

कोल इण्डिया लिमिटेड

(भारत सरकार का उपक्रम)

COAL INDIA LIMITED
(A Govt. of India Enterprise)

कोल् भवन "COAL BHAWAN"

PREMISES NO: 04, MAR, PLOT NO: AF-III

ACTION AREA-1A, NEW TOWN,
RAJHARHAT

KOLKATA-700156 (WB)



महारत्न कंपनी

A Maharatna Company

PERSONNEL DIVISION
POLICY CELL

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CIN:L23109WB1973GOI028844

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

Ref. No. CIL/C5A (PC)/2098

Date: 18.05.2017

OFFICE MEMORANDUM

Sub: Creation of post of Chief General Manager in E8-A grade in the scale of pay of Rs. 51300 - 73000/-

The CIL Board of Directors in their 340th meeting held on 02.05.2017, accorded approval for creation of the post of Chief General Manager in E8-A grade in the scale of pay of Rs.51300-73000/- under the Pay Revision 2007 for the Board level & below Board level executives.

Accordingly, the position of Chief General Manager in E8-A grade, above the post of General Manager (E8), is hereby created with the selection criteria, number of posts to be operated, Selection Board etc. as below:

A. Position particulars

- | | | |
|---|---|---|
| a. Grade | : | E8-A |
| b. Designation | : | Chief General Manager |
| c. Pay scale | : | Rs. 51300-73,000/- |
| d. Educational qualification | : | Same as that of E8 as per Cadre scheme. |
| e. Reporting relationship | : | Report to Chairman/ CMD/ Director. |
| f. The executives who are already carrying designation as CGM would continue to assume the role automatically | | |

B. Selection Criteria

- Promotion shall be on merit-cum-seniority by selection based on interview.
- Eligibility: Minimum 3 years' experience in E-8 grade.
- Cut-off date for eligibility: 30th Sept. of every year.
- Total marks for DPC: **100 marks**
 - PAR rating: 50 marks.**
 - PAR rating for last 3 years (ultimate yr + Penultimate yr + year preceding Penultimate) (17+17+16) Marks.
 - The absolute PAR marks are computable to the respective percentage allocated for the concerned PAR. For example, absolute marks for 80% PAR rating for the ultimate year will be computed for 17 i.e. it will be 80% of 17.
 - In any year, if the executive has been rated as "Poor", the marks for the said year will be "ZERO".
 - Interview: 50 Marks.**

C. No. of posts to be operated

The total no. of E8-A posts will be 254 within the sanctioned strength of E8 grade.
The discipline wise no. of posts to be operated is as below:

Sl.No.	Discipline	No. of CGM Post.
1	Mining	120
2	Excavation	13
3	Electrical & Mechanical	13
4	Marketing & Sales	8
5	Personnel	19
6	Finance	19 (1 post to be reserved for Company Secretary)
7	Medical	8
8	Civil	9
9	Materials Management	9
10	Information & Communication Technology (ICT) & E&T	9
11	Security	8
12	Geology	2
13	Environment	9
14	Legal	1
15	Coal Preparation	7
	Total	254

D. Selection Board

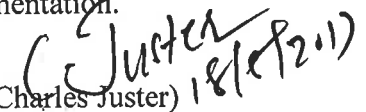
The Board for promotions from E8 to E8A grade will be composed of the following members:

- a. Presiding Officer** - The Chairman, CIL
- b. Members**
 - One Independent Director of Nomination & Remuneration Committee
 - The Director (P&IR), CIL
 - 2 CMDs to be nominated by the Chairman
 - Functional Director of CIL of the concerned discipline

E. Miscellaneous

Other rules of Common Coal Cadre applicable in the case of departmental promotions will also apply in the promotion to Chief General Manager, E8-A grade.

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


(Charles Juster) 18/08/2011
Dy. General Manager (P/PC)

Distribution:

1. The CMD, ECL/BCCL/CCL/NCL/WCL/SECL/MCL/CMPDI
2. The Director (P&IR)/ Director (M)/Director (F)/ Director (T), CIL/ The CVO, CIL
3. The Director (P), ECL/BCCL/CCL/NCL/WCL/SECL/MCL/ The Director (T/ES), CMPDIL
4. The ED, IICM/ The GM/TS to Chairman, CIL
5. The GM(P/EE), CIL/ The GM/HOD (P/EE), ECL/BCCL/CCL/NCL/WCL/SECL/MCL/ The GM, NEC
6. The GM (System), CIL: with a request to upload the same in CIL website under circulars – soft copy emailed.