

JBCCI-X

COAL INDIA LIMITED
'COAL BHAWAN'
NEW TOWN, RAJARHAT,
KOLKATA-700156

No. CIL/C-5B/JBCCI-X/I. I. No.18/ 128

Dated: 06.04.2020

10th WAGE AGREEMENT IMPLEMENTATION INSTRUCTION NO. 18

08

Chairman-Cum-Managing Director, ECL,	Sanctoria
Chairman-Cum-Managing Director, BCCL,	Dhanbad
Chairman-Cum-Managing Director, CCL,	Ranchi
Chairman-Cum-Managing Director, WCL,	Nagpur
Chairman-Cum-Managing Director, SECL,	Bilaspur
Chairman-Cum-Managing Director, NCL,	Singrauli
Chairman-Cum-Managing Director, MCL,	Sambalpur
Chairman-Cum-Managing Director, CMPDIL,	Ranchi

Sub: Modified Promotional Channel/Cadre Scheme of E&M Personnel;

- (Electrician/Fitter) Helper (Elect) To Foreman- In-Charge
- Asst. Foreman/Chargeman to Foreman Incharge (Diploma Holders)

The Standardization Committee of JBCCI-X in its 9th meeting held on 28.02.2020 at Raipur, after making certain modifications in the recommendations of the Technical Sub-Committee of Standardization Committee, approved the Modified Promotional Channel of E & M Personnel which are enclosed as below: -

Particulars	Annexure
Modified Promotional Channel/Cadre Scheme of E&M Personnel (Electrician/Fitter) Helper (Elect) To Foreman- In-Charge	Annexure-XVIII-1
Modified Promotional Channel/Cadre Scheme of E&M Personnel Asst. Foreman/ Chargeman to Foreman Incharge (Diploma Holders)	Annexure-XVIII-2

It supersedes all Administrative Orders & Cadre Schemes issued, on the matter, in the past.

Further necessary action may be taken accordingly.

Relil-
24/4/2020

(R.P. Srivastava)

**DIRECTOR (P&IR) &
MEMBER SECRETARY, JBCCI - X**

Distribution: -

- All Members & Alternate Members of JBCCI-X
- All Members of Standardization Committee of JBCCI-X

Copy for information to:-

- Chairman, CIL, Kolkata
- Chairman-MD, SCCL, P.O.-Kothagudem Colly, Distt. Khammam (Telangana)
- Director (Technical)/Director (Finance)/Director(Marketing), CIL, Kolkata.
- Director(F)- ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- Director (F), SCCL, P.O.-Kothagudem Colly., Distt. Khammam (Telangana).
- Chief Vigilance Officer, CIL, Kolkata.
- General Manager, NEC
- General Manager (F) (I/C), CIL, Kolkata
- General Manager (MP & IR), CIL, Kolkata

**Modified Promotional Channel/Cadre Scheme of E&M Personnel (Electrician/Fitter)
Helper (Elect) To Foreman- In-Charge**

S. No	Designation	Basic Pay (Per day/Per Month as applicable) Grade/Category (Rs) as per "10th Wage Agreement for CIL and SCCL"	Eligibility		Mode
			Minimum Qualification (Education/ Technical)	Minimum Experience	
1.	Helper Electrician	CAT – II 1034.04/-	i. Literate ii. Matriculate with ITI	i. 3 Years' Experience as General Mazdoor Cat – I ii. 1 Year experience in CAT-I for matriculation with ITI	Selection
2	Electrician/ Fitter Elect.	CAT-IV 1087.17/-	i. Literate ii. Matriculate with ITI ii. LT permit under IE rules for Mines or 440-550 Volts mining parts permit issued by Competent Authority applicable for Coal Mines	3 Years' of experience as helper in CAT-II for literate and 2 years for matriculate with ITI	Promotion through DPC
3	Electrician/ Fitter Elect	CAT-V 1132.33/-	i. Literate or Matriculate with ITI ii. LT permit under IE rules for Mines or 440-550 Volts mining parts permit issued by Competent Authority applicable for Coal Mines	3 Years' Experience as Electrician CAT-IV or Elec Fitter in CAT.IV	Promotion through DPC
4	Electrician / Fitter Elect	CAT-VI 1181.83/-	i. Literate or Matriculate with ITI ii. HT permit for cable joining and overhead lines issued by the Competent Authority applicable for mines	3 Years' experience as Electrician in Cat V/ Fitter Elect	Promotion through DPC
5	Asst Foreman/ Charge man	Gr –C 31852.56/-	Same as Cat. VI	Worked as Electrician Cat-VI for 3 Years	Promotion through DPC/ Selection/ Trade Test (as per details at footnote)
6	Foreman (Elect.)	Gr-B 34391.65/-	Electrical Supervisorship Certificate valid for mines	3 Years' Experience as Assistant Foreman/ Chargeman	Promotion through DPC
7	Foreman-In charge (Elect.)	Gr.-A 37063.41/-	Matriculate and Electrical Supervisorship Certificate valid for Mines	3 Years' experience as Foreman Elect	Promotion through DPC

