

Revised Delegation of Powers of Board, CFDs & CMDs of CIL & Subsidiaries					ENCLOSURE-I
Sl. No.	Item	CIL / Subsidiary Board	Committee of FDs headed by CMD CIL / Subsidiary	CMD, CIL / Subsidiary	Remarks
1	Company Matters : -				
i.	To Borrow Money	Full Powers in terms of Section 179(3) (d) of Companies Act , 2013 read with first provision subject to rules and regulations framed by the Central Government in this regard from time to time.			
ii.	To Invest Company's funds and deal with investments other than those invested in accordance with CIL's Uniform Deposit Policy	Full Powers in terms of Section 179(3) (e) of Companies Act,2013 read with first provision subject to rules and regulations framed by the Central Government in this regard from time to time.			
iii.	To grant loans or give guarantee or provide security in respect of loan.	Full Powers in terms of Section 179(3) (f) of Companies Act,2013 read with first provision subject to rules and regulations framed by the Central Government in this regard from time to time.			
iv.	To open accounts with Banks and draw money	Full Powers			

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2	Financial Matters : -				
i.	Re-allocation of Capital Budget		<i>Full powers within the approved Budget</i>	<i>Within 15% of the approved Budget</i>	
ii.	Re-appropriation of Revenue Budget		<i>Full powers within the approved Budget</i>	<i>Within 15% of the approved budget from one head to another.</i>	
iii.	Capital & Revenue Expenditure either in excess or savings of sanctioned estimates / Deviation in estimates				<p>Upto 10% of total cost : Same as Tender Approving Authority limited to CMD CIL/ Subsidiary</p> <p>Beyond 10% of total cost : One step higher limited to Committee of FDs of CIL/Subsidiary</p>
iv.	Foreclosure/ termination and cancellation of Capital & Revenue Contracts including purchase orders				<p>For Capital Contracts : Same as Tender Approving Authority limited to Committee of FDs of CIL/Subsidiary</p> <p>For Revenue Contracts : Same as Tender Approving Authority limited to Committee of FDs of CIL/Subsidiary</p>
v.	Sanction for Statutory Payments			Full powers	

Sl. No.	Item	CIL / Subsidiary Board	Committee of FDs headed by CMD CIL / Subsidiary	CMD, CIL / Subsidiary	Remarks
vi.	Sanction for payment of fines and penalties	Full powers	Upto ₹1,00,000/- in each case, subject to a limit of ₹10 Lakhs per annum for reasons to be recorded.	Upto ₹50,000/- in each case, subject to a limit of ₹5 lakhs per annum for reasons to be recorded.	
vii.	Advance/deposit against work (subject to the underlying condition that no cost escalation is allowed on such job) :- (i). Central/ State Government authorities /bodies, Central/ State PSUs like Railways, RITES, IPRCL etc. (ii). Other than above		- <i>Full Powers</i>	Full Powers Upto ₹25 Lakhs in each case	

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3	Sanction of Capital Works :-				
i.	New projects/schemes included in the approved budget but Project Report / Scheme is yet to be approved.	<i>CIL Board : Beyond ₹250 Crores in each case</i> <i>Subsidiary Board : Beyond ₹200 Crores in each case</i>	<i>CFDs, CIL : Beyond ₹100 Crores and upto ₹250 Crores in each case</i> <i>CFDs, Subsidiary : Beyond ₹75 Crores and upto ₹200 Crores in each case</i>	<i>CMD, CIL : Upto ₹100 Crores in each case.</i> <i>CMDs , Subsidiary : Upto ₹75 Crores in each case</i>	
ii.	Capital expenditure in anticipation of inclusion in the budget	<i>CIL Board : Beyond ₹100 Crores in each case</i> <i>Subsidiary Board : Beyond ₹75 Crores in each case</i>	<i>CFDs, CIL : Beyond ₹5 Crores and upto ₹100 Crores in each case</i> <i>CFDs, Subsidiary : Beyond ₹4 Crores and upto ₹75 Crores in each case</i>	<i>CMD, CIL : Upto ₹5 Crores in each case.</i> <i>CMDs , Subsidiary : Upto ₹4 Crores in each case.</i>	
4	Procurement of Goods and Award of Works & Services :-				
i.	For CIL			<i>Refer Annexure-I</i>	
ii.	For Subsidiaries of CIL			<i>Refer Annexure-II</i>	

