



**COAL INDIA LIMITED  
10 NETAJI SUBHAS ROAD  
KOLKATA – 700001**

No. CIL/C-5A(vi)/ CCC/ 1470

Date : 13.07.2010

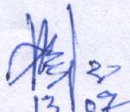
**OFFICE MEMORANDUM**


**Sub : Career Growth Of Executives – Cluster Concept of Promotion**

The Board of Directors of CIL in their 257<sup>th</sup> Meeting held on 31<sup>st</sup> May & 1<sup>st</sup> June 2010 at Kolkata has resolved as under :

- a. The cluster concept of promotion from E4 to E5 grade stands abolished w.e.f.01.04.2009.
- b. The promotion from E2 to E3 grade will be time bound on completion of stipulated period in the Common Coal Cadre without consideration of vacancies. They will be promoted based on DPC recommendations.
- c. The promotion from E3 to E4, E4 to E5 , E5 to E6, E6 to E7, E7 to E8 and E8 to E9 grade (from one grade to other grade) would depend on availability of vacancies.
- d. The promotions from E1 upto E6 grade shall be based on the principle of seniority – cum- merit through DPC.
- e. The promotions from E6 upto E9 shall be positive selection by Departmental Promotion Committee on the principle of Merit-cum-Seniority.
  - (i) For E6 to E7, the selection will be based on paper DPC.
  - (ii) For E7 to E8 and E8 to E9 , the selection will be based on interview and other merit consideration & performance.

This issues with the approval of Competent Authority.

  
13/07  
(H. Kujur)

  
General Manager (Personnel)

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