in the select panel in order of their inter-se seniority in the feeder grade. Those officers who are graded "unfit" (in terms of the prescribed bench mark) by the DPC shall not be included in the select panel. Thus, there shall be no supersession in promotion among those who are graded "fit" (in terms of the prescribed bench mark) by the DPC".

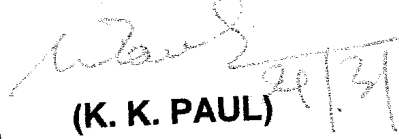
7. The Committee were apprised that taking into account the instructions/guidelines, issued by DOP&T, as detailed above, the Commission in exercise of their constitutional functions as envisaged in Article 320 of the Constitution took a conscious decision that an officer attaining at least 4 bench mark gradings out of the 5 ACRs, as prescribed by the Government of India in Deptt. of Personnel and Training O.M. No. 22011/9/98-Estt(D) dated 08.09.1998, read with subsequent O.M. of even number dated 16.06.2000, should be assessed as "fit" for promotion and that this decision should be applicable to all DPCs pertaining to the vacancy year 2003-2004 and subsequent years.

8. The Departmental Promotion Committee, accordingly examined the Character Rolls of the eligible officers, and assessed them as indicated against each in Annexure I.

9. On the basis of the assessment as given in Annexure-I, the Committee recommend that the yearwise panels for promotion to the post of Deputy Director (Administration/Training/Insurance) in the Employees' State Insurance Corporation should consist of the officers mentioned in Annexure-II in the order stated therein.

10. The Employees' State Insurance Corporation have furnished the requisite integrity certificates in respect of the officers recommended for promotion.


(B.S. SANDHU)
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(K. K. PAUL)
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(B.K. SAHU)
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ASSESSMENT FOR THE YEAR 2009-10 (32 Genl.+14 SC+10ST = 56 vacancies)

<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
1.	P. V. J. Nambiar ✓	Unfit due to penalty imposed vide order dated 27.05.2009.
2.	P. N. Dharamadhikari ✓	Sealed Cover ✓

ASSESSMENT FOR THE YEAR 2010-11(58 Genl.+18 SC+11 ST = 87 vacancies.
These include 56 unfilled vacancies of 2009-10.)

<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
1.	P. V. J. Nambiar ✓	Fit ✓
2.	P. N. Dharamadhikari ✓	As in Sealed Cover ✓
3.	V. M. Kalia ✓	Fit ✓
4.	Jharna Bhattacharjee ✓	Fit ✓
5.	V. R. Nagaraj ✓	Fit ✓
6.	S. T. Krishnaram ✓	Fit ✓
7.	S. Krishnamurthy ✓	Fit ✓
8.	Karnail Singh (SC) ✓	Unfit due to penalty imposed vide order dated 03.08.2004 and 02.08.2006
9.	Haridas Menon ✓	Fit ✓
10.	Ashok Kumar Parida ✓	Fit ✓
11.	W. Suresh Manuel ✓	As in Sealed Cover ✓
12.	R. K. Rajpal ✓	Fit ✓
13.	S. Kumar ✓	Fit ✓
14.	V. Sreedharan ✓	Fit ✓
15.	Subhash Kumar Sinha ✓	Fit ✓
16.	D. N. Das (SC) ✓	Fit ✓
17.	R. N. Bahera (SC) ✓	Fit ✓
18.	Promila Suresh Roy ✓	Fit ✓
19.	Murlidharan Nair K P ✓	Fit ✓
20.	Nizamuddin ✓	Fit ✓

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<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
21.	K. Venkataramana ✓	Fit ✓
22.	B. Umakanth ✓	Fit ✓
23.	Mohd. Safiul Samad ✓	Fit ✓
24.	Sushil Kumar Srivastava ✓	Fit ✓
25.	Ashok Kumar ✓	Fit ✓
26.	K. Ramajogaiah ✓	Fit ✓
27.	M. Ganeshan ✓	Fit ✓
28.	Lajpat Rai Sharma ✓	Fit ✓
29.	P. K. Sudeshan ✓	Fit ✓
30.	Anil Kumar Srivastava ✓	Fit ✓
31.	M. M. Bhauskute ✓	Fit ✓
32.	Damodar Prashad ✓	Fit ✓
33.	Chandrasekhran K.K. ✓	Fit ✓
34.	Mohan Singh Rawat ✓	Fit ✓
35.	Bhagwan Singh ✓	Unfit ✓
36.	Rehan Gani ✓	Fit ✓
37.	A. M. Ramanathan ✓	Fit ✓
38.	Gautam Kumar Bandyopadhyay ✓	Fit ✓
39.	Karan Singh (SC) ✓	Fit ✓
40.	B. K. Sinha ✓	Fit ✓
41.	S. U. Sule ✓	Fit ✓
42.	R. Nageswaran ✓	Fit ✓
43.	R. Banumathi ✓	Fit ✓
44.	D. Yogananda Rao ✓	Fit ✓