Sl. No.	Item	CIL / Subsidiary Board	Committee of FDs headed by CMD CIL / Subsidiary	CMD, CIL / Subsidiary	Remarks
5	Sanction of Estimates / Indents for Procurement of goods / works / services :-				
i.	Sanction of Indents for Procurement of goods	<i>Refer Annexure-III</i>			
ii.	Sanction of Estimates for award of works & services	<i>Refer Annexure-IV</i>			
6	Award of Work to CMPDI on nomination basis				
i.	Award of Work to CMPDI on nomination basis			Full powers to CMDs of Subsidiaries and D(T),CIL	
7	Write off of Assets :-				
i.	Write off of Assets	Full powers with the recommendations of respective Audit Committee			
8	Survey off :-				
i	Survey off buildings /railway sidings & corridors/ other mining infrastructure/ office furniture / fixtures/ equipment / vehicles /aircraft / plant & machinery / telecomm equipment / other assets				
a.	Premature Survey Off	Full Powers			
b.	Other than premature survey-off			Full powers	

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9	Sale of coal, rejects and other allied products : -				
i	Sale of Non-Coking Coal	Full powers to CIL Board			
ii	Sale of Washed Coking Coal, Washed Non-Coking Coal, Coking Coal, rejects and other allied products	Full powers to the respective Subsidiaries' Board.			
10	Sale / Disposal of other moveable items including scrap : -				
i.	Sale / disposal of any acquired moveable property other than scrap			Full Powers	Should be in accordance with the following CIL Policies together with other Rules / Policies/ Guidelines framed by CIL/Gol from time to time:
ii.	Sale of Scrap			Full Powers	1. Policy for disposal of Scrap 2. E-Waste Management Policy In case of incongruity , the Policies shall prevail over this DOP

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II	Establishment Matters :-				
i.	Sanction for all kinds of leave as per rules			Full powers Study leave to be sanctioned by CMD,CIL	
ii.	Sanction of all types of Loans & Advances to employees			Full powers	
iii.	Sanction of all types of employee allowances as per rules			Full powers	
iv.	Sanction of Miscellaneous advances to employees for <i>official purposes</i>			Full powers	
v.	Reimbursement of Medical Expenditure as per rules			Full powers	
vi.	Sanction overtime / pension / family pension / gratuity/leave encashment /NPS / workmen's compensation etc.			Full powers	

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vii.	Accept fitness certificate to join duty after leave on medical/ sick ground			Full powers	
viii.	Approve tour programme			Full powers	
ix.	Sanction continuous halt in excess of prescribed limit for drawal of full DA.			Full powers	
x	Allow travel by Rail/ Air in a class higher than entitled and by a route other than the shortest or cheapest for exigencies of work.			Full powers	
xi.	Allow stay at hotel in a class higher than entitled for exigencies of work.			Full powers	
xii.	Waive producing of money receipt, ticket no. etc., for TA/LTC			Full powers	

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xiii.	Waive time limit for submission of all types of personnel claims			Full powers	
xiv.	Accept cancellation charges on Rail/ Air tickets in case of journeys on tour/ LTC/ transfer for exigencies of work			Full powers	
xv.	Sanction of subsistence allowance				As per the extant rules.
xvi.	Purchase general/ technical/ professional books/ periodicals/ magazines/ journals including soft copies & newspapers etc.			Full powers	
xvii.	Depute any employee of the Company to workshops, seminars, training programmes, etc.			Full powers Foreign programmes to be sanctioned by CMD,CIL	

