

कोल इण्डिया लिमिटेड
(महारत्न कंपनी)
कोल भवन, प्रिमिसेस कं.04 एम.ए.आर
प्लॉट सं. ए.एफ.3, राजारहाट,
कोलकाता 700156 (प.बं.)
वेबसाइट : www.coalindia.in



Coal India Limited

(A Maharatna Company)
Coal Bhawan/Premises No:04 MAR
Plot No:AF-III/Action Area 1-A
New Town/Rajarhat
KOLKATA-700156 (WB)
WEBSITE : www.coalindia.in
CIN No.L23109WB1973GOI028844

Ref No:CIL/GM(P)/OM/PRP/ B-689

Date: 19th May 2016

OFFICE MEMORANDUM

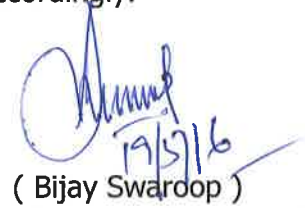
Pursuant to the guidelines as per approval of Cabinet, communicated vide No:49029/18/2010-PRIW-II(Vol.v), Govt. of India, Ministry of Coal dated 26.10.2015, approval of the competent authority is hereby communicated for payment of Performance Related Pay (PRP) for 5 years i.e. for the year 2009-10 to 2013-14, to Board level and below Board level executives of Coal India Limited and its Subsidiary companies.

The 'R' factor i.e. actual total PRP payable vis-à-vis the Corpus available is "ONE" for the years 2009-10 to 2012-13, for both the factors (60% and 40%), as there is incremental profit during these financial years. Further, since there is no incremental profit for the year 2013-14, the 'R' factor for 60% is "ONE" and "NIL" for 40%. The 'R' factor has been worked out on the basis of data provided by CIL and Subsidiary companies on the PRP amount.

The CIL Hqrs and Subsidiary companies shall ensure the payment of PRP for the aforesaid 5 years (from 2009-10 to 2013-14) on or before **25th May 2016**. The lump-sum advance paid earlier for the year 2009-10 and 2010-11 will be adjusted from the payable amount of PRP. It is also advised to ensure that the deduction towards stagnation increment pertaining to pay revision of executives prior to 1.01.2007 (1997-2006) and other dues, if any, be made from the PRP amount against separated executives, pending decision of the CIL Board, on the issue.

All the concerned are advised to take necessary action, accordingly.

This issues with the approval of Competent Authority.


(Bijay Swaroop)

General Manager(Personnel)

Distribution:

1. The Chairman, CIL.
2. The Director(P&IR)/ Director(T)/ Director(M)/ Director(F), CIL, Kolkata.
3. The CMDs, ECL/BCCL/CCL/NCL/WCL/SECL/MCL/CMPDIL.
4. The CVO, CIL, Kolkata.
5. The Director(F)/(P)/(T), ECL/BCCL/CCL/NCL/WCL/SECL/MCL.
6. The Director(T/RD&T)/(T/ES), CMPDIL, Ranchi.
7. The GM(Fin.), CIL, Kolkata – for needful action.
8. The GM/HOD(P/EE), ECL/BCCL/CCL/NCL/WCL/SECL/MCL/CMPDIL.
9. The GM(Mining), CIL, New Delhi Office.
10. The Head of IICM, Ranchi.
11. The GM(Fin.) Mktg. Division, CIL.
12. ALL RSMs, CIL.
13. ALL HODs, CIL, Kolkata.
14. The GM(System), CIL - for needful with further request to upload the same on CIL website.