

कोल इण्डिया लिमिटेड

महारात्न कम्पनी

(भारत सरकार का उपक्रम)

कॉर्पोरेट 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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Ref : CIL/C5A (PC)/BSC-PMS/ 783

Date : 07.12.2015

OFFICE MEMORANDUM

As per the discussions held at the review meeting held on 05.12.2015 by the Director(P&IR), CIL with the Directors (Personnel) & Directors (Finance) of subsidiaries, the issue of performance ratings of Executives retired, Non Executives promoted and Management Trainees during the year 2007-08 & 2008-09 are hereby clarified as below:

i) In the case of executives who had only 4 months service or less in the retiring year, the EER/PAR rating of the year preceding the retirement year may be taken as the rating for the period of service in the retiring year for computation of pro-rata PRP.

To illustrate, if an executive retired in the month of July, 2008, the EER/PAR rating of the year 2007-08 will be taken as the rating for the period April, 2008 to July, 2008.

ii) In the case of non-executives promoted to the executive cadres where they had only 4 months or less service in the promoted post in the year of promotion, the EER rating of the year succeeding the year of promotion may be taken as the rating for the period of service in the promoted post in the year of promotion for computation of the pro-rata PRP.

To illustrate, if a non-executive was promoted to the executive cadre in the month of December, 2007, the EER rating of the year 2008-09 will be taken as the rating for the period from December, 2007 to March, 2008 for computation of pro-rata PRP.

iii) In the case of delayed closure of probation, the score of the probation closure examination will be considered as the rating for the delayed period as well for computation of PRP.

This is issued with the approval of the Director(P&IR), CIL.


(M. Nazar Ali)
General Manager (P/PC)

Distribution:

1. The Chairman, CIL
2. The CMDs, ECL/BCCL/CCL/NCL/WCL/SECL/MCL/CMPDIL
3. The Director (P&IR)/Director (T)/ Director (M)/ Director (F), CIL, Kolkata
4. The CVO, CIL, Kolkata
5. The Director (P), ECL/BCCL/CCL/NCL/WCL/SECL/MCL/
6. D(T/ES), CMPDIL, Ranchi
7. The GM/ HOD (P/EE), CIL/ECL/BCCL/CCL/NCL/WCL/SECL/MCL/CMPDIL/NEC
8. The ED (IICM), Ranchi
9. The GM (System), CIL - with a request to upload the same on CIL website.