Sl. No.	Item	CIL / Subsidiary Board	Committee of FDs headed by CMD CIL / Subsidiary	CMD, CIL / Subsidiary	Remarks
12	Legal Matters :-				
i.	Reimbursement of legal and incidental expenses incurred in cases arising out of the official duties of the employees for attending legal cases.			Full powers	
ii.	Appoint Arbitrators on behalf of the company in case of any disputes with suppliers/contractors etc.			Full powers	
13	Personnel and Welfare measures :-				
i.	Creation of Posts				
	(a) For Executives	Full Powers to CIL Board			
	(b) For Non-Executives	Full Powers to CIL / Subsidiary Board			
ii.	Executives :-				
	(a) Appointment			Full powers to CMD, CIL on recommendation of the Selection Committee.	
	(b) Formation of Committee for selection of executives for E-7 Grade and above.			Full powers to CMD, CIL	

Sl. No.	Item	CIL / Subsidiary Board	Committee of FDs headed by CMD CIL / Subsidiary	CMD, CIL / Subsidiary	Remarks	
	(d) Power of award and prizes to executives			Full powers <i>including on occasions like Foundation Day, May Day, Hindi Diva s Day, etc.</i>		
	(e) Power of transfer of executives		<i>Inter – company transfers : Full powers to CFDs,CIL</i>	<i>Within Company Transfers : Full powers</i> <i>Inter–departmental transfers : Full powers</i>		
	(f) Power of deputation on special or specific duties and accepting Resignation			Full powers to CMD,CIL		
iii.	Approval for compassionate employment to dependents of deceased executives			Full powers		
iv.	Termination / compulsory retirement / voluntary retirement / demotion / compulsory proceeding on leave in accordance with rules for executives			Full powers		
v.	Suspension or taking disciplinary action or award punishment / termination of services for executives	As per CIL CDA Rules, 1978				

Sl. No.	Item	CIL / Subsidiary Board	Committee of FDs headed by CMD CIL / Subsidiary	CMD, CIL / Subsidiary	Remarks
14	Consultants :-				
i.	Appointment of Consultants		Full powers in each case for Individual / Company / Partnership firm / LLP	Upto ₹50 lakhs in each case for Company / Partnership firms / LLPs	Refer Annexure-V
15	Land Matters :-				
i.	<p>Land compensation including:-</p> <p>(i). Compensation of Tenancy Land acquired under any mode, Govt land Compensation and NPV, <i>penal</i> NPV, cost of Compensatory Afforestation (CA), <i>penal</i> CA, miscellaneous cost as demanded by respective State Government for procedure of Forestry Clearance.</p> <p>(ii). Cost of R&R as per State Policy/RFCTLARR Act 2013/ CIL Policy Central/ State Govt Circulars</p>			<p>(i) CMDs of Subsidiaries – Full powers if quantum of land is as per the PR and value of land is as per extant Acts, Rules and prevalent rates.</p> <p>(ii) Full powers</p>	<p>Other than point (i), the following powers are delegated</p> <p>a. CMDs of CIL/Subsidiaries – Upto ₹20.00 Crores – Full powers</p> <p>b. CFDs of CIL/Subsidiaries – Beyond ₹20.00 Crores upto ₹100.00 Crores – Full powers</p> <p>c. CIL/Subsidiaries Board – Beyond ₹100.00 Crores – Full powers</p>
ii.	License / lease Company's Land	<i>As per approved policy</i>	<i>As per approved policy</i>	<i>As per approved policy</i>	

Sl. No.	Item	CIL / Subsidiary Board	Committee of FDs headed by CMD CIL / Subsidiary	CMD, CIL / Subsidiary	Remarks
16	Miscellaneous :-				
i.	Purchase of accessories / spare parts for computers, laptops and other peripherals , repairing of computers, laptops, printers and other equipments and purchase of software licence other than those under the approved scheme, if not available in GeM portal		Full powers	Upto ₹5 Crores per annum	
ii.	Incurring expenses of contingent nature on meetings, conferences, workshops, knowledge day, debriefing sessions, seminars, exhibitions, ceremonies, celebrations, functions, sports & games, purchase of mementos etc.			Full powers	
iii.	Incurring expenses of contingent nature for production and other items		Full Powers	Upto ₹ 5 Crores in each case with a ceiling of ₹25 Crores in a year.	
iv.	Incurring expenses on entertainment for official purposes		Upto ₹2 lakhs in each case, subject to a limit of ₹1 Crore per annum	Upto ₹ 1 lakh in each case, subject to a limit of ₹50 lakhs per annum	
v.	Approval for Grants & Donations		Full powers	Upto ₹2.00 lac in each case, subject to a limit of ₹50 lakhs p.a	

