

**COAL INDIA LIMITED**  
10, N. S. Road, Kolkata – 700001

No: CIL/Pers/PRP/2010-11/254

Date: 18.01.2012

**OFFICE MEMORANDUM**

**Sub: PAYMENT OF LUMPSUM RECOVERABLE ADVANCE**

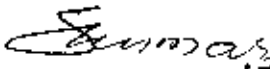
In continuation to the Office Memorandum No: CIL/Pers/PRP/2010-11/73/G dated 15.11.2011 on the above subject, approval of competent authority is hereby conveyed for payment of lump sum recoverable advance for financial year 2010-11 to Board level and below Board level executives of CIL & its subsidiaries as per the prescribed methodology and as per terms and conditions contained therein.

It is reiterated that for arriving at the quantum of amount payable, it has been advised to calculate Performance Related Pay (PRP) amount payable to the individual Executive for the year 2010-11 as per the methodology recommended by Remuneration Committee in its meeting held on 5<sup>th</sup> Feb. 2010 and pay 75% of the amount as lump sum recoverable advance.

The MoU composite scores communicated by Department of Public Enterprises, Ministry of Heavy Industries & Public Enterprises, Govt. of India, vide Office memorandum No: 3 (4)/2011-DPE (MoU) dated 20.12.2011 for CIL and its various subsidiaries for the year 2010-11 are as under:

Name of CPSE	2010-11 (Audited)	
	MoU Composite Score	MoU Rating
Coal India Limited	1.708	Very Good
Bharat Coking Coal Ltd.	1.490	Excellent
Central Coalfields Ltd.	1.877	Very Good
Central Mine Planning & Design Institute Ltd.	1.717	Very Good
Eastern Coalfield Ltd.	4.198	Fair
Mahanadi Coalfield Ltd.	2.648	Good
Northern Coalfield Ltd.	2.381	Very Good
South Eastern Coalfield Ltd	1.367	Excellent
Western Coalfield Ltd.	1.628	Very Good

This issues with the approval of competent authority.

  
(Dr. Sanjay Kumar)  
General Manager (Pers./EE)

**Distribution:**

1. Chairman-cum-Managing Director, BCCL/ ECL/ CCL/ SECL/ WCL/ MCL/ NCL/ CMPDIL
2. Director (Tech)/Director (P&IR)/Director (Finance)/Director (Mktg)/CIL, Kolkata
3. Director (FV) (PV) (T) (TRD&T), BCCL/ECL/CCL/SECL/WCL/MCL/NCL/CMPDIL
4. Chief Vigilance Officer, CIL, Kolkata
5. ED(S&R), CIL, Kolkata/ED, HCM, Ranchi
6. CGM/TS to Chairman, CIL, Kolkata
7. CGM NEC, Margherita
8. CGM(S&M), CIL, Kolkata
9. Chief General Manager(Finance) CIL, Kolkata
10. General Manager(System), CIL, Kolkata
11. General Manager(P/PC), CIL, Kolkata
12. General Manager, CIL, New Delhi
13. General Manager(Telecom), CIL, Kolkata – with a request to upload in CIL website
14. All RSMs, CIL
15. TS to Director(P&IR), CIL, Kolkata