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Definition of "internal candidate" for the purpose of selection for appointment to a Board level post in Central Public Sector Enterprises.

As per prevailing policy for selection of top posts in Central Public Sector Enterprises (CPSEs), unless markedly better candidates are available from outside, internal candidates, employed in the public sector enterprises will be preferred for appointment to Board level posts. The definition of an internal candidate has a direct bearing on short-listing of candidates for various Board level posts in CPSEs. Government has, therefore, approved the following definition of the 'internal candidate':—

"Internal candidate is one, who is an employee of an enterprises who has put in a minimum of 2 years of continuous service in it, on the date of occurrence of vacancy, and who does not hold a lien in any other PSE/Government. An employee, who holds a lien on a post in a CPSE can also be considered as 'an internal candidate' of that enterprise provided he/she has put in a minimum of 2 years of continuous service in that enterprise, on the date of acquiring lien and the period for which he/she is away from the enterprise is not more than 5 years."

2. All the administrative Ministries/Departments are requested to kindly take note of the above decision for guidance and necessary action.

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