(An ISO 9001:2015, ISO 14001:2015 & ISO 50001:2011 Certified Company)

संदर्भ सं: CIL/C5A (PC)/ 2 5 9   दिनांक: 28.09.2019

To,
The Director (Personnel)
ECL/BCCL/CCL/SECL/NCL/MCL/WCL

The Director (T/RD&T)
CMPDIL

Sub: Mid-Year Performance Feedback under PMS 2019-20

Dear Sir,

As per the PMS Schedule, Performance Feedback is to be given to all the executives by the Reporting Authorities during the period from 01st October, 2019 to 31st October 2019. Giving Feedback on Performance and Personal Qualities is an important process in the PMS for Performance Improvement and Personal Development. The online system will be active during the above period to enable the process.

All executives and the Reporting Authorities may kindly be advised to hold Feedback Sessions, in person, and record the outcomes in the online system. The feedback as far as possible should be based on data, critical incidents/events and observations of behaviour etc. to ensure quality.

Personnel Executives and the Nodal Officers may also be advised to facilitate the process and provide necessary technical assistance to ensure all executives receive feedback, as above, during the period.

भवदीय,

28/09/19

(पी.वी.के.आर. मल्लिकार्जुन राव)
महाप्रबंधक (कार्मिक/ नीति/ भर्ती)

Copy to (through email)

1. The Director (P&IR), CIL- For kind information
2. The GM/TS to Chairman, CIL
3. GM (P/EE), CIL
4. GM/ HOD (P/EE), All subsidiaries
5. GM (ICT), CMPDIL: to please keep the system activated through the period mentioned above.
6. GM (System), CIL: to please upload in CIL website under the head "Info Bank/ Circulars/ PMS"
7. GM, NEC, Margherita
8. TS to D(M)/TS to D(T)/ TS to D(P&IR)/TS to D (F), CIL