

CHAPTER II **PERSONNEL POLICIES**

(b) Composition of Board of Directors

5. DPE/Guidelines/II(b)/5

Guidelines on Top Posts in Public Enterprises

Reference is invited to this Ministry's O.M. of even number dated 5th August, 1977 wherein it was mentioned that the orders of appointment to top posts in Public Enterprises issued by the administrative Ministries should incorporate a suitable clause for review of performance of the appointee after a year, the intention being that the Government should be able to assess the work of the appointee at the end of the first year in order to confirm the remaining part of his tenure of appointment.

2. Subsequently this Ministry, vide their O.M. of even number dated 8th February, 1978 had prescribed the procedure to be followed for undertaking such a review at the end of the first year.

3. The question of incorporating a suitable clause for review of performance at the end of the first year in the appointment order has been reviewed. Having regard to the various aspects it has been decided that the appointment order which is issued for general circulation need not contain the clause requiring review of performance of the appointee at the end of the first year. Instead, the administrative Ministries should communicate to the appointee by a separate confidential letter that his performance would be reviewed by Government at the end of the first year.

4. Ministry of Steel and Mines, etc., may please note this for future guidance.

(BPE O.M. No. 5(24)/77-BPE(PESB) dated 19th September, 1978)