

कोल इण्डिया लिमिटेड

महारत्न कम्पनी
(भारत सरकार का एक उपक्रम),
"कोल भवन", कर्मिक विभाग, 2 तल,
प्रेमिसेस न.04 एम.ए.आर., प्लट न.ए.एफ.111,
आक्सन एरिआ-1ए, नियु टाउन, राजारहाट,
कोलकाता-700156



Coal India Limited

A Maharatna Company
(A Govt. of India Enterprise)
"COAL BHAWAN"
PERSONNEL DIVISION, 2ND FLOOR,
PREMISES NO.04 MAR, PLOT NO.AF-III,
ACTION AREA-1A, NEW TOWN,
RAJARHAT, KOLKATA - 700 156, W.B.
CIN No.L23109WB1973GOI028844

संदर्भ सं. CIL/C5A (iii) / B-919

दिनांक: 02.09.2016

परिपत्र

विषय: Bringing pressures from outside agencies by employees for their placement, promotion, postings and other allied service matters

Attention is invited to Rule 25 of Conduct Discipline & Appeal Rules, 1978 of CIL which provides that no employee shall bring or attempt to bring any outside influence to bear upon any superior authority to further his/her interest in respect of matters pertaining to his/her service in the company.

In this connection, the management had issued instructions in the past, vide Circulars No. CIL/C-5A(vi)/50774/281 dated 01/15.01.1991, No. CIL/C-5A(vi)/50774/270 dated 17/20.02.1992 & No. CIL/C-5A(vi)/50774/234 dated 16.02.1993, that those contravening the above Rule shall be firmly dealt with & an **ADVERSE ENTRY** will be made in the ACRs of erring executives. This matter again has been raised by Ministry of Coal, vide its letter No. 49026/809/2016-PRIW-II dated 06.05.2016 and has expressed serious view on the subject.

It is again being conveyed that those who bring or attempt to bring outside influence to bear upon any superior authority for furthering his/her interest in respect of matters pertaining to his/her service in the company shall be firmly dealt with as per the provisions under Conduct Discipline & Appeal Rules, 1978 of CIL. An **adverse entry** will also be made in the **PAR/PRIDE** of the erring executives and the RA/AA will assess the executive accordingly. Further, names of such executives will be displayed/circulated periodically and at the time of promotion to next higher grade, such executives would not be recommended by the DPC for promotion.

Strict measures be taken to enforce the above provisions and the same should be brought to the notice of all executives by giving wide circulation of this circular.


(बिजय स्वरुप)

महा प्रबंधक (कार्मिक)

प्रतिलिपि:

1. Chairman-cum-Managing Director, ECL/BCCL/CCL/WCL/SECL/NCL/MCL/CMPDIL
2. Director(P&IR)/Director(T)/ Director(F)/Director(Mktg.), CIL, Kolkata
3. Director(P)/(T)/(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
4. Director(T)/(ES), CMPDIL
5. Chief Vigilance Officer, CIL, Kolkata
6. CGM/TS to Chairman, CIL, Kolkata
7. General Manager(Systems), CIL Kolkata – with a request to upload the same in CIL website
8. General Manager (Finance)/ Dy.GM(P/PC)/ CM/TS to Director (P&IR), CIL, Kolkata
9. Sr. Manager (P/EE), PAR Cell/ Administrative Wing/ Sr.Manager(Fin./Estb), CIL, Kolkata
10. Chief Manager(Sectt.)/Manager(Sectt.)/Asst. Manager(Sectt.), Chairman's Sectt./ to Director (P&IR)/(Finance)/(Tech.)/(Mktg), Sectt., CIL, Kolkata