N.B:

1. Area GMs / Heads of Establishments are authorized to exercise the same powers as delegated to GMs/HODs of CIL/Subsidiaries.

2. CFDs are authorised to delegate the powers of Area GMs/ GMs/ Heads of Establishments to other HODs, if deemed fit.

DOP of CFDs, Chairman & FDs of CIL on Procurement of Goods and Award of Works & Services

Annexure-I

(Amount in ₹ Crores - rounded off)

Item of Procurement	Committee of Functional Directors headed by Chairman	Chairman, CIL	Functional Directors (FDs)	Executive Directors (EDs)	General Manager /HODs
1. Open tender					
<i>a. Lowest tender</i>					
i. Capital exp for goods	1,000.00	50.00	37.50	17.50	12.50
ii. Capital exp for works & services	1,000.00	20.00	15.00	7.00	5.00
iii. Revenue exp for goods	Full Powers	25.00	18.75	8.75	6.25
iv. Revenue exp for works & services		20.00	15.00	7.00	5.00
<i>b. Resultant Single Tender</i>	25% of DoP				
2. Single Tender for proprietary items					
i. Capital exp for goods	200.00	20.00	15.00	7.00	5.00
ii. Capital exp for works & services	100.00	5.00	3.75	1.75	1.25
iii. Revenue exp for goods	100.00	5.00	3.75	1.75	1.25
iv. Revenue exp for works & services	100.00	5.00	3.75	1.75	1.25
3. Single Tender for non-proprietary items and on nomination basis (except for appointment of consultants)					
i. Capital exp for goods	25.00	5.00	3.75	1.75	1.25
ii. Capital exp for works & services	20.00	5.00	3.75	1.75	1.25
iii. Revenue exp for goods	20.00	5.00	3.75	1.75	1.25
iv. Revenue exp for works & services	20.00	5.00	3.75	1.75	1.25
4. Limited tender					
i. Capital exp for goods	100.00	25.00	18.75	8.75	6.25
ii. Capital exp for works & services	75.00	10.00	7.50	3.50	2.50
iii. Revenue exp for goods	75.00	12.50	9.50	4.50	3.25
iv. Revenue exp for works & services	75.00	10.00	7.50	3.50	2.50
Resultant Single Tender	25% of DOP				

Notes:-

1. *In case of Revenue expenditure bundled with Capital expenditure, the Delegation of Power relevant to Capital expenditure would apply. Example:- Sourcing of spares under AMC/CMC along with Capital equipment whether delivery is immediate or not.*

2. *In case of Resultant Single Tender, the following points must be ensured:-*

- a. No splitting of the contract will be allowed*
- b. The reasons for the same are to be recorded in writing*
- c. The NIT was satisfactorily advertised and sufficient time was given for submission of bids.*
- d. The qualification criteria were not unduly restrictive , and*
- e. Prices are reasonable in comparison to market value.*

3. *In case of purchase from OEM at the time of purchase, efforts should be made to obtain upfront a list of original parts manufacturer/proven source as recommended by OEM. In case of existing equipment, a similar declaration/authorization may be obtained.*

4. *In case of Limited Tender for Procurement of goods and award of work & services, the following points must be ensured:-*

- a. The number of supplier firms in Limited Tender Enquiry should be more than three. Efforts should be made to identify more number of approved suppliers to obtain more responsive bids on competitive basis.*
- b. Copies of the bidding document should be sent directly by speed post / registered post / courier / email / e-portal / GeM to firms which are borne on the list of registered suppliers. Proof of delivery of the bidding document must be obtained.*
- c. Sufficient reasons to go for such limited tender must be recorded in writing by the competent authority.*
- d. Empanellement of suppliers and Limited Tender Enquiry from such empanelled suppliers must be encouraged.*

