

**GOVERNMENT OF INDIA  
MINISTRY OF POWER**

**LOK SABHA  
UNSTARRED QUESTION NO.762  
ANSWERED ON 04.12.2025**

**PROMOTION POLICY IN PFC**

**762. SHRI GODAM NAGESH:**

**Will the Minister of POWER  
be pleased to state:**

**(a) whether the Departmental Promotion Committees (DPCs) for E-8–E-9 in the Power Finance Corporation (PFC) were delayed in 2023–2024 and if so, the details thereof;**

**(b) whether the 2025 promotion policy applied retrospectively affected senior Scheduled Castes (SCs)/ Scheduled Tribes (STs) officers adversely, if so, the details thereof;**

**(c) whether the Boston Consulting Group (BCG) was engaged without competitive bidding for promotion-related evaluation in deviation of Central Public Sector Enterprises (CPSE) norms, if so, the details thereof;**

**(d) whether the absence of SC/ST promotions in E-7–E-8 and the denial of promotion to an ST officer in E-5–E-6 indicate systemic exclusion under the guise of merit and if so, the details thereof;**

**(e) whether an officer facing a criminal case was placed on the promotion panel or promoted soon after acquittal; and**

**(f) whether the Government admits that these changes in PFC have adversely impacted SC/ST officers and diluted established promotion norms and if so, the details thereof?**

**A N S W E R**

**THE MINISTER OF STATE IN THE MINISTRY OF POWER**

**(SHRI SHRIPAD NAIK)**

**(a) to (f): The Departmental Promotion Committee (DPC) process, in Power Finance Corporation (PFC), for the year 2023 was conducted in time for all levels except E8 to E9, as there were no vacancies at E9 level as on the cut-off date (01.07.2023). Revision in PFC's manpower planning and promotion policy was under deliberation and discussion with the Board of Directors (BoD) before the cut-off date of DPC for the year 2024 (01.07.2024), which was approved in December 2024. After this, the DPC process for 2024 and 2025 was completed in April 2025.**

**The Boston Consulting Group (BCG) was appointed as the consultant after inviting bids to assist in the preparation of PFC's Corporate Strategy, including manpower planning and performance management, to ensure alignment with the overall business strategy. The promotions from E7 to E8, in PFC, are vacancy based and restricted as per limit of maximum percentage of executives to be promoted, as defined in the policy. In E5 to E6 promotions also, a limit of maximum percentage of executives to be promoted is defined in the policy. Candidature of any officer facing criminal charges is not considered till he is discharged of the offence by a court of law.**

**Further, the promotions are vacancy based and also a limit of maximum percentage of executives to be promoted is as per the defined policy. Accordingly, employees from all the categories are promoted/ dropped, without any discrimination, for promotion based on the available positions.**

**In view of above, PFC's promotion policy is applied uniformly to all employees, upholding the principles of fairness, equality, and non-discrimination.**

\*\*\*\*\*