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<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
45.	K. Prakasham ✓	Fit ✓
46.	G. S. Murthy ✓	Fit ✓
47.	K. Vijayan ✓	Fit ✓
48.	Ganga Bishan Gupta ✓	Fit ✓
49.	Manjeet Singh-II ✓	Fit ✓
50.	P. K. Kundu ✓	Fit ✓
51.	A. Jyothi Pandian ✓	Fit ✓
52.	U Rajendran ✓	Fit ✓
53.	M. K. Jain ✓	Fit ✓
54.	C.H.Admane ✓	Fit ✓
55.	P.V. Santha Kumar ✓	Fit ✓
56.	V. Madhavi RV Ramani ✓	Fit ✓
57.	S. K. Pal ✓	Fit ✓
58.	V. P. Sinha ✓	Fit ✓
59.	T. K. Sharma ✓	Fit ✓
60.	Om Prakash ✓	Fit ✓
61.	K. Raghurama V Shetty ✓	Fit ✓
62.	V. S. Katre ✓	Fit ✓
63.	T. R. Pandey ✓	Fit ✓
64.	Rakesh Kumar Gupta ✓	Fit ✓
65.	Jagannathan R ✓	Fit ✓
66.	Ajay Kumar ✓	Fit ✓
67.	Prakash Chand ✓	As in Sealed Cover ✓
68.	K. K. Kureel (SC) ✓	Fit ✓

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<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
69.	V. K. Roda ✓	Fit ✓
70.	J. Kumaraswami ✓	Fit ✓
71.	R. K. Chakraborty ✓	Fit ✓
72.	K. Madhava Rao ✓	Fit ✓
73.	D. Vijay Kumar ✓	Fit ✓
74.	A. B. Sastry ✓	Fit ✓
75.	S. S. Srivastava ✓	Fit ✓
76.	Parveen Moudgil ✓	Fit ✓
77.	Ramesh Kumar Sharma ✓	Fit ✓
78.	Mohd. Ashfaque Khan	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97-Estt.(D) dated 8 th February, 2002.
79.	K. N. Vikraman	
80.	Anand Kumar	
81.	Sharda Manjunath	
82.	Pankaj Kumar	
83.	T. E. Venkatesan	
84.	R. Velu	
85.	Ravish Chandra Mandloi	
86.	C. N. Raji	
87.	M. Rajendran (SC) ✓	
88.	Vasudev Parwani	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97-Estt.(D) dated 8 th February, 2002.
89.	Rajinder Prasad Sharma	
90.	Boben Rapheal	
91.	K. Santhalakshmi	

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<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
92.	K. N. Radhakrishnan	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97-Estt.(D) dated 8 th February, 2002.
93.	S. Pysane Gnanaraj	
94.	S. Thaulatha Khan	
95.	K. Sasidharan	
96.	K.G. Venugopal	
97.	J. Shiva Shankar (SC) ✓	Fit ✓
98.	G. Kuruppan	
99.	Praveen Kumar	
100.	S. Ganesan	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97-Estt.(D) dated 8 th February, 2002.
101.	J. Verghese	
102.	Tessy Franco	
103.	Debabrata Pramanik	
104.	P. R. Vaishampayan	
105.	Baldev Raj (SC) ✓	Fit ✓
106.	Yashwant Rai (SC) ✓	Fit ✓
107.	Ravinder Singh (SC) ✓	Fit ✓
108.	G. Vasantha Kumari (SC) ✓	Fit ✓
109.	Ram Sudhar Ram (SC) ✓	Fit ✓
110.	G. Selvakumar (SC) ✓	Fit ✓
111.	P. Sutradhar (SC) ✓	Fit ✓
112.	Subodh Kr. Sasmal (SC) ✓	Fit ✓
113.	E. D. Ravindran (SC) ✓	Fit ✓
114.	Sindo Ram (SC) ✓	Fit ✓
115.	A. K. Nim (SC) ✓	Fit ✓

