eF. No. A-11014/1/2023-Ins.I

Government of India

Ministry of Finance

Department of Financial Services

2nd floor, Jeevan Deep Building
Parliament Street, New Delhi - 110 011
Dated: 13th October 2025

To

The CEO & MD, LIC of India.
The CMD – AICIL, GIC-Re, NIACL, NICL, OICL, UIICL

Subject: Revision of Guidelines for Selection of Whole Time Directors (WTDs) in Public Sector Insurance Companies – reg.

Madam / Sir,

I am directed to convey that the Appointments Committee of the Cabinet (ACC) has approved the revised consolidated guidelines for appointment of Whole-Time Directors (WTDs) in Public Sector Insurance Companies (PSICs). These guidelines are in supersession of all the earlier ACC guidelines issued in this regard. A copy of the communication dated 04.10.2025, received from the Secretariat of the ACC, along with the revised consolidated guidelines, is annexed for information.

Encl: a/a

Yours faithfully,

Abdul Gufran

(Abdul Gufran)
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भारत सरकार
Government of India
मंत्रिमंडलीय नियुक्ति समिति का सचिवालय
Secretariat of the Appointments Committee of the Cabinet
कार्मिक एवं प्रशिक्षण विभाग
Department of Personnel & Training
स्थापना अधिकारी का कार्यालय
Office of the Establishment Officer

कर्तव्य भवन - 03, नई दिल्ली
Kartavya Bhavan - 03, New Delhi

सं./No.18/25/2024-EO(ACC)

दिनांकित / Dated: 04.10.2025

Reference correspondence resting with the Department of Financial Services' communication No. 7/1/2024-BO.I dated 01.09.2025.

2. The Appointments Committee of the Cabinet (ACC) has approved the revised/ consolidated guidelines for the selection of Whole Time Directors (WTDs) in Public Sector Insurance Companies (PSICs), as annexed herewith, superseding all the earlier ACC guidelines issued in respect of appointment of Whole-time Directors of Public Sector Insurance Companies.

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(Vijay Kumar Darak)
Deputy Director (ACC)
☏: 24010428

Department of Financial Services
(Shri M. Nagaraju, Secretary)
Jeevan Deep Building, Parliament Street
New Delhi.

Copy forwarded for information to :-

1. PMO (Ms. Manmeet Kaur, Director)
2. Cabinet Secretariat (Ms. Kavita Singh, Joint Secretary)
3. Sr. PPS to Establishment Officer
4. Guard File/Office Order folder.

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(Vijay Kumar Darak)
Deputy Director (ACC)

Annexure

CONSOLIDATED GUIDELINES FOR APPOINTMENT OF WHOLE-TIME DIRECTORS IN PUBLIC SECTOR INSURANCE COMPANIES

The Appointments Committee of the Cabinet, from time to time, has approved guidelines for appointment of Whole-Time Directors on the board of public sector insurance companies. In order to have uniform sequencing of eligibility criteria and to align the same with the changing Insurance industry, the Appointments Committee of the Cabinet, in supersession of all the earlier guidelines on the subject, has approved the following revised consolidated guidelines for appointment of Whole-Time Directors on the board of public sector insurance companies.

These revised consolidated guidelines shall be applicable from the date of approval by the Appointments Committee of the Cabinet. In cases where the Financial Services Institutions Bureau (FSIB) has initiated the selection process but the candidate / panel recommendation is pending with FSIB, these revised consolidated guidelines shall apply. However, in case the FSIB has already sent the recommendation to Department of Financial Services, the process shall be completed as per earlier guidelines.

1. CEO & MD, Life Insurance Corporation of India

1.1 **Age & residual Service:**
All serving MDs of LIC are eligible irrespective of age

1.2 **Date of reckoning eligibility:**
Date of vacancy of the post.

1.3 **Educational Qualification:**
A Candidate must hold a Graduate degree of any of the Universities incorporated by an Act of the Central or State legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as a University under Section 3 of the University Grants Commission Act 1956 or possess an equivalent qualification.

1.4 **Experience/Service requirement:**
All serving Managing Directors of LIC

1.5 **Procedure for Selection:**

(i) Selection process shall be in accordance with the Financial Services Institutions Bureau (FSIB) Resolution F. No. 14/1/2022-BO-I dated 1.7.2022, published in the Gazette of India, Extraordinary, Part I, Section 1, as amended from time to time.

(ii) FSIB may hire the HR agency for carrying out the behavior and competency assessment of the candidates. The HR agency would be confined to only doing preliminary assessment about applicants and would not be involved in short listing of candidates.

