

# कोल इण्डिया लिमिटेड

महारात्न कम्पनी

(भारत सरकार का उपक्रम)

कॉरपोरेट पहचान सं. L23109WB1973GOI028844

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# Coal India Limited

A Maharatna Company  
(A Govt. of India Enterprise)

Corporate Identity No.- L23109WB1973GOI028844

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(An ISO 9001:2015 & ISO 50001:2011 Certified Company)

Ref. No. CIL/C5A(PC)/Interse Seniority/ 2236

Date: 08.08..2017

## OFFICE MEMORANDUM

### Sub: Norms for determining Inter-disciplinary Inter-se Seniority of Executives

The CIL Board at its 343<sup>rd</sup> meeting held on 19.07.2017 at Kolkata approved the norms for determining Inter-disciplinary Inter-se Seniority of Executives as under:

“Director (Personnel) apprised the Board in the 309<sup>th</sup> CIL Board meeting held on 12<sup>th</sup> August, 2014, Board approved norm for determining the inter-se seniority while merging different cadres on permanent basis. However, in case of movement of Executives from one discipline to another discipline on temporary basis no norms had been fixed. This is required to be done to enable CIL to forward the application to PESB. Hence, after detailed deliberations, Board approved to follow the same norms as approved in its 309<sup>th</sup> Board meeting held on 12<sup>th</sup> August, 2014 also for determining Inter-disciplinary, Inter-se seniority of Executives for movement from one discipline to another discipline on temporary basis for forwarding application of eligible applicant for PESB selection and other purposes wherever required”.

Accordingly, the following norms, circulated vide Office Memorandum no. CIL/C5A(PC)/CCC/334 dated 24.09.2014, shall be followed for determining Inter-disciplinary Inter-se seniority of Executives for forwarding application of eligible applicants for PESB selection and other purposes wherever required.

- i) Preset Deemed Date of Entry in the Current Grade,
- ii) Back Deemed Date of Entry into the Past Grade,
- iii) Initial Appointment Date of Entering into Executive Cadre,
- iv) Date of Birth (Seniors to be placed above the Junior)
- v) Name of the Executive (Alphabetical Order),

This is for the information and necessary action by all concerned.

(Charles Juster)

Dy. General Manager (P/PC)

### Distribution:

- 1) The Director (P&IR)/Director(Finance)/Director (Tech.)/Director(Mkt.), CIL
- 2) The CMD, ECL/BCCL/CCL/NCL/SECL/WCL/MCL/CPDIL
- 3) The Director (P)/Director (T)Direrctor(F), ECL/BCCL/CCL/NCL/SECL/WCL/MCL
- 4) The Director (T/ES), CPDIL
- 5) GM/TS to Chairman, CIL
- 6) The General Manager (P-EE), CIL
- 7) The General Manager (Finance), CIL
- 8) The General Manager, NEC
- 9) The General Manager (System), CIL – with a request to please uplod the same in CIL website.