5. *For Single Tender (Without Proprietary Article Certificate) / On Nomination Basis : Approval of Director Concerned of CIL/Subsidiary should be obtained.*

6. *Powers for procurement of goods and award of works and services have been delegated upto the level of GMs/HODs*

DOP of ESC, CFDs, CMD & Other Executives of Subsidiaries on Procurement of Goods and Award of Works & Services

Annexure-II

(Amount in ₹ Crores - rounded off)

Item of Procurement	Committee of Functional Directors headed by Chairman	CMD, Subsidiaries	Functional Directors (FDs)	General Manager /HODs
1. Open tender				
<i>a. Lowest tender</i>				
i. Capital exp for goods	750.00	37.50	18.75	9.50
ii. Capital exp for works & services	750.00	15.00	7.50	3.75
iii. Revenue exp for goods	Full Powers	18.75	9.50	4.75
iv. Revenue exp for works & services		15.00	7.50	3.75
<i>b. Resultant Single Tender</i>	25% of DOP			
2. Single Tender for proprietary items				
i. Capital exp for goods	150.00	15.00	7.50	3.75
ii. Capital exp for works & services	75.00	3.75	2.00	1.00
iii. Revenue exp for goods	75.00	3.75	2.00	1.00
iv. Revenue exp for works & services	75.00	3.75	2.00	1.00
3. Single Tender for non-proprietary items and on nomination basis (except for appointment of consultants)				
i. Capital exp for goods	20.00	3.75	2.00	1.00
ii. Capital exp for works & services	15.00	3.75	2.00	1.00
iii. Revenue exp for goods	15.00	3.75	2.00	1.00
iv. Revenue exp for works & services	15.00	3.75	2.00	1.00
4. Limited tender				
i. Capital exp for goods	75.00	18.75	9.50	4.75
ii. Capital exp for works & services	60.00	7.50	3.75	2.00
iii. Revenue exp for goods	60.00	9.50	4.75	2.50
iv. Revenue exp for works & services	60.00	7.50	3.75	2.00
Resultant Single Tender	25% of DOP			

Notes:-

** For areas having annual production in excess of 20 MT, Area GMs are authorised to exercise their delegated powers for procurement of goods and award of work and services for both capital and revenue items upto 1.50 times their delegated powers.*

*** For projects having annual production in excess of 10 MT, Project Officers are authorised to exercise their delegated powers for procurement of goods and award of work and services for both capital and revenue items upto 1.50 times their delegated powers.*

1. In case of Revenue expenditure bundled with Capital expenditure, the Delegation of Power relevant to Capital expenditure would apply. Example:- Sourcing of spares under AMC/CMC along with Capital equipment whether delivery is immediate or not.

2. In case of Resultant Single Tender, the following points must be ensured:-

- a. No splitting of the contract will be allowed*
- b. The reasons for the same are to be recorded in writing*
- c. The NIT was satisfactorily advertised and sufficient time was given for submission of bids.*
- d. The qualification criteria were not unduly restrictive , and*
- e. Prices are reasonable in comparison to market value.*

3. In case of purchase from OEM at the time of purchase, efforts should be made to obtain upfront a list of original parts manufacturer/proven source as recommended by OEM. In case of existing equipment, a similar declaration/authorization may be obtained.

4. In case of Limited Tender for Procurement of goods and award of work & services, the following points must be

- a. The number of supplier firms in Limited Tender Enquiry should be more than three. Efforts should be made to identify more number of approved suppliers to obtain more responsive bids on competitive basis.*
- b. Copies of the bidding document should be sent directly by speed post / registered post / courier / email / e-portal / GeM to firms which are borne on the list of registered suppliers. Proof of delivery of the bidding document must be obtained.*
- c. Sufficient reasons to go for such limited tender must be recorded in writing by the competent authority.*
- d. Empanellement of suppliers and Limited Tender Enquiry from such empanelled suppliers must be encouraged.*

5. For Single Tender (Without Proprietary Article Certificate) / On Nomination Basis : Approval of Director Concerned of CIL/Subsidiary should be obtained.

