



COAL INDIA LIMITED  
"COAL BHAWAN"  
10 NETAJI SUBHAS ROAD  
KOLKATA – 700001

No. CIL/C-5A(PC)/CCC/ 04

Date : 01.01.2014

**OFFICE ORDER**

**Sub : Amendment of Clause 3.15 of Chapter III – Recruitment, Selection & Placement of Executives of Common Coal Cadre**

The CIL Board of Directors in their 302<sup>th</sup> meeting held on 16.12.2013, has accorded its approval for amendment of Clause 3.15 of Chapter III – Recruitment, Selection & Placement of Executives of Common Coal Cadre regarding quota reserved for direct recruitment, departmental and campus recruitment in respect of Personnel, Sales & Marketing & Other Miscellaneous Disciplines.

Accordingly the Clause 3.15 of Chapter III – Recruitment, Selection & Placement of Executives of Common Coal Cadre, shall be read as stated below :

**Clause 3.15 : Quota Reserved for Direct Recruitment, Departmental & Campus Recruitment**

- (a) In order to encourage non-executive employee to provide impetus to them and avenues for growth certain percentage of posts are reserved for departmental employees to be filled in a financial year at the executive entry level, viz. E-1 and E-2 grades and the quota reserved for direct and departmental recruitment is indicated below:-

	DISCIPLINE	QUOTA	
		Direct	Departmental
1	Mining	60%	40%
2	Accounts	80%	20% (15% Qualified CA & ICWA / 5% Semi Qualification i.e Inter-CA & ICWA or CIL Part II Accounts Examination)
3	Material Management	2/3 <sup>rd</sup>	1/3 <sup>rd</sup>
4	Engineering	2/3 <sup>rd</sup>	1/3 <sup>rd</sup>
5	Personnel	2/3 <sup>rd</sup>	1/3 <sup>rd</sup>
6	Sales & Marketing	2/3 <sup>rd</sup>	1/3 <sup>rd</sup>
7	Other Misc. Discipline	2/3 <sup>rd</sup>	1/3 <sup>rd</sup>
8	Survey	NIL	100%
9	Medical	100%	NIL
10	Drilling	60%	40%

- (b) To the extent of 60% against the outside/direct recruitment quota as mentioned above, executives to be recruited through campus interview in all disciplines from educational institutions of repute like IITs/ ISM, Dhanbad/ NITs/ BE College, Shibpur/ Government Engineering Colleges, Raipur & Jodhpur/ Osmania University and Jadavpur University.

The Clause 4.10.1 of Common Coal Cadre also stands revised. The departmental quota will be same as mentioned above for departmental promotion to E1 or E2, as the case may be for various disciplines.

This issues with the approval of Competent Authority.

  
(M Nazar Ali)  
General Manager (Personnel)

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