

No. C-31018/3/2021-Vigilance (E 20148)
Government of India
(भारत सरकार)
Ministry of Fisheries, Animal Husbandry and Dairying
(मत्स्यपालन, पशुपालन एवं डेयर मंत्रालय)
Department of Animal Husbandry and Dairying
(पशुपालन एवं डेयर विभाग)

Krishi Bhawan, New Delhi

Dated the 10th December.,2025.

OFFICE-MEMORANDUM

Subject: - Forwarding of vigilance profile of the officers of CPSEs as per revised DPE guidelines dated 28/10/2025 for their applications for Board level posts in CPSEs-reg.

The undersigned is directed to enclose herewith OM No. 5/4/2021 (vig)-PESB (Pt-I), dated 26th November, 2025 from DoP&T regarding subject cited above (copy enclosed) for information and necessary action please.

Encl: as above

Digitally signed by

SANJAY KUMAR

Date: 10-12-2025

17:40:12
(Sanjay Kumar)

Under Secretary (Vigilance)

To:

1. Deputy Secretary, Estt.-I (HQ), DAHD, Krishi Bhawan, New Delhi
2. Deputy Secretary, Estt. (LH), DAHD, Krishi Bhawan, New Delhi
3. Deputy Secretary, Estt.-IV (CDD), DAHD, Krishi Bhawan, New Delhi
4. Deputy Secretary, Estt. (NLM), DAHD, Krishi Bhawan, New Delhi
5. NIC, DAHD (to upload on the website of DAHD and E-Office Portal)

746-Admin-1

08/12/2025

No. 5/4/2021 (vig)-PESB (Pt-I)

भारतसरकार / Government of India

कार्मिक एवं प्रशिक्षण विभाग / Department of Personnel and Training

लोक उद्यम चयन बोर्ड / Public Enterprises Selection Board

ब्लॉक संख्या 14, सीजीओ कॉम्प्लेक्स, लोदी रोड

Block No.14, C.G.O. Complex, Lodhi Road,

नई दिल्ली / New Delhi - 110003,

दिनांक / Dated: 26th November, 2025कायोलयज्ञापन / OFFICE MEMORANDUM

Subject:- Forwarding of vigilance profile of the officers of CPSEs as per revised DPE guidelines dated 28/10/2025 for their applications for Board level posts in CPSEs-reg.

The undersigned is directed to refer to Department of Public Enterprises (DPE)'s OM No. F. No. 15(2)/2001-DPE(GM)-FTS-4199 dated 28.10.2025 (copy enclosed) regarding grant of vigilance clearance to officers of CPSEs for their applications for Board level posts in CPSEs.

2. In accordance with the instruction issued by the DPE, Administrative Ministries/Departments/CPSEs are requested to ensure that for the Board level vacancies advertised by the PESB, the applications of only those applicants should be forwarded to the PESB who are clear from vigilance angle. The vigilance profile of the applicants, in the prescribed proforma, should also invariably be attached with the application form.

4. This issues with the approval of the competent authority.

Encl: As above

(Mohammad Jainuddin)

Under Secretary to the Government of India

Tel: 24363817

To

- Secretaries of the Ministries/Department (as per standard list)
- Chief Executives of the CPSEs (as per standard list)

सं० F. No.15(2)/2001-DPE(GM)-FTS-4199

भारत सरकार Government of India

वित्त मंत्रालय Ministry of Finance

लोक उद्यम विभाग Department of Public Enterprises

Public Enterprises Bhawan, Block No. 14,
C.G.O Complex, Lodhi Road, New Delhi-110003Dated 28th October, 2025**Office Memorandum****Subject: Grant of vigilance clearance to the officers of Central Public Sector Enterprises (CPSEs) for their applications for Board level posts in CPSEs.**

This Department had earlier issued consolidated and revised guidelines regarding Vigilance Policy for CPSEs vide OM of even number dated 21st July 2025, which in its paragraphs 4.1 to 4.3 stipulated the grounds for denial of vigilance clearance to officers of CPSEs in certain cases including in matters of appointments to sensitive posts. It is understood that the Department of Personnel & Training (DoPT) in its OM No. 104/33/2024-AVD-IA, dated 9th October 2024, has stipulated certain grounds on which vigilance clearance shall be denied to members of All India Services (AIS)/ Central Civil Services/ Central Civil posts. These grounds for denial of vigilance clearance, in the aforesaid DoPT OM No. 104/33/2024-AVD-IA, dated the 9th October, 2024, however, do not apply to CPSE posts.

