

COMPENDIUM OF IMPLEMENTATION INSTRUCTIONS, RULES & GUIDELINES

ON

NATIONAL COAL WAGE AGREEMENT MATTERS

....... 2017 Volume 1 (Part-II)

Coal India Ltd. New Town, Rajarhat, Kolkata

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3. I.I.No.14, Under NCWA-VIII

Ref. No. CIL/C-5B/JBCCI/I.I.No.14/2009/172 dated 22nd July 2009

Clarification:

Consideration of Notional Seniority

Ref.: CIL/C-5/JBCCI/267 dated 18th June 2004

Regarding Promotion of Foreman (Misc/Aux.) in TS&S grade B to Foreman In-charge (Excavation) in T&S grade A-extending SLU benefit

Ref.: CIL/C-5/JBCCI/Imp. /233 dated 25th February 2004

Granting one increment

Ref.: CIL/C-5B/JBCCI/272 dated 5th July 2004

Upgradation does not mean fixation in higher scale

Ref.: CIL/C-5B/JBCCI/274 dated 7th July 2004

Implementation of Chapter XII, Para 12.6.1 of NCWA-VII (Protection of Wages upon upgradation under SLU/SLI)

4. I.I.No.14, Under NCWA-VII

Ref. No. CIL/C-5B/JBCCI/I.I.No.14/201-53 dated 3rd May 2007

5. I.I. No. 12, under NCWA-VI

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6. I.I.No.26, Under NCWA-VI

Ref. No. CIL/C-5B/JBCCI/I.I.No.26/2001/193 dated 6th June 2001

7. I.I.No.31, Under NCWA-VI

Ref. No. CIL/C-5B/JBCCI/I.I.No.31/2001/635 dated 27th September 2001 **Clarification:**

Service terms of Trainees appointed under provision of Para 9.3.2/9.4.0

Ref.: CIL/C-5B/JBCCI/383 dated 24th February 2005

8. I.I.No.11, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI-V/I.I.No.11/3101-49 dated 16th April 1996

Clarification:

Office Order on Clause 9.3.2. & 9.4.0 under NCWA-V

Ref.: CIL:C-5B: JBCCI:4004 dated 10th May 1996 Ref.: CIL:C-5B: JBCCI:9.4.0 dated 26th June 1996

9. I.I.No.17, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI-V/IMP/I.I.No.17/96/625 dt. 12th September 1996

10. I.I.No.29, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI-V/I.I.No.29/98/1094 dt. 12th March 1998

11. I.I.No.31, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI-V/I.I.No.31/98/269 dt. 11^{th} June 1998

12. I.I.No.38, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI-V/I.I.No.38/98/666 dt. 16th September 1998

13. I.I.No.39, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.39/98/665 dt. 16th September 1998

14. I.I.No.32, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.32/99/270 dt. 12^{th} June 1998

		15. I.I.No.30, Under NCWA-V Ref. No. CIL/C-5B/JBCCI/I.I.No.30/98/1095 dt. 6 th March 1998
		16. I.I.No.40, Under NCWA-V Ref. No. CIL/C-5B/JBCCI/I.I.No.40/99/52 dt. 20 th April 1999
		17. I.I.No.49, Under NCWA-V Ref. No. CIL/C-5B/JBCCI/I.I.No.49/2000/346 dt. 28 th July 2000
		18. I.I.No.4, Under NCWA-IV Ref. No. CIL/C-5B/JBCCI-IV/IMP/I.I.No.4/89/851 dt. 2 nd August 1989
		19. I.I.No.22, Under NCWA-III Ref. No. 22 dt. 23 rd April 1984
		20. I.I.No.73, Under NCWA-III Ref. No.CIL/NCWA-III/I.I.No.73/87/928 dt. 28 th August 1987
		21. I.I.No.77, Under NCWA-III Ref. No.CIL/NCWA-III/I.I.No.77/88/170 dt. 25 th April 1987
		22. I.I.No.21, Under NCWA-III (Promotion Policy and Service Linked Promotion Scheme) Ref. No. 21 dated 9th April 1984
21	18	Tramming Rate of Piece Rated Workers of ECL & BCCL under NCWA-VII
		1. I.I.No.19, Under NCWA-VIII Ref. No. CIL/C-5B/JBCCI/I.I.No.19/2009/186 dated 19th August 2009
		2. I.I.No.22, Under NCWA-II (Fixation of Wage Rate & Workload of Trammers) Ref. No. JBCCI/IR/94/IMP/470 dated 13 th February 1980
22	19	Uniform Implementation of I.I.No.32 of NCWA-VI (I.I.No. 32-Career growth of ITI personnel)
		1. I.I.No.21, Under NCWA-VIII Ref. No. CIL/C-5B/JBCCI/I.I.No.21/240 dated 11th May 2010
		2. I.I.No.32, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.32/2002/1048 dated 22 nd January 2002
		Clarification: I.I.No.32 dated 22.01.2002 applicable against ITI qualification only Ref CIL/C-5B/JBCCI/Imp/199 dated 4 th November 2003
23	20	Modification of Term "Shortfall in MGB"
		1. I.I.No.20, Under NCWA-VII Ref. No. CIL/C-5B/JBCCI/I.I.No.20/46-129 dated 11th July 2007
	1	