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(iii) There shall be no marks for APARs. Candidates shall be awarded marks out of 100, on the basis of performance during interaction with FSIB.

1.6 **Required clearance from organization concerned:**
Clearance from Central Vigilance Commission and Insurance Regulatory Development Authority of India (IRDAI) shall be required before submission of proposal to ACC.

1.7 **Term of Office:**
The CEO & MD, LIC may be appointed for a period of three years or till he attains the age of sixty-two (62) years, whichever is earlier. The tenure may be extended beyond three years, after a review of his performance, till he attains the age of superannuation of sixty-two (62) years with the approval of ACC.

1.8 **Salary and other terms and conditions:**
The salary and other terms and conditions of appointment of Whole-time Directors shall be as decided by the Central Government from time to time.

1.9 **Validity of Panel:**
To meet the eventuality of candidate not joining the selected post or being found not suitable for the post due to any other reasons, candidate from the waiting list may be considered. The waiting list shall have such number of candidates, not more than two, as FSIB considers appropriate. The validity of panel, consisting of recommended and waiting list candidate(s) for the post, for submission of proposal to the ACC, shall be six months from the date of recommendation by FSIB. Further, the panel for a post ceases to be in operation, if a candidate joins the post.

1.10 **Additional Charge:**

(A) The power to assign additional charge arrangement up to an initial period of three months from the date of vacancy is delegated to the Finance Minister, subject to the following conditions:

(i) Additional charge of the CEO & MD, LIC shall be assigned to the senior most Managing Director, LIC

(ii) The officer to whom the charge is being proposed to be assigned is clear from vigilance angle.

(iii) Timely action has been taken to fill up the vacancy.

Further, the above additional charge arrangement may be extended up to a period 06 months from the date of vacancy, only in cases where the selection process is underway.

(B) For additional charge arrangements beyond six months (to be reckoned from the date of vacancy) and in case of any deviation from the conditions prescribed at (A) above, the proposal should be submitted to the ACC.

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1.11 **Penalty:**

If an officer has been imposed two or more major penalties in his /her career, he/she shall not be eligible to apply for the position of CEO & MD, LIC. The penalties imposed, including minor penalties, on the applicants during the last ten years period shall also be disclosed.

2. Managing Director, Life Insurance Corporation of India

2.1 **Age & Residual Service:**

(A) **For position earmarked for candidates from LIC (3 Posts):** No minimum criteria of age. Two (2) years of residual service [treating 60 years as the age of superannuation] is required.

The requirement of residual service may be relaxed with the approval of the ACC, if sufficient candidates are not available.

(B) **For Open Position (1 Post):** The candidates should have minimum 45 years of age and 2 years of residual service [treating 60 years as the age of superannuation]

2.2 **Date of reckoning eligibility:**

Date of vacancy of the post(s).

2.3 **Educational Qualifications:**

A Candidate must hold a Graduate degree of any of the Universities incorporated by an Act of the Central or State legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as a University under Section 3 of the University Grants Commission Act 1956 or possess an equivalent qualification.

2.4 **Experience/Service requirement:**

(A) **For positions earmarked for candidates from LIC only:**

Three (3) positions of MD shall be filled from the internal candidates from LIC. Executive Directors/Zonal Manager (Selection Grade) with at least one-year service at that level shall be eligible.

The requirement of experience may be relaxed with the approval of the ACC, if sufficient candidates are not available.

(B) **For open position:**

One (1) position of MD shall be open for all the eligible candidates from both public and private sectors. The eligibility criteria shall be as under:

The candidates should have minimum 21 years of experience with at least 15 years of experience in Life Insurance sector of which –

i. at least 2 years should be at the Board level or
ii. at least 3 years should be at the highest level below Board level (to be held on substantive basis)

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Note:. From the date of coming into force of these guidelines, the first vacancy for the position of Managing Director (MD) in LIC shall be treated as an open vacancy. Subsequent vacancies, arising after the first vacancy has been filled, shall be filled from among eligible internal candidates serving in LIC.

2.5. **Procedure for selection:**

(i) Selection process shall be in accordance with the Financial Services Institutions Bureau (FSIB) Resolution F. No. 14/1/2022-BO-I dated 1.7.2022, published in the Gazette of India, Extraordinary, Part I, Section 1, as amended from time to time.

(ii) FSIB may hire the HR agency for carrying out the behavior and competency assessment of the candidates. The HR agency would be confined to only doing preliminary assessment about applicants and would not be involved in short listing of candidates.