6. Powers for procurement of goods and award of works and services have been delegated upto the level of GMs/HODs

DOP of CMD & Other Executives of CIL & Subsidiaries on Indent Approval

(Amount in ₹ Crores - rounded off)

Indent for procurement of Goods	Functional Directors (FDs) of CIL/ Subsidiaries	Area General Managers of Subsidiaries *	Project Officers of Subsidiaries	GMs/HODs of CIL/ Subsidiaries
<i>Revenue Items</i>	Full powers	1.00	0.25	0.25
<i>Capital Items</i>	Full powers *	0.20	0.10	0.10

* *FDs, CIL/Subsidiaries* are competent to approve indent for new requirement of Capital Items as per sanctioned project reports / feasibility reports, schemes etc. and also for capital items required for office premises and other establishments like conference/training halls, guest house, official residences and bungalows etc and for day to day official works with respect to their respective Directorate.

DOP of CMD & Other Executives of CIL & Subsidiaries on Estimate Approval

(Amount in ₹ Crores - rounded off)

Estimate for award of Works & Services	CMD Subsidiaries & D(T),CIL	Functional Directors (FDs) of Subsidiaries	Area General Managers of Subsidiaries	Project Officers of Subsidiaries	GMs/HODs of CIL/Subsidiaries
<i>Revenue Items</i>	Full Powers	15.00	2.00	0.50	0.50
<i>Capital Items</i>	Full Powers	15.00	0.20	0.10	0.10

Notes to Annexure-III & IV

*1. This DOP for approval of Estimates for Capital & Revenue Works & Services includes the power of **administrative approval** also.*

*2. The **Tender approving/accepting authority** for award shall be as per Annexure-I & II and Sl. No. 3 & 4 of the following notes irrespective of the estimate approving authority.*

3. Procurement of Goods :-

a) Approval of indent/requirement for Capital as well as Revenue for Centralised Items/Goods is to be obtained from Director (Technical), CIL/Subsidiaries as the case may be. However, for decentralised Capital & Revenue items/Goods to be procured at Area level, approval of indent/requirement is to be obtained from Area GM / Project Officers as per the above-mentioned DOP.

b) DoP for approving the procurement for both capital and revenue items/goods would not be operated below the level of GM(MM)/ HOD (MM) at CIL/Subsidiaries or administrative HOD of Materials Management function at Areas/ Central/Regional Stores, Workshops / Hospitals etc

4. Award of Works & Services :-

a) Sanction for Capital as well as Revenue Works/Services is to be obtained from Project Officer (or Sub Area Manager) / Area General Manager / GM /HOD / Concerned FD / CMD of CIL / Subsidiaries as the case may be. In case the item exists in projected Capital / Revenue Budget, no further sanction to undertake the job is required.

b) DoP for approving the award of Capital as well as Revenue work /services would not be operated below the level of HOD of respective departments or administrative HOD at CIL or Subsidiary HQ/Areas/Project/ Central/Regional Stores, Workshops / Hospitals etc.