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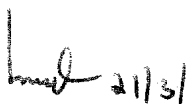
<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>	<u>Assessment</u>
116.	Kondru Yesu (SC) ✓	Fit ✓
117.	Bihari Ram (SC) ✓	Fit ✓
118.	P. Kamaraj (SC) ✓	As in Sealed Cover ✓
119.	M. Koodalingam (SC) ✓	Fit ✓
120.	Anal Kumar Pal (SC) ✓	Fit ✓
121.	M. Dorai	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97-Estt.(D) dated 8 th February, 2002.
122.	Chander Singh (SC)	
123.	Mohinder Singh (SC)	
124.	B. C. Boro (ST) ✓	Fit
125.	N. N. Singh (ST) ✓	Fit ✓
126.	Babu Lal (ST) ✓	Fit ✓
127.	Ramcharan (SC)	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97-Estt.(D) dated 8 th February, 2002.
128.	B. Balakrishnan (SC)	
129.	Madan Lal Singh (ST) ✓	Fit ✓
130.	M. Siddarama (ST) ✓	Fit ✓
131.	Bahagirathi Nayak (ST) ✓	Fit ✓
132.	R. Ramesh (ST) ✓	Fit ✓
133.	Arjun Chatter (ST) ✓	Fit ✓
134.	G. Chandrasekhar (SC)	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97- Estt.(D) dated 8 th February, 2002.
<u>Extended Zone</u>		
135.	N. Janu Naik (ST) ✓	Fit ✓
136.	P. Venkatachalam (ST) ✓	Fit ✓
137.	Chhering Negi (ST) ✓	Fit ✓

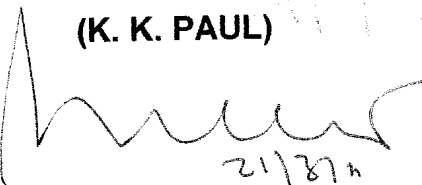
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<u>S.No.</u>	<u>Name (S/She/Ms.)</u>	<u>Assessment</u>
138.	J. Padmavathy (ST) ✓	Fit ✓
139.	T. R. Narasing Rao (ST)	Not required to be assessed in terms of DOP&T O.M. No.35034/7/97- Estt.(D) dated 8 th February, 2002.
140.	V. K. Narayanan (ST)	
141.	N. Loganathan (ST)	
142.	R. Raju (ST)	
143.	Jai Narain Meena (ST)	
144.	Kikumba Longchar (ST)	
145.	Harsharan Meena (ST)	
146.	Ramesh M. Mugdur (ST)	
147.	Heera Singh (ST)	
148.	Laxmi Narayan Meena (ST)	
149.	Sugan Lal Meena (ST)	
150.	T. K. Choudhary (ST)	
151.	Sonam (ST)	
152.	Mahadev Meena (ST)	


(B.S. SANDHU) 21/3/2011


(K. K. PAUL)
21/3/11
(T. K. BHATTACHARYYA)


(B.K. SAHU)

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PANEL FOR THE YEAR 2009-10

None Recommended

PANEL FOR THE YEAR 2010-11 (58 Genl.+18 SC+11 ST = 87 vacancies)

<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>	
1.	P. V. J. Nambiar ✓	Retired on 28.02.2011 ✓
2.	V. M. Kalia ✓	
3.	Jharna Bhattacharjee ✓	Retired on 31.10.2010 ✓
4.	V. R. Nagaraj ✓	Retired on 31.01.2011 ✓
5.	S. T. Krishnaram ✓	
6.	S. Krishnamurthy ✓	
7.	Haridas Menon ✓	
8.	Ashok Kumar Parida ✓	Retired on 31.07.2010
9.	R. K. Rajpal ✓	
10.	S. Kumar ✓	Retired on 31.01.2011
11.	V. Sreedharan ✓	
12.	Subhash Kumar Sinha ✓	
13.	D. N. Das (SC) ✓	RAUV ✓
14.	R. N. Bahera (SC) ✓	RAUV ✓
15.	Promila Suresh Roy ✓	
16.	Murlidharan Nair K P ✓	Retired on 31.05.2010 ✓
17.	Nizamuddin ✓	Retired on 31.06.2010 ✓
18.	K. Venkataramana ✓	
19.	B. Umakanth ✓	
20.	Mohd. Safiul Samad ✓	
21.	Sushil Kumar Srivastava ✓	
22.	Ashok Kumar ✓	
23.	K. Ramajogaiah ✓	
24.	M. Ganeshan ✓	

