

## **Minutes of the Meeting of CEIC held on 25.11.2016 at 11.00 A.M. in the Meeting Room of Vigilance Department, CIL.**

The 1<sup>st</sup> Meeting of CEIC Executive Committee was held on 25.11.2016 at 11.00 A.M. in the Meeting Room of Vigilance Department, CIL. It was presided over by CVO, CIL/Working President. CEIC. The list of members present is **annexed**.

At the outset, Shri Manoj Kumar, CVO, CIL/Working President, CEIC welcomed all the Executive Committee Members present in the meeting and explained the purpose and Agenda of the meeting. He said that the activities of CEIC is to be stepped up in order to achieve the objective of the Club.

Thereafter, discussion on the following Agenda items took place:-

- 1) Approval of the Minutes of the 1<sup>st</sup> General Body Meeting held on 04.11.2016.

Draft Minutes of the Meeting was circulated amongst the Executive Committee Members and it was approved by the Committee unanimously.

- 2) Membership of the Club.

It was suggested that the number of members of the Club should be fixed. After detailed deliberation, it was decided to fix the number of members for the Club as 100 for the time being which may be increased or decreased by the Executive Committee as and when required. It was also decided to maintain one register for membership.

It was informed that at present there are about 50 members in the Club. Notice inviting interest for becoming a member of the Club shall be issued. One Dedicated E-mail of the Club shall be opened and 'Expression of Interest' for the membership can be submitted through the aforesaid E-mail. The membership shall be granted on the basis of 'First Come First Serve' subject to fulfilling the conditions as stipulated in the "Charter of Constitution".

- 3) Activities/ Action Plan of CEIC.

CVO, CIL/Working President, CEIC informed that one lecture Programme by Swami Suparnananda has been fixed on 16<sup>th</sup> December, 2016. He requested the Executive Committee Members to suggest the names of resource personnel, if any, for the next Programme. The name Swami Smaranananda of Yogoda Satsanga Society, Shri Borah, a retired IAS, Shri A. K. Mukherjee of TATA may be considered for the next Programme. It was also suggested that faculty from IIM, Kolkata, XLRI, Jamshedpur may be contacted for the lecture series.

- 4) Programmes to be organized in association with IC Centre for Governance.

CVO, CIL/ Working President, CEIC informed that a Programme for training of the trainers will be organized in association with IC Centre for Governance. For the said Programme, Executives from different Subsidiaries/ NEC and IICM willing to work as Trainers, will be sent for the above training. The Executives so trained will work as internal resource persons for programmes on Ethics and Integrity in their respective subsidiaries.

- 5) Other issues discussed:-

- i) It was decided that IICM shall be requested to include the subject 'Ethics and Integrity' in various training programmes especially for the Management Trainees.

i) It was also decided to propose a declaration for adherence to ethical expectation laid down in Value card by Trainees at the time of joining service in CIL.

ii) The feasibility of online Personal Test on Ethics and Integrity was discussed and it was decided that each Executive Body Member shall prepare questionnaire for the test and the same shall be discussed in the next meeting.

iii) It was also decided to create an online Library on Ethics and Integrity.

iv) Some Personnel/HR issues were also raised during the meeting, such as, requirement of feedback system for the Executives especially Management Trainees related to problems being faced at workplace, amenities, welfare etc.

The issue of sexual harassment was also raised and discussed. The Executive Body felt that a proper channel for raising the issues related to sexual harassment in work place is required to be created.

The meeting ended with thanks to the Chair.

  
(SK Thakur) 5.1.17

Sr. Manager (P)-Vig  
Joint Secretary, CEIC

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Distribution:-

1. CVO, CIL/Working President-CEIC
2. TS to Chairman, CIL- For Kind information of Chairman, CIL
3. TS to D (T)/D (P)/D (F)/D (Mktg) - For Kind information of FDs
4. Sri S N Singh, GM (CSR)-Secretary, CEIC
5. Shri D. D. Tripathy , GM(S&R)
6. Shri Charles Juster, HOD, Policy Cell.
7. Smt. Renu Chaturvedi, Sr. Manager (Pers.)
8. Shri R. K. Gupta, Chief Manager (Finance)
9. Sri K Sudhakar, Sr. Manager (Min)-Vig
10. Shri Rahul, Dy. Manager (System)

## LIST OF CEIC EXECUTIVE COMMITTEE AND SPECIAL INVITEE PRESENT IN THE MEETING ON 25.11.2016 IN THE MEETING ROOM OF VIGILANCE DEPARTMENT, CIL HQ

Sr. No.	Name	Designation
1.	Shri Manoj Kumar	CVO, CIL/Working President, CEIC
2.	Shri S N Singh	GM(CSR),Secretary,CEIC
3.	Shri S K Thakur	Sr.Manager(P),Joint Secy, CEIC
4.	Shri C Juster	Chief Manager (Pers.)
5.	Shri R K Gupta	Chief Manager (Fin)
6.	Shri Renu Chaturvedi	Sr. Manager (Pers.)
7.	Shri Rahul Mishra	Manager (System)
8.	Shri K Sudhakar	Sr.Manager(Min)