

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](http://www.coalindia.in)



**Coal India Limited**

(A Maharatna Company)

Coal Bhawan/Premises No:04 MAR

Plot No:AF-III/Action Area I-A

New Town/Rajarhat

KOLKATA-700156 (WB)

WEBSITE : [www.coalindia.in](http://www.coalindia.in)

CIN No.L23109WB1973GOI028844

Date: 10<sup>th</sup> Sept. 2016

Ref No: CIL/GM(P)/OM/Stag.Inc./ 1864

**OFFICE MEMORANDUM**

Pursuant to the judgement of Hon'ble Supreme Court, various Office Memoranda, deliberations held in the 5<sup>th</sup> meeting of CIL Board's Sub-committee on Nomination and Remuneration, advice of Legal Division, CIL and advice/opinion received from Addl. Solicitor General of India, DPE OM No.2(34)/12/DPE-(WC)-GL-XX/12 dated 14<sup>th</sup> December, 2012; DOPT OM No:18/26/2011-Estt(Pay-I) dated 6<sup>th</sup> February, 2014 and DOPT OM No.18/03/2015-Estt.(Pay-I) dated 2<sup>nd</sup> March 2016 as well as various office memoranda issued from time to time by Ministry of Coal and CIL in the matter of Stagnation Increment granted consecutively for 3 years, on reaching the maximum of scale upto a maximum of 03 (three) such Increments paid to the executives between 01.01.1997 to 31.12.2006, the issue pertaining to Stagnation Increment was deliberated in the 156<sup>th</sup> meeting of Functional Directors, Coal India Limited, held on 18.08.2016 at Kolkata and it has been decided that there shall be no recovery towards stagnation increment(s) and other consequential actions arising out of it.

As such, amount admissible towards Performance Related Pay (PRP) is payable to the executives including retired/separated executives without effecting any recovery towards stagnation increment.

Earlier Office Memoranda no. CIL/C-5A(iv)/DPE/PR/4127 dated 25/29.10.13, no. CIL/GM(P)/OM/PRP/B-689 dated 19.05.2016 and no. CIL/GM(P)/OM/PRP/B-788 dated 08.06.2016 stand superseded to the extent of recovery towards Stagnation Increment, however, other contents of these OMs remain unaltered.

This issues with the approval of the Competent Authority.

(Bijay Swaroop)  
General Manager(Personnel)

**Distribution:**

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