(iii) There shall be no marks for APARs. Candidates shall be awarded marks out of 100, on the basis of performance during interaction with FSIB.

2.6 **Required Clearances from Organization concerned:**

(a) **For internal candidates from LIC:**
Clearance from Central Vigilance Commission and Insurance Regulatory Development Authority of India (IRDAI) shall be required before submission of proposal to ACC.

(b) **For candidates from Private Sector:**
Clearances from IB and IRDAI shall be required before submission of proposal to ACC.

2.7 **Term of Office:**

The period of appointment to the post of Managing Director of LIC shall be:

- 5 years or the date of superannuation [treating 60 years as the date of superannuation], whichever is earlier.
- The Managing Director will be eligible for a fresh tenure beyond the period of 5 years up to the date of superannuation with the approval of ACC.

2.8 **Salary and other terms and conditions:**

The salary and other terms and conditions of appointment of whole-time Directors shall be as decided by the Central Government from time to time.

2.9 **Validity of Panel:**

To meet the eventuality of candidate(s) not joining the selected post(s) or being found not suitable for the post(s) due to any other reasons, candidates from the waiting list may be considered. The waiting list shall have such number of candidates, not more than two, as FSIB considers appropriate and shall be separate for each position to be filled from internal candidates (LIC)

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and open position. The validity of the panel, consisting of recommended and waiting list candidates for the post(s), for submission of the proposal to the ACC, shall be six months from the date of recommendation by FSIB. Further, the panel ceases to be in operation for a post, if a candidate joins the post.

2.10 **Penalty:**

For internal candidates from LIC:

If an officer has been imposed two or more major penalties in his /her career, he/she shall not be eligible to apply for the position of MD, LIC. The penalties imposed, including minor penalties, on the applicants during the last ten years period shall also be disclosed.

3. Chairman-cum-Managing Director, Non-Life Public Sector Insurance Companies

3.1 **Age & Residual Service:**

The candidates should have minimum 45 years of age and 2 years of residual service [treating 60 years as the age of superannuation]

3.2 **Date of reckoning eligibility:**

Date of vacancy of the post(s).

3.3 **Educational Qualifications:**

A Candidate must hold a Graduate degree of any of the Universities incorporated by an Act of the Central or State legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as a University under Section 3 of the University Grants Commission Act 1956 or possess an equivalent qualification.

3.4 **Experience/Service Requirement:**

(A) **For Internal Candidates**:

Minimum 1-year service as Executive Director or a total of 2-year service as General Manager or above in Non-life Public Sector Insurance Company on the date of vacancy;

(B) **For External Candidates:**

The candidates should have minimum 21 years of experience with at least 15 years of experience in Non-Life Insurance (including general and health insurance) sector of which –

i. at least 2 years should be at the Board level or

ii. at least 3 years should be at the highest level below Board level (to be held on substantive basis)

3.5 **Procedure for selection:**

(i) Selection process shall be in accordance with the Financial Services Institutions Bureau (FSIB) Resolution F. No. 14/1/2022-BO-I dated 1.7.2022, published in the Gazette of India, Extraordinary, Part I, Section 1, as amended from time to time.

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(ii) FSIB may hire the HR agency for carrying out the behavior and competency assessment of the candidates. The HR agency would be confined to only doing preliminary assessment about applicants and would not be involved in short listing of candidates.

(iii) There shall be no marks for APARs. Candidates shall be awarded marks out of 100, on the basis of performance during interaction with FSIB.

3.6 **Required Clearances from Organization concerned:**

(a) **For candidates from Public Sector:**
Clearance from Central Vigilance Commission and Insurance Regulatory Development Authority of India (IRDAI) shall be required before submission of proposal to ACC.

(b) For candidates from Private Sector:
Clearances from IB and IRDAI shall be required before submission of proposal to ACC.

3.7 **Term of Office:**
The period of appointment to the post of CMD of Non-life Public Sector Insurance companies shall be:

- 5 years or the date of superannuation [treating 60 years as the age of superannuation], whichever is earlier.
- The CMD will be eligible for a fresh tenure beyond the period of 5 years up to superannuation with the approval of ACC.

3.8 **Salary and other terms and conditions:**

The salary and other terms and conditions of appointment of whole-time Directors shall be as decided by the Central Government from time to time.

3.9 **Validity of Panel:**
To meet the eventuality of candidate(s) not joining the selected post(s) or being found not suitable for the post(s) due to any other reasons, candidates from the waiting list may be considered. The waiting list shall be prepared separately for each post of CMD, and shall have such number of candidates not more than two, as FSIB considers appropriate. The validity of each panel, consisting of recommended and waiting list candidates for each post, for submission of proposal to the ACC, shall be six months from the date of recommendation by FSIB. Further, the panel ceases to be in operation for a post, if a candidate joins the post.

