

कोल इण्डिया लिमिटेड
(भारत सरकार का उपक्रम)
COAL INDIA LIMITED
(A Govt. of India Enterprise)
कोल भवन "COAL BHAWAN"
Premise No. 04, MAR, Plot No. AF-III
Action Area-1A, Newtown, Rajarhat
KOLKATA-700156 (WB)



एक महारत्न कंपनी
A Maharatna Company

PERSONNEL DIVISION
POLICY CELL
CIN: L23109WB1973GOI028844
E-Mail: policycell.cil@coalindia.in
Tel: 033-7110 4271
Website: www.coalindia.in

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

संदर्भ सं: CIL/C5A (PC)/Rect_Dept/537

दिनांक: 07.01.2021

कार्यालय ज्ञापन

विषय: Selection/ promotion of Departmental candidates from Non-Executive to Executive Cadre

In reference to CIL OO No. CIL/C5A(PC)/CCC/47 dated 13.02.2019, CIL Board in its 415th meeting held on 24.12.2020 approved the following regarding the selection/ promotion of Departmental candidates from Non-Executive to Executive Cadre:

1. Extension of Deemed placement of the Departmental candidates who were selected/ promoted or going to be selected/ promoted after the issuance of above mentioned Office Order dated 13.02.2019 so that the Departmental candidates who are eligible to be selected/ promoted from Non-Executive to Executive Cadre as per the respective Cadre Schemes will be selected/ promoted in E2 grade and placed in E3 grade after successful completion of 1 year training/ probation period in line with the decision of Hon'ble High Court of Calcutta as brought out in **Annexure A**.
2. Amendment in the quota reserved for Departmental and Direct recruitment of Executives at the entry level for vacancies arising from 2021-22 onwards as brought out in **Annexure B**.

The Cadre Schemes and Promotion procedures along with the entry level quota are amended accordingly for information and compliance by all concerned.

(Handwritten signature)
7/1/21

(नीला प्रसाद)

महाप्रबंधक (का./ नीति)

ई-मेल के माध्यम से वितरण:

1. D(T)/ D (P&IR)/ D (F)/ D(M), CIL
2. CMD, BCCL/ CCL/ CMPDIL/ ECL/ MCL/ NCL/ SECL/ WCL
3. CVO, CIL
4. D(P), BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL
5. D(T/CRD), CMPDIL
6. CVO, BCCL/ CCL/ CMPDIL/ ECL/ MCL/ NCL/ SECL/ WCL
7. GM/TS to Chairman, CIL
8. GM(P/EE)/ (P/Rect)/ (F), CIL
9. GM, NEC
10. HoD, CIL New Delhi Office
11. HoD, IICM
12. Dy.Mgr (P/PC), CIL – for uploading the OM in CIL website for information and compliance by all concerned.

Selection/ promotion of Departmental candidates from Non-Executive to Executive Cadre at par with Direct Recruits

Sl. No.	Existing provision	Amended provision														
1.	<p>Personnel, Environment & Public Relation disciplines</p> <table border="1"> <tr> <td rowspan="3">Departmental Selection/ Promotion (Non-Executive to Executive)</td> <td>Entry in E1 grade.</td> </tr> <tr> <td>E2 grade after successful completion of 1/ 3 years residency period.</td> </tr> <tr> <td>E3 grade on 3 years' experience in E2 grade.</td> </tr> <tr> <td rowspan="2">Direct Recruitment</td> <td>Entry in E2 grade</td> </tr> <tr> <td>E3 grade after successful completion of 1 year training.</td> </tr> </table>	Departmental Selection/ Promotion (Non-Executive to Executive)	Entry in E1 grade.	E2 grade after successful completion of 1/ 3 years residency period.	E3 grade on 3 years' experience in E2 grade.	Direct Recruitment	Entry in E2 grade	E3 grade after successful completion of 1 year training.	<p>Personnel, Environment & Public Relation disciplines</p> <table border="1"> <tr> <td rowspan="3">Departmental Selection/ Promotion (Non-Executive to Executive)</td> <td>Entry in E2 grade.</td> </tr> <tr> <td>E3 grade after successful completion of 1 year training/ probation period.</td> </tr> <tr> <td>Direct Recruitment</td> </tr> <tr> <td rowspan="2">Direct Recruitment</td> <td>Entry in E2 grade</td> </tr> <tr> <td>E3 grade after successful completion of 1 year training.</td> </tr> </table>	Departmental Selection/ Promotion (Non-Executive to Executive)	Entry in E2 grade.	E3 grade after successful completion of 1 year training/ probation period.	Direct Recruitment	Direct Recruitment	Entry in E2 grade	E3 grade after successful completion of 1 year training.
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No change in the selection/ promotion of Departmental candidates in E1 grade for disciplines namely Survey, Civil, E&M, Excavation, Industrial Engineering, Drilling, Security, E&T, Finance and Coal Preparation where the minimum eligible qualifications for entry of Departmental candidates in E1 grade is lesser (like Matriculation, etc.) than that of E2 grade and also the fact that no such changes were ordered by the Hon'ble High Court/ Supreme Court.

Amendment in the Quota reserved for Direct Recruitment, Departmental & Campus Recruitment

a) Quota reserved for Departmental & Direct Recruitment for entry level

Sl. No.	Discipline	Direct Recruitment		Departmental Selection/ Promotion	
		Existing Provision	Amended Provision	Existing Provision	Amended Provision
1	Mining	60%	65%	40%	35%
2	Finance & Accounts	80%	80%	20%	20%
3	Materials Management	2/3 rd	75%	1/3 rd	25%
4	Engineering	2/3 rd	75%	1/3 rd	25%
5	Personnel	2/3 rd	75%	1/3 rd	25%
6	Marketing & Sales	2/3 rd	75%	1/3 rd	25%
7	Survey	NIL	NIL	100%	100%
8	Medical	100%	100%	NIL	NIL
9	Drilling	60%	65%	40%	35%
10	Secretarial	NIL	NIL	100%	100%
11	Community Development	100%	100%	NIL	NIL
12	Company Secretary	2/3 rd	75%	1/3 rd	25%
13	Other Disciplines	2/3 rd	75%	1/3 rd	25%

Note:

In case adequate number of suitable departmental candidates are not available or not likely to be available in the next cycle of Departmental selection/ promotion, the unfilled vacancies under Departmental quota may be diverted to the direct recruitment quota with the approval of Cadre Controlling Authority i.e., Chairman, CIL.

b) Quota reserved for Campus Recruitment

Existing Provision	Amended Provision
To the extent of 60% against the outside/ direct recruitment quota as mentioned above, Executives to be recruited through campus interview in all disciplines from educational institutions of repute like IITs/ ISM, Dhanbad/ NITs/ BE College, Shibpur/ Government Engineering Colleges, Raipur & Jodhpur/ Osmania University and Jadavpur University.	Deleted.