

No. 3(9)/2010-DPE (MoU)  
Government of India  
Ministry of Heavy Industries & Public Enterprises  
Department of Public Enterprises

Public Enterprises Bhawan  
Block No. 14, CGO Complex  
Lodhi Road, New Delhi

Dated: 29<sup>th</sup> September, 2011

OFFICE MEMORANDUM

Sub: Guidelines on Human Resources Management for Central Public Sector Enterprises (CPSEs)

The undersigned is directed to enclose Guidelines on Human Resources Management for Central Public Sector Enterprises (CPSEs). These Guidelines issue with the approval of Minister, Heavy Industries & Public Enterprises.


2. These Guidelines are available on DPE website:

[http://dpemou.nic.in/MOU files/HRM Guidelines.pdf](http://dpemou.nic.in/MOU_files/HRM_Guidelines.pdf)

3. CPSEs are requested to implement these Guidelines with immediate effect. However, for the purpose of Performance Evaluation under the MoU system, these Guidelines will take effect from the year 2012-13.

4. All the administrative Ministries/Departments are requested to take note of the above Guidelines and bring these Guidelines to the notice of CPSEs under their control for necessary action.

Encl: as above

  
29.09.2011  
(J.R. Panigrahi)  
Director (MoU)  
Tel.24360841

To:

1. Secretaries of all administrative Ministries/Departments
2. Chief Executives of all CPSEs

**GUIDELINES**

**ON**

**HUMAN RESOURCE MANAGEMENT**

**FOR CPSEs**

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**Department of Public Enterprises**  
**Ministry of Heavy Industries &**  
**Public Enterprises**

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