Guidelines for Appointment of Consultants

1. *These Guidelines shall include the appointment of entities as :*
 - i. *Technical Experts*
 - ii. *Auditors (except Statutory Auditors who are appointed by C&AG)*
 - iii. *Stock Verification Consultants*
 - iv. *Lawyers*
 - v. *Consultant for Company Secretarial matters*
 - vi. *Management Consultants*
 - vii. *Tax Consultants*
 - viii. *Company law consultants*
 - ix. *Any other consultants as may be decided by the competent authority.*
2. *These guidelines shall not apply to full time/part time advisors for which appropriate guidelines have already been framed by the Company.*
3. *Efforts should be taken to design the eligibility criteria in such a manner that Indian consultancy firms are given priority over foreign counterparts.*
4. *International experience should be given preference in cases only when the Indian firm/Company is a subsidiary/associate/JV of the concerned foreign body. Care should be taken for such cases where Indian companies having similar names as of the foreign body having no or very less experience may take advantage.*
5. *The remuneration structure of the consultants must be framed before the appointment process is floated and the same must not be based on LI criteria. It is important for the company to appoint good quality consultants and payment of reasonable remuneration will result in the appointment of quality consultants.*
6. *At least 33-50% points should be given for the presentation to be made by the consultants to be appointed before the appropriate Committee in respect of :*
 - i. *Infrastructure of Office*
 - ii. *Software / Hardware usage*
 - iii. *Approach towards the concerned job*
 - iv. *Proposed strategy and its implementation*
 - v. *Detailed scope and understanding of the assignment.*
7. *While appointing, it must be made clear to the appointees that they are to remain accountable for their Report and Advice in all cases and shall give appropriate affidavit / declaration to the Company before taking the assignment.*
8. *The appointed Consultant while accepting the assignment must specify the team members and must ensure in writing that at least 10% man-hours required for the assignment shall be devoted by the senior consultant/partner of the firm in letter and spirit. It is also important to ensure that such senior consultant/partner authenticate the report and is present during the time of presentation of final report.*
9. *The appointment procedure shall generally be by way of open tender (Fee and selection criteria is to be pre-determined) except in cases of urgency when limited tender may be floated. Even in cases of such urgency, it shall be mandatory to publish the requirement adequately in advance in the CIL e-tender website/ eprocure.gov.in/GEM portal.*

10. The requirement of open tender shall not apply to Institutions of National repute like IITs, IIMs, ISM, ICAI, ICSI, ICMAI and similar bodies established under an Act of Parliament / Institutes of national or international repute and likewise as recorded in writing by the appointing authority.

11. While appointing consultants, no preference of location or proximity to be given except in special cases where the same is justified and that too after proper justification and approval by the competent authority.

12. The appointment of Consultants must adhere to the following limits :

i. Committee of Functional Directors headed by CMD : Full powers for Individual/Company/Partnership Firm/LLP

ii. Chairman / CMD : Upto ₹50 lakhs in each case for Company/Partnership Firm/LLP

iv. Functional Directors for respective functions : Upto ₹25 lakhs in each case for Company/Partnership Firm/LLP

v. Executive Directors for respective functions : upto ₹10 lakhs in each case for Company/Partnership Firm/LLP

vi. GM for respective functions : upto ₹5 lakhs in each case for Company/Partnership Firm/LLP

Second engagement of the same person/entity will be subject to the approval of next higher level, in case appointment is made within a period of 12 months.

The above limits are same for both CIL and its Subsidiaries.

13. While determining terms of appointment for specific assignments / jobs an expert committee can be constituted by the next hierarchy level together with equal number of external experts in the respective field so that the eligibility criteria, scope of assignment, reporting requirement, working papers and documentation and fees and remuneration may be decided.

14. The competent authority may appoint a consultant without inviting any bid based on expertise/reputation of specific person /entity which may be brought on record. The delegated power in this regard for appointment on nomination basis is limited to 50% of delegated power as above.

The reason for appointment on nomination basis will be recorded in writing.