Note- Combined note are mentioned in footnote of Annexure- XVIII-2

Modified Promotional Channel/Cadre Scheme of E&M Personnel Asst. Foreman/Chargeman to Foreman- In Charge (Diploma Holders)

S. No	Designation	Basic Pay (Per day/Per Month as applicable) Grade/Category (Rs) as per "10th Wage Agreement for CIL and SCCL"	Eligibility		Mode
			Minimum Qualification (Education /Technical)	Minimum Experience	
1	Asst Foreman/ Chargeman [(Trainee) (Electrical or Mech)]	GR.C 31852.56/-	Diploma in Mech. or Elec. Engineering (Minimum 3 Years' Course)	Departmental candidates having 3 Years' experience	Selection/ Trade Test
2	Asst Foreman/ Chargeman (Electrical or Mech)	GR.C 31852.56/-	do	After successful completion of 2 years training as Asst Foreman /Chargeman (Trainees) (Elec or Mech.)	Confirmation /Selection/ Trade Test (as per details at footnote)
3	Foreman (Mech)	Gr B 34391.65/-	Diploma in Mech. or Elec. Engineering (Minimum 3 Years' Course)	3 Years' experience as Asst. Foreman in Gr C	Promotion through DPC
4	Foreman (Elect)	Gr B 34391.65/-	Diploma in Mech. or Elec. Engineering (Minimum 3 Years' Course) Elec Supervisorship Certificate of competency valid for mines	3 Years' experience as Asst. Foreman/ Chargeman in Gr C	Promotion through DPC
5	Foreman-In-Charge (E&M)	Gr-A 37063.41/-	Diploma in Mech. or Elec. Engineering (Minimum 3 Years' Course)	3 Years' experience as Foreman as Grade – B	Promotion through DPC

Note (for Annexure- XVIII: 1 & 2):-

1. The Required Trade Tests specifications will be decided by the Management.
2. Departmental employees (Non-Diploma Holders) working in Non-Supervisory grade, irrespective of their present category/designation/grade who pass supervisory Certificate valid for working as Electrical Supervisor in mines under Electricity Rules, shall be placed in T&S Grade "C" on production of such certificate at any point of time through internal selection process, subject to vacancy & Trade Test.
3. Departmental Employees (Diploma Holders) working in Non- Supervisory grade, irrespective of their present category/designation/grade who pass supervisory Certificate valid for working as Electrical Supervisor in Mines under Electricity Rules shall be placed in T&S Grade "C" on production of such certificate at any point of time through internal selection process, subject to vacancy & Trade Test.
4. Departmental employees (Diploma Holders/Non-Diploma Holders) working in Non-Supervisory grade irrespective of their present category/designation/grade, who pass electrical supervisory certificate without mining part valid for working as Supervisor under Electricity Rules shall be inducted in T&S Grade "C" on production of such certificate at any point of time through internal selection process, subject to vacancy & Trade Test. and shall be deployed in establishment other than mining like Coal Washeries, Ropeways, CWS, Colonies, Hospitals etc.
5. Fresh recruitment may be done in T&S Grade 'C' having Diploma in Electrical Engineering as required in Cadre Scheme.
6. The above shall be made effective subject to the availability of vacancy in approved Manpower Budget keeping in view the DGMS requirement.
7. Further Career Growth of the above employees shall be governed as per the modified Cadre Scheme.