



POLICY FOR PROMOTION FROM NON-EXECUTIVE TO EXECUTIVE CADRE

1.0 POLICY

The policy is to regulate promotion from non-executive to executive cadre in SAIL. Candidates promoted under this policy will be placed in Junior Manager grade.

2.0 OBJECTIVES

- To create functional frontline cadre.
- To preserve skill for taking care of critical operations;
- To provide career growth to deserving candidates in the non-executive cadre.

3.0 ELIGIBILITY

3.1 The eligibility for promotion to Executive Cadre will, qualification wise, be as-under:

Years of service in S6 and above grade	Minimum Qualification in Technical stream	Minimum Qualification in Non-Technical Stream
0	Degree in Engineering or equivalent	Any specified Professional qualification
3	Diploma in Engineering or equivalent/ BSc.	Graduates or equivalent
8	Matric or Matric+ ITI/NAC (NCVT)	--

3.2 The employee should have completed ten (10) years of continuous service in the Company, which includes training period, for being eligible to be considered for promotion under the Policy.

3.3 Candidates must possess the eligibility qualification as on the date of issuance of circular inviting applications from eligible candidates for consideration for promotion under the policy.

3.4 The Employee should have minimum of two (2) years of service left as on the 30th June of the Promotion Year.

4.0 SELECTION PROCEDURE

4.1 Pre-selection Written Test & Interview

4.1.1 The selection will be through a Written Test followed by Interview. The written test will be conducted by an external agency centrally. The candidate will have to obtain minimum



qualifying marks in the test, with relaxation of 10% to SC/ST/PwBD candidates and 5% to PM's Shram Awards winners/ candidates possessing Matric or Matric + ITI/NAC (NCVT) qualification. In case of multiple eligible relaxations, only the highest shall be applicable. Those who qualify in the written test will be called for interview in the ratio of 1:3 in order of merit calculated on the basis of Written Test, Performance Rating and Length of Service.

4.1.2 The weightage of different components of selection criteria will be as under :

Component	Weightage
Written Test	70%
Interview	10%
Performance rating	9%
Length of Service (LoS)	11%

A plant/unit wise merit list will be prepared based on the combined scores obtained in the above manner and promotions will be carried out in order of merit.

4.1.3 There will be no limit in the number of chances a candidate can appear for written test.

4.2 Rotation of selected candidates

Management will have the right to transfer the candidates upon selection to any other department within the plant/unit or to any other plant/unit of the Company.

4.3 Condition with respect to performance & conduct

- The candidate should have consecutive 'good' or better ratings in the last three (3) preceding years.
- The candidate should be clear from disciplinary and vigilance angle.

4.4 Frequency of promotions

The promotions will be carried out based on organizational requirement, but not earlier than two completed years between two cycles of promotion. The orders will be effective from 30th June of the promotion year.

5.0 NUMBER OF PROMOTIONS

5.1 The number of promotions in a plant/unit would not be more than 2% of the total employee strength in S-6 to S-11 grades (in the respective plant/unit) on the 1st day of the month of notification.



6.0 POST SELECTION TRAINING

The selected candidates will be placed in Junior Manager (E-0) Grade and they will be put under training for six (6) months duration. After successful completion of training, evaluation of which will be done by the respective plant/unit, they will be put on probation for one year.

7.0 GROWTH IN THE EXECUTIVE CADRE

7.1 The candidate will be in Junior Manager (E-0) grade for a minimum of three (3) years including training and probation period and after this the candidate will be promoted to E-1 grade based on the appraisal rating. The subsequent promotion will be as per the existing Executive Promotion Policy.

7.2 The tenure in Junior Manager (E-0) grade will be graded as per the Executive Performance Management System.

8.0 RESERVATION

Reservation to SC/ST/PwBD candidates will be provided as per Presidential Directives and relevant Acts.

9.0 FRAMING OF RULES UNDER THE POLICY

Director (Personnel) is authorised to amend/modify rules for implementation of the policy.

10.0 SAVINGS

The CMD has the right to amend/modify the policy at any time without notice.

स्टील अथॉरिटी ऑफ इण्डिया लिमिटेड
STEEL AUTHORITY OF INDIA LIMITED
इस्पात भवन, लोदी रोड, नई दिल्ली-110003
ISPAT Bhawan, Lodi Road, New Delhi-110003

NOTE:-Issued vide letter no. HR/JM/E-438/26 dated 10.02.2026