Notes to Revised DOP

Sl.No:	Notes
1	DOP is to be exercised under the broad framework of all Rules, Manuals, Policies & Guidelines. In case of incongruity, the latter shall prevail over this DOP.
2	This DOP is for CIL and its Subsidiaries.
3	Financial powers can be exercised by officials as stipulated in the DOP and can not be sub-delegated.
4	In between the Board Meetings , CMD, CIL/Subsidiaries along with two Functional Directors, preferably one of whom is the Director (Finance), may within the ambit of operational necessity and efficiency, assume full powers of the Board provided that a Report is made to the Board soon after the ex-post-facto approval obtained wherever necessary.
5	Empowered Sub-Committee of CIL can approve new projects upto ₹500 Crores . In case of projects above ₹500 Crores , the Project Report would be submitted to the Board with the recommendation of ESC. The Empowered Sub-Committee will consist of following members and they work within the above Delegation of Power. (1) Chairman, CIL (2) Director (Finance) (3) Director (Technical) (4) JS&FA (5) Four Independent Directors , one having Financial background (6) CMD, CMPDI as Permanent Invitee and (7) CMDs of concerned subsidiaries whose project would be invited as Special Invitees. Approved Project Reports act as an administrative approval. Approval of the competent authority is to be obtained for procurements made beyond the approved Project Reports.
6	Functional Directors of Subsidiaries are authorised to exercise around 50% of the powers of CMDs of Subsidiaries on procurement of Goods and Award of Works & Services (subject to rounding off).
7	Any proposal beyond the powers of concerned authority be referred to the next higher authority
8	Irrespective of Grade, executives can exercise higher powers as per their job-profile, if they are acting as such.
9	All policies are to be reviewed once in five (5) years. Till the existing Policies are reviewed, the same may be continued.
10	For according approval to CSR projects , DoP as per CSR policy of CIL shall be applicable.
11	DOP of CIAL Board & CMD, CIAL as amended by the competent authority from time to time shall continue
12	Existing DoP for R&D Board and Apex Committee as amended by the competent authority from time to time shall continue.
13	All financial limits stated in the DOP are excluding applicable taxes .
14	CFDs of CIL/Subsidiaries are authorised to : i. Approve change in the technology in the Project Report ii. Approve upto 20% of total project cost as approved by the Board to expedite implementation of projects. However, it should be within the financial limit permitted by DPE.
15	Committee of Functional Directors (CFDs) of CIL is empowered to approve Project Report with a capital investment upto Rs. 250 Crores
16	Committee of Functional Directors (CFDs) of CIL/Subsidiaries be and is hereby authorised for re-appropriation of head-wise CAPEX from one head to another or within the same head subject to total capital provision of PR is not exceeded.
17	Chairman CIL is authorised to make minor modification(s) in the Revised DOP for operational necessity with subsequent intimation to CIL Board.

General Guidelines on Revised DOP

Sl No:	General Guidelines
1	<i>Delegation of Powers is an effective instrument for expeditious decision making and efficient management.</i>
2	<i>The delegation is made keeping in view the objectives of the company and its accountability to the Government. The Board of Directors of the Company shall be entitled to exercise all such powers and to do all such acts and things as the company is authorised to exercise and do. Hence any proposal which are beyond the delegated powers be placed to the Board for its consideration.</i>
3	<i>Certain guidelines are issued by the Government from time to time and they are applicable to all public sector undertaking and have the same force as if incorporated in the Articles of Association. All delegated powers are circumscribed by these guidelines. In particular, the guidelines issued by the Government are binding in matters like wage and salary structure, perquisites, gratuity, dearness allowance, ex-gratia payments, encashment of leave, etc, which have major financial implications. Any departure from these guidelines or introduction of new schemes have necessarily to be got approved by the Government as they might have repercussions in other companies.</i>
4	<i>It is an accepted principle in the administration of public funds that in all decisions involving financial implications or which entail departure from an agreed norm, the prior concurrence of the Finance shall be obtained. Financial concurrence can be at different levels, at the colliery, in the area, in the company or at the apex, as the case may be.</i>
5	<i>The delegated powers shall be exercised in line with the established procedures.</i>
6	<i>CIL as the holding company is responsible for policies, planning and co-ordination while the subsidiary companies are responsible for all operations. Hence, the decision of the Boards of the subsidiary companies in exercise of their powers shall be final. If in exceptional cases, the CMD, CIL for good and sufficient reasons, considers that a review is necessary for uniformity in all subsidiary companies or otherwise he may place any decisions of the subsidiary companies' Boards for review by CIL Board and the decision of the CIL Board shall be final.</i>
7	<i>The powers in regard to amendment of Articles of Associations, change in share capital, floating of shares and debentures and other company matters are reserved for Government.</i>