2. Based on the latest instructions issued by the DoPT, laying down the grounds for denial of vigilance clearance, some of which are already covered in this Department's OM dated 21.07.2025 and BPE Letter No. 15(7)/85-GM dated 19.09.1998, it has been decided with the approval of the competent authority in this Department, to add the following further grounds on which vigilance clearance shall be denied.

- I. If the Officer fails to submit his annual immovable property return of the previous year, latest by 31st January of the following year.
- II. In cases where there is a complaint, which is verifiable/ has been verified, against the officer involving corruption, possession of disproportionate assets, misappropriation, forgery/ cheating, moral turpitude and violation of conduct rules (However, vigilance clearance shall be granted if the preliminary inquiry is not initiated within three months);
- III. The officer is under suspension;
- IV. The officer is on the ODI (Officer of Doubtful Integrity)/ Agreed List;
- V. Disciplinary proceedings have been initiated against the officer with the issuing of chargesheet and proceedings are pending;
- VI. Orders for instituting a criminal case or sanction for investigation/ inquiry against the officer have been approved by the competent authority and the charge sheet is served within three months;
- VII. Charge sheet has been filed in a court by the Investigation Agency in a criminal case and the case is pending;

P.T.O.

-2-

- VIII. Sanction for prosecution has been granted by the competent authority in PC Act 1988 (amended in 2018) or any other criminal case and the trial is pending;
- IX. The officer is involved in a trap/ raid case on charges of corruption and Investigation is pending;
- X. An FIR has been filed on the basis of a private complaint and charge sheet has been filed by the investigating agency in court of law;
- XI. An FIR has been filed or a case registered by concerned competent authority against the officer, provided the charge sheet is filed within three months;

3 All administrative Ministries / Departments are requested to take necessary action and also bring the contents of this Office Memorandum to the notice of CPSEs under their respective administrative jurisdiction for information and compliance under intimation to this Department.

4. This issues with approval of the Secretary, Department of Public Enterprises.


(Rajesh Puri)
Deputy Director
Tel: 24362673

To

All administrative Ministries / Departments of the Government of India.

Copy to:

1. The Chief Executives of CPSEs.
2. Department of Personnel & Training (DoPT), Public Enterprises Selection Board (PESB) with a request to include a clause in its every Advertised Vacancy that the application of only those applicants who are clear from all vigilance angle are only to be forwarded to the PESB by the respective Ministries/ Departments / CPSEs.
3. Central Vigilance Commission, Satarkata Bhawan, INA, New Delhi
4. NIC, DPE with the request to upload this OM on the DPE website.


(Rajesh Puri)
Deputy Director

दिनेश कुमार वर्मा

सचिव

DINESH KUMAR VERMA

Secretary

Tel.: 91-11-24361230

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सत्यमेव जयते

भारत सरकार
Government of India
लोक उद्यम चयन बोर्ड

पांचवा तल, ब्लॉक-14

लोक उद्यम भवन, सी.जी.ओ. कॉम्प्लेक्स

लोधी रोड, नई दिल्ली-110003

Public Enterprises Selection Board

5th Floor, Block-14

Public Enterprises Bhavan, C.G.O. Complex

Lodhi Road, New Delhi-110003

D.O. No. 5/2/2025-PESB

Dated the 24th November, 2025

321252

Respected Ma'am/Sir,

Kindly refer to the D.O. letter dated 05.08.2022 circulating therewith Minutes of the Internal Meeting dated 04.02.2022 regarding shortlisting criteria for the posts of Director (HR)/ Director (Pers/IR). A copy of the Minutes are enclosed again for ready reference. It may be seen that as per the decision, the applicants for the above posts are required to be segregated into 3 categories on the basis of experience possessed by them and slots allocated amongst candidates falling under these categories.

