

कोल इण्डिया लिमिटेड

महारत्न कम्पनी

(भारत सरकार का उपक्रम)

कॉर्पोरेट पहचान सं. L23109WB1973GOI028844

एक्शन एरिया-1ए, न्यू टाउन, राजरहाट, कोलकाता-700156

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वेबसाइट: www.coalindia.in



Coal India Limited

A Maharatna Company

(A Govt. of India Enterprise)

Corporate Identity No.- L23109WB1973GOI028844

Action Area-1A, New Town, Rajarhat, Kolkata-700156

PHONE: 033 23246528, FAX- 033-22244140

WEBSITE: www.coalindia.in

Ref: CIL/C5A (PC)/ 859

Date : 21.12.2015

OFFICE MEMORANDUM

Further to the approval accorded by the CIL Board at its 322nd meeting held on 13.11.2015 under Item No. 322:4(L) and subsequent Office Memorandum No. CIL:C5A(PC):738 dated 18.11.2015 of the Director (P&IR), CIL regarding payment of PRP to the Board level and below Board level executives for the year 2007-08 and 2008-09, approval of the competent authority is hereby communicated for payment of PRP to all the eligible executives of CIL and subsidiaries by taking the "R" factor for computation of PRP as 0.9 and 0.6 for the years 2007-08 and 2008-09 respectively.

While making the payment, as above, the following shall be complied with :

1. The conditions at Annexure-I of the Office Memorandum No. CIL:C5A(PC):738 dated 18.11.2015 shall be complied.
2. The computation of PRP should be restricted to the actual EER/PAR rating and no payment/settlement should be made if the EER/PAR rating is not available in respective of any executive, either on the rolls or retired, except as clarified in the Office Memorandum No. 738 dated 18.11.2015 and subsequent clarifications issued vide OM No. 783 dated 07.12.2015 and OM No. 821 dated 11.12.2015.
3. The advance paid earlier for the years 2007-08 and 2008-09 as per Office Memorandum No. CIL/Pers/PRP/2010-11/73/G dated 15.11.2011 should be adjusted from the payable amount (arising out of this order), before making payment of PRP.
4. The PRP, as above, should be paid to the eligible executives on or before 31st December, 2015.
5. The final "R" factor will be computed immediately after payment as above so that any adjustment in the PRP amount paid can be finally settled/paid latest by 31st January, 2016.

This issues with the approval of the competent authority.


(M. Nazar Ali) 21/12/15
General Manager (P/PC)

Distribution:

1. The CMDs, ECL/BCCL/CCL/NCL/WCL/SECL/MCL/CMPDIL
2. The Director (P)/ Director(F), ECL/BCCL/CCL/NCL/WCL/SECL/MCL

3. The Director (T/ES)/Director (RD&T), CMPDIL, Ranchi
4. The GM/ HOD (P/EE), ECL/BCCL/CCL/NCL/WCL/SECL/MCL/CMPDIL
5. The ED (IICM), Ranchi
6. The General Manager (Finance), CIL, Kolkata
7. The General Manager (P/EE), CIL, Kolkata
8. The General Manager, NEC,
9. The GM, CIL, New Delhi
10. The GM (System), CIL - for necessary action and to upload the same on CIL website.

Copy for kind information :

1. **The Chairman, CIL**
2. **The Director (P&IR)/ Director (T)/ Director (M)/ Director (F),CVO, CIL, Kolkata**