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<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>	
25.	Lajpat Rai Sharma ✓	
26.	P. K. Sudeshan ✓	
27.	Anil Kumar Srivastava ✓	
28.	M. M. Bhauskute ✓	
29.	Damodar Prashad ✓	
30.	Chandrasekhran K.K. ✓	
31.	Mohan Singh Rawat ✓	Retired on 31.05.2010 ✓
32.	Rehan Gani ✓	
33.	A. M. Ramanathan ✓	
34.	Gautam Kumar Bandyopadhyay ✓	
35.	Karan Singh (SC) ✓	RAUV ✓
36.	B. K. Sinha ✓	
37.	S. U. Sule ✓	Retired on 30.09.2010 ✓
38.	R. Nageswaran ✓	
39.	R. Banumathi ✓	
40.	D. Yogananda Rao ✓	
41.	K. Prakasham ✓	Retired on 31.05.2010 ✓
42.	G. S. Murthy ✓	
43.	K. Vijayan ✓	
44.	Ganga Bishan Gupta ✓	
45.	Manjeet Singh-II ✓	
46.	P. K. Kundu ✓	
47.	A. Jyothi Pandian ✓	
48.	U. Rajendran ✓	
49.	M. K. Jain ✓	

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<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>	
50.	C.H. Admane ✓	
51.	P.V. Santha Kumar ✓	
52.	V Madhavi RV Ramani ✓	
53.	S. K. Pal ✓	
54.	V. P. Sinha ✓	
55.	T. K. Sharma ✓	
56.	Om Prakash ✓	
57.	K. Raghurama V Shetty ✓	Retired on 31.12.2010 ✓
58.	V. S. Katre ✓	
59.	K. K. Kureel (SC) ✓	RARV ✓
60.	M. Rajendran (SC) ✓	RARV ✓
61.	J. Shiva Shankar (SC) ✓	RARV ✓
62.	Baldev Raj (SC) ✓	RARV ✓
63.	Yashwant Rai (SC) ✓	RARV ✓
64.	Ravinder Singh (SC) ✓	RARV ✓
65.	G. Vasantha Kumari (SC) ✓	RARV ✓
66.	Ram Sudhar Ram (SC) ✓	RARV ✓
67.	G. Selvakumar (SC) ✓	RARV ✓
68.	P. Sutradhar (SC) ✓	RARV ✓
69.	Subodh Kr. Sasmal (SC) ✓	RARV ✓
70.	E. D. Ravindran (SC) ✓	RARV ✓
71.	Sindo Ram (SC) ✓	RARV ✓
72.	A. K. Nim (SC) ✓	RARV ✓

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<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>	
73.	Kondru Yesu (SC) ✓	RARV ✓
74.	Bihari Ram (SC) ✓	RARV ✓
75.	M. Koodalingam (SC) ✓	RARV ✓
76.	Anal Kumar Pal (SC) ✓	RARV ✓
77.	B. C. Boro (ST) ✓	RARV ✓
78.	N. N. Singh (ST) ✓	RARV ✓
79.	Babu Lal (ST) ✓	RARV ✓
80.	Madan Lal Singh (ST) ✓	RARV ✓
81.	M. Siddarama (ST) ✓	RARV Retired on 30.04.2010 ✓
82.	Bahagirathi Nayak (ST) ✓	RARV ✓
83.	R. Ramesh (ST) ✓	RARV ✓
84.	Arjun Chatter (ST) ✓	RARV ✓
85.	N. Janu Naik (ST) ✓	RARV ✓
86.	P. Venkatachalam (ST) ✓	RARV ✓
87.	Chhering Negi (ST) ✓	RARV ✓

Extended Panel

(To be operated in the event the officers included in the Regular and Extended Panel are not becoming available due to retirement during the vacancy year 2010-11.)

<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>
1.	T. R. Pandey ✓
2.	Rakesh Kumar Gupta ✓
3.	Jagannathan R ✓
4.	Ajay Kumar ✓
5.	V. K. Roda ✓
6.	J. Kumaraswami ✓

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<u>S.No.</u>	<u>Name (S/Shri/Ms.)</u>	
7.	R. K. Chakraborty ✓	Retired on 30.11.2010 ✓
8.	K. Madhava Rao ✓	Retired on 30.06.2010 ✓
9.	D. Vijay Kumar ✓	
10.	A. B. Sastry ✓	
11.	S. S. Srivastava ✓	
12.	Parveen Moudgil ✓	
13.	Ramesh Kumar Sharma ✓	
14.	J. Padmavathy (ST) ✓	RARV ✓

RAUV – Recommended Against Unreserved Vacancy

RARV – Recommended Against Reserved Vacancy


(B.S. SANDHU) 2/12/2011


(K. K. PAUL) 2/12/11


(T. K. BHATTACHARYYA) 2/12/11


(B.K. SAHU)