



सत्यमेव जयते

संघ लोक सेवा आयोग

UNION PUBLIC SERVICE COMMISSION

धौलपुर हाउस, शाहजहाँ रोड / Dholpur House, Shahjahan Road

नई दिल्ली - 110 069 / New Delhi - 110 069

Date: 4.7.2017

To,

The Director-General
Employees State Insurance Corporation
Panchdeep Bhawan, CIG Marg
New Delhi - 110 002.

[Kind attention: Shri Manish Gupta, Deputy Director]

Subject: Amendment of recruitment rules for the post of Deputy Director.

Sir,

I am directed to refer to your Letter No. A-12(11)3/2015-E.I, dated 29.5.2017 on the subject mentioned above regarding review of advice given by the Commission vide its letter dated 11.4.2017. The proposal of the ESIC has been considered by the Commission and the following reply is communicated:

- i) The justification put forth for grant of non-functional up-gradation to the post at the Grade Pay of Rs. 6600 was considered by the Commission at the time of examining the original proposal submitted by ESIC. It was observed that the non-functional promotion at four years qualifying service is allowed only under the cadre structure of an organized service wherein the tenets as prescribed by DoPT are followed and necessarily governed. Since the post of Deputy Director in ESIC does not belong to an organized service in conformity with DoPT norms, the benefit of NFU cannot be extended to the post. As the reasons put forth by ESIC for review of the qualifying service have already been examined by the Commission and no additional justification has been advanced, the advice given by Commission vide its letter dated 11.4.2016 for five years qualifying service for grant of non-functional up-gradation is reiterated. The ESIC/Ministry of Labour & Employment may take up the matter with DoPT for its appropriate resolution.
- (ii) The proposition of the ESIC to include employees of ESIC for grant of age relaxation upto to five years along with officers of the Central Government for direct recruitment to the post is accepted. The note under Col. 6 may accordingly be modified to the extent.
- (iii) The method of recruitment as 40% by promotion and 60% by direct recruitment as approved by Commission is in accordance with extant DoPT guidelines and reversal to the proposition of ESIC is not found in order. Therefore, the advice given by Commission vide its letter dated 11.4.2017 is reiterated.
- (iv) The justification for keeping Insurance Commissioner as Member of the DPC in place of Director-General is accepted. The composition of DPC may accordingly be modified.

Yours faithfully,

B.S. Heet
(B.S. Heet)

Under Secretary
Tel: 2338 5396