2. In the recent past, it has been observed that many applicants are not mentioning those information of their experience in their applications, which are crucial for placing them in either of the 3 categories. As a result shortlisting their names for the post becomes difficult.

3. I would, therefore, request you to kindly circulate the decision of PESB dated 04.02.2022 amongst the prospective candidates for the post of Director (HR)/ Director (Pers/IR) with a request to provide requisite information in relevant column of their application form, whenever they apply. Nodal officers of your Ministry/ Deptt/ CPSE may also be directed to ensure that information crucial for segregation of applicants are indicated by them in remarks column, while forwarding applications.

With regards .

Yours sincerely,

(Dinesh Kumar Verma)

Encls: As above.

To

1. Secretary to the Government of India
2. All CMDs/Chairman/MDs of CPSEs
(Both as per the list enclosed)

Annexure-II (28)
267

Minutes of Internal Meeting held on 04.02.2022 regarding shortlisting criteria for the posts of Director (HR)/ Director (Pers/IR)

A Board meeting to discuss the shortlisting criteria for the posts of Director (HR)/ Director (Pers/IR) was held on 4.2.2022. During the meeting the following three categories of applicants were clearly defined and agreed upon.

- Category-I: Priority to applicants with 5 years experience during the last 10 years in HR/IR/Personnel.
- Category-II: Applicants with minimum 2 years' experience in HR/IR/Pers + 3 years as functional head of projects / plants having direct responsibility of 1000 workforce.
- Category-III: Applicants having experience as functional head of projects / plants having direct responsibility of at least 20% of the workforce.

2. During the meeting the Board also discussed matter pertaining to the distribution of the 6 slots allocated Internal Candidates. It was agreed that 3 slots will be allocated to Category-I and the other 3 slots will be allocated to Category-II and III. It was also decided that Chairperson will work out the details. Accordingly, the following principles for shortlisting have been drawn:

- A. The 6 slots allocated for Internal candidates will be distributed as per the following details:
- (i) 3 Slots will be reserved Category-I
 - (ii) The next 3 slot will be distributed to applicants from Category: II & III in the following order of priority:
 - (a) 1st priority to Category II
 - (b) 2nd priority to Category III
- B. In the event there are not enough applicants under Category-I the vacant slots will be distributed in the following order of priority:
- (i) 1st priority to Category II
 - (ii) 2nd priority to Category III

However, the slots for category-II & III will not exceed 3 each in the event there are no/not enough applicants from Category-I

C. Further, in the event where there are not enough applicants from Category-II & III, the vacant slots will be allocated to applicants under Category-I, if applicants are available.

3. The above categorization principles will be applied in prioritization for shortlisting of Sectoral, External, Central Government/SPSE/Private- Category-I first priority followed by Category-II and Category-III, in that order.

सबोंग किपगेन
सचिव
Kimbuong Kipgen
Secretary

Tel: 91-11-24361230
Fax: 91-11-24361630



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लोक उद्यम चयन बोर्ड
पांचवा तल, ब्लॉक-14
लोक उद्यम भवन, सी.जी.ओ. कॉम्प्लेक्स
लोधी रोड, नई दिल्ली-110003
Public Enterprises Selection Board
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Public Enterprises Bhawan, C.G.O. Complex
Lodhi Road, New Delhi-110003

D.O. No. 5/4/2021-PESB

Dated the 5th August, 2022

Dear Chairman/CMDs/MDs,

The Public Enterprises Selection Board (PESB), after detailed discussion and deliberation in its Internal Meetings held on 19.08.2021 and 04.02.2022, has drawn a comprehensive process for shortlisting of applicants for the posts of Director (Finance) and Director (HR/Pers) across CPSIEs.

- The processes approved by the Public Enterprises Selection Board (PESB) are attached at Annexure-I & II for information.

With Best Wishes

Yours sincerely

Kim
(Kimbuong Kipgen)

Encls: As above.

To

All CMDs/ Chairmen/MDs of CPSIEs

(As per list attached)