3.10 **Additional Charge:**

(A) The power to assign additional charge arrangement up to an initial period of three months from the date of vacancy is delegated to the Finance Minister, subject to the following conditions:

(i) Additional charge of the position of CMD of Non-Life public sector insurance companies shall be assigned to the senior most Executive Director.

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(ii) The officer to whom the charge is being proposed to be assigned is clear from vigilance angle.

(iii) Timely action has been taken to fill up the vacancy.

Further, the above additional charge arrangement may be extended up to a period 06 months from the date of vacancy, only in cases where the selection process is underway.

(B) For additional charge arrangements beyond Six months (to be reckoned from the date of vacancy) and in case of any deviation from the conditions prescribed at (A) above, the proposal should be submitted to the ACC.

3.11 **Penalty:**

If an officer has been imposed two or more major penalties in his /her career, he/she shall not be eligible to apply for the position of Chairman-cum-Managing Director, Non-Life Public Sector Insurance Companies. The penalties imposed, including minor penalties, on the applicants during the last ten years period shall also be disclosed.

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4. Executive Director, Non-Life Public Sector Insurance Companies

4.1 **Age & Residual Service:**

No minimum criteria of age. 2 years of residual service [treating 60 years as the age of superannuation]. The requirement of residual service may be relaxed with the approval of the Finance Minister, if sufficient candidates are not available.

4.2 **Date of Reckoning Eligibility:**

Date of vacancy of the post(s)

4.3 **Educational Qualifications:**

A Candidate must hold a Graduate degree of any of the Universities incorporated by an Act of the Central or State legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as a University under Section 3 of the University Grants Commission Act 1956 or possess an equivalent qualification.

4.4 **Experience/Service requirement:**

All General Managers (GMs) of Non-Life Public Sector Insurance companies under the administrative purview of the Department of Financial Services, who have served for a minimum service of one year as General Manager.

The requirement of experience may be relaxed with the approval of the ACC, if sufficient candidates are not available.

4.5 **Procedure for Selection:**

(i) Selection process shall be in accordance with the Financial Services Institutions Bureau (FSIB) Resolution F. No. 14/1/2022-BO-I dated 1.7.2022, published in the Gazette of India, Extraordinary, Part I, Section 1, amended from time to time.

(ii) FSIB may hire the HR agency for carrying out the behavior and competency assessment of the candidates. The HR agency would be confined to only doing preliminary assessment about applicants and would not be involved in short listing of candidates.

(iii) 30 marks be awarded for APARs for five years (maximum 6 marks of each year subject to his/her grading *i.e.* 6 marks for outstanding, 4 marks for very good and 2 marks for good) and remaining 70 marks assigned on the basis of performance during interaction with FSIB

4.6 **Required Clearances from Organization concerned:**

Clearance from Central Vigilance Commission and Insurance Regulatory Development Authority of India (IRDAI) shall be required before submission of proposal to ACC.

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4.7 **Term of Office:**

The Executive Director, Non-Life PSICs may be appointed for a period of five years or till he attains the age of sixty (60) years, whichever is earlier. The tenure may be extended beyond five years, after a review of his performance, till he attains the age of superannuation of sixty (60) years, with the approval of ACC.

4.8 **Salary and other terms and conditions:**

Pay scales of EDs appointed by the Central Government will be governed by General Insurance (Rationalisation of Pay Scales and other Conditions of Service of Officers) Amendment Scheme, 2024 and in accordance with the instructions issued by Central Government from time to time.

4.9 **Validity of Panel:**

To meet the eventuality of candidate(s) not joining the selected post(s) or being found not suitable for the post(s) due to any other reasons, candidate(s) from the waiting list may be considered. The waiting list shall have such number of candidates, not more than two, as FSIB considers appropriate. The validity of panel, consisting of recommended and waiting list candidate(s) for the post, for submission of proposal to the ACC, shall be six months from the date of recommendation by FSIB. Further, the panel for a post ceases to be in operation, if a candidate joins the post.

4.10 **Penalty:**

If an officer has been imposed two or more major penalties in his /her career, he/she shall not be eligible to apply for the position of Executive Director, Non-Life PSICs. The penalties imposed, including minor penalties, on the applicants during the last ten years period shall also be disclosed.

4.11 **Transfer and relaxation in procedure:**

The transfer of EDs from one non-life PSIs to another will be done with the approval of ACC.

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