

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)/Promotion/509

दिनांक: 17.11.2020

## कार्यालय ज्ञापन

**विषय: Amendment in the guidelines for promotion of Executives from E8 to E9 grade.**

Competent Authority of CIL has approved certain amendments in Guidelines for Promotion of Executives from E8 to E9 grade communicated vide Office Order No. CIL/C-5A(PC)/Promotion/484 dated 01.10.2020 for implementation with immediate effect.

The said amendments are enclosed for information and compliance by all concerned.

*Manish Das*  
17/11/2020  
For: 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)/ (F), CIL
9. GM, NEC
10. HoD, CIL NDLO
11. HoD, IICM
12. Dy.GM (System), CIL – with a request to upload the same in CIL website for information and compliance by all concerned.

**Amendments in Guidelines for promotion of Executives from E8-E9 grade (communicated vide Office Order No. 484 dated 01.10.2020)**

**Sl. No. C. Cut-off date for eligibility: As per notification**

**Zone of Consideration:** Eligible Executives will be considered in the ratio of 1:5 against each cut-off date as under:

No. of disciplines	Zone of consideration						
From only one discipline, eligible Executives are applying for an ED post	Eligible Executives will be considered in the ratio of 1:5						
From Two or three disciplines, eligible Executives are applying for an ED post	Eligible Executives will be considered in the ratio of 1:5 against each discipline i.e. at the maximum, 5 candidates per discipline (total 10/15)						
From more than three disciplines, eligible Executives are applying for an ED post	<p>All eligible applicants to be considered as per seniority based on inter-se-seniority subject to maximum 15 numbers and with representation as enumerated below:</p> <table border="1" data-bbox="715 922 1493 1055"> <thead> <tr> <th data-bbox="715 922 1002 972">No. of disciplines</th> <th data-bbox="1002 922 1493 972">No. of applicant/s to be considered</th> </tr> </thead> <tbody> <tr> <td data-bbox="715 972 1002 1010">4 or 5</td> <td data-bbox="1002 972 1493 1010">Maximum 3 from each discipline</td> </tr> <tr> <td data-bbox="715 1010 1002 1055">6 or above</td> <td data-bbox="1002 1010 1493 1055">Maximum 2 from each discipline</td> </tr> </tbody> </table>	No. of disciplines	No. of applicant/s to be considered	4 or 5	Maximum 3 from each discipline	6 or above	Maximum 2 from each discipline
No. of disciplines	No. of applicant/s to be considered						
4 or 5	Maximum 3 from each discipline						
6 or above	Maximum 2 from each discipline						

For finalizing the candidates to be considered by a DPC, the number of Executives already promoted against earlier cut-off dates/ retired/ expired/ separated from the Company on the date of DPC will be excluded from the list and as a result, Executives down below but eligible against the same cut-off date shall also be considered if they have completed the minimum residency period with respect to the cut-off date and fall within the zone of consideration.