

कोल इण्डिया लिमिटेड

10, नेताजी सुभाष रोड, कोलकाता-700001  
फोन-033 2248 8099, फैक्स: 033.2243 5316  
www.coalindia.in



Coal India Limited

10, N S ROAD, KOLKATA - 700001, W.B.  
PHONE, 033 2248 8099, FAX, 033-2243 5316  
www.coalindia.in

Ref : CIL/C-5A(PC)/PMS/189

Dated : 29.04.2015

**OFFICE ORDER**

**Sub: Revised time limit for Goal Setting process under PRIDE/ PAR**

The DPE vide its OM no. 18(1)/2013-GM dated 02.03.2015 on Performance Management System has amended the last date for completion of goal setting process as 15th May of every year.

In view of the above DPE's OMs, the time limit for Goal Setting Under PAR and PRIDE of the company has been reviewed by the Competent Authority and has been revised as below:

Revised time limit for Goal Setting Process	
Without penalty	Late submission with penalty
From 1st April to 15th May	From 16th May to 31st may

Therefore, the PRIDE/ PAR application will remain available for completion of Goal Setting Process for FY 2015-16 till 15.05.2015, without penalty and from 16.05.2015 to 31.05.2015, with penalty.

In case of non-completion of Goal Setting Process by the executives even after expiry of the penalty period as above, the PRIDE/ PAR rating of such executives will be taken as "POOR" with Zero score for the period, in terms of letter no CIL/C-5A(PC)/BSC-PMS/241 dated 30.06.2014.

**This is for information and necessary compliance by all the executives.**

  
(M. Nazar Ali) 29/4/15  
General Manager (P/ PC)

**Distribution:**

1. The CMD, ECL/BCCL/CCL/SECL/WCL/NCL/MCL/CMPDIL
2. The Director (P&IR)/ (Finance)/ (Technical)/ (Marketing), CIL, Kolkata
3. The CVO, CIL, Kolkata
4. The Director (P), ECL/BCCL/CCL/SECL/WCL/NCL/MCL
5. The Director (RD/T) CMPDIL, Ranchi
6. The ED, IICM, Ranchi
7. The CGM/TS to the Chairman, CIL, Kolkata
8. The GM (ICT), CMPDIL, Ranchi - request to make necessary modification in the PRIDE/ PAR modules.
9. The GM, NEC
10. All the GM/ HOD, CIL
11. The GM/ HOD (P/EE), ECL/BCCL/CCL/SECL/WCL/NCL/MCL/CMPDIL
12. The GM (Telecom), CIL- with a request to upload the same in CIL website under circulars, Soft copy e-mailed