



**COAL INDIA LIMITED**  
**"COAL BHAWAN"**  
**10 NETAJI SUBHAS ROAD**  
**KOLKATA - 700001**

No. CIL/C-5A(PC)/CCC/42

Date :22.03.2012

**OFFICE ORDER**

**Sub: Recruitment of Management Trainees of all disciplines through open advertisement and through campus will be in E2 Grade in 1<sup>st</sup> Year & subsequently placed in E3 grade after successful completion of 1 year training.**

The Board of Directors of CIL in their 277<sup>th</sup> meeting held on 30.01.2012 has approved the following :

1. Recruitment of Management Trainee's of all disciplines (either through open advertisement or through campus ) will be in E2 Grade in 1<sup>st</sup> Year and they will be placed in E3 grade after successful completion of 1 year training.
2. Management Trainee's who are at present in E-1 grade or those Management Trainees who have been appointed on or after 01.01.2007 would be deemed to have been appointed in E2 grade and after successful completion of the requisite training , they would be deemed to have been placed in E3 grade and their pay will be appropriately fixed.
3. All those Management Trainee's who have been placed in E2 grade on successful completion of training between 01.01.2007 to 31.12.2010 will be placed in E3 grade from the date they were placed in E2 grade with appropriate pay fixation..
4. All the provisions of Common Coal Cadre regarding recruitment, regularisation/absorption/placement, closure of probation etc to be amended as per the policy mentioned above and.
5. No arrears will be paid on account of such re-gradation or notional fixation.

Accordingly , (a) the service conditions of existing Management Trainees & Sr.Officers appointed on or after 01.01.2007 be regulated accordingly and (b) necessary amendments are being made in the relevant clauses of Common Coal Cadre.

This will be effective from 1<sup>st</sup> April'2012.

This issues with the approval of Competent Authority.

  
(M. Nazir Afi)  
General Manager (P/PC) 22/3/12

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