24	21	Dress Regulation
		1. I.I.No.35, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.35/2003/125 dated 20 th March 2003
		Addendum- CIL/C-5B/JBCCI/232 dated 8th March 2004
25	22	Natural Calamity Fund
		1. I.I.No.36, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.36/2003/126 dated 20 th March 2003
26	23	Housing, Water Supply, Medical & Educational Facilities
		1. I.I. No.9, Under NCWA-V Ref. No. CIL/C-5B/JBCCI/I.I.No.9/2628 dated 22 nd February 1996
		2. I.I. No 4, Under NCWA-III Ref. No. 4 dated 30 th November 1983
		3. I.I. No 18, Under NCWA-III Ref. No. 18 dated 13 th March 1984
		4. Extract from Circular No. 18 under NCWA-II dated 1-11-79 (Medical facilities, Ambulances and expenditure on medicines)
		5. I.I.No.31, Under NCWA-II Ref. No. IR/94/IMP/667 dated 25 th May 1980
27	24	Reimbursement of Tuition fee, Payment of
		Children's Education Allowance, Payment of
		Leave salary
		1. I.I.No.15, Under NCWA-V Ref. No. CIL/C-5B/JBCCI-V/IMP/I.I.No.15/438 dated 8 th August 1996
		2. I.I.No.15, Under NCWA-IV Ref. No. I.I.No.15/89 dated 28 th September 1989
28	25	Encashment of Earned Leave 1. I.I.No.9, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.9/2001/27 dated 5th January 2001
		2. I.I.No.20, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.20/2001/166 dated 30 th May 2001
		3. I.I.No.24, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.24/2001/194 dated 6 th June 2001
		4. I.I.No.29, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.29/2001/609 dated 20 th September 2001
29	26	Uniformity in the grant of accumulated
		Earned Leave to the employees before
		Superannuation/Resignation
		 Letter no. CIL/C-5B/NCWA/2725-32 dated 6th March 1996 Letter no. CIL/C-5B/JBCCI-V/I.I.No.16/96/663 dated 20th September 1996

30	27	Placement in A-1 scale of Pay
		1. I.I.No.11, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.11/2001/29 dated 5 th January 2001
		2. I.I.No.12, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.12/2001/45 dated 8 th March 2001
31	28	Conveyance Reimbursement
		1. I.I.No.15, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.15/2001/48 dated 8 th March 2001
32	29	Casual Leave
		1. I.I.No.16, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.16/2001/49 dated 8 th March 2001
		2. I.I.No.30, Under NCWA-II Ref. No. IR/94/IMP/596 dated 17 th April 1980
		3. I.I.No.21, Under NCWA-II Ref. No. JBCCI/IR/94/IMP/468 dated 13 th February 1980
		4. I.I.No.12, Under NCWA-II Ref. No. IR/IMP/250 dated 25 th September 1979
		5. I.I.No.10, Under NCWA-II Ref. dated 10 th September 1979
		6. I.I.No.14, Under NCWA-II Ref. No.IR/94/IMP/255 dated 4 th October 1979
		7. Extract from Circular No. 18, Under NCWA-II Ref. dated 1st November 1979
		8. I.I.No.18, Under NCWA-II Ref. No. IR/94/IMP dated 1st November 1979
33	30	City Compensatory Allowance
		1. I.I.No.17, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.17/2001/50 dated 16 th March 2001
		2. I.I.No.21, Under NCWA-VI (Payment of CCA) Ref. No. CIL/C-5B/JBCCI/I.I.No.21/2001/167 dated 30 th May 2001
		3. I.I.No.16, Under NCWA-II Ref. No. IR/94/IMP/8146 dated 28 th October 1979
		4. I.I.No.7, Under NCWA-II Ref. No. IR/94/IMP dated 27 th August 1979
34	31	Grant of Special leave to employees
		1. I.I.No.25, Under NCWA-VI (Suffering from Brain Disorder) Ref. No. CIL/C-5B/JBCCI/I.I.No.25/2001/192 dated 6th June 2001
		2. I.I.No.5, Under NCWA-II (Suffering from TB, Cancer, Leprosy, Paralysis)
		Ref. No. IR/94/IMP dated 27 th August 1979

Cadre Schemes of different discipline as finalized by Tech. Sub-Committees of Standardization Committee of JBCCI
 Cadre schemes –basis for promotion: a. I.I. No.64, Under NCWA-III Ref. No. 64 dated 14th July 1986
 2. Cadre schemes covered: a) Ram Car/ Shuttle/ Multi Utility Vehicles/Free Steered Vehicle/Drift Runner Operator (Trainee) b) Auto Electrician (Excavation) c) Auto Electrician (E&M) d) Armature Winder/Motor Winder (Excavation) e) Armature Winder/Motor Wincer (E&M)
I.I. No.16, Under NCWA-IX Ref. No. CIL/C-5B/JBCCI-IX/I.I.No.16/102 dated 18th May 2015
 3. Cadre schemes covered: a) Surface Miner/Continuous Miner Operator (Excv.) b) Coal Sampling Personnel c) Excavation Personnel in Supervisory Cadre (Auxillary) d) Paramedical Staff i) CT Scan Technician ii) MRI Technician e) Sub-station Attendant (E&M)-Cat VI to Foreman In charge (T&S Grade A) f) Feeder Breaker Operator (E&M) g) Lift Operator (E&M) h) Security Personnel Security Guard to Sr Inspector I.I.No.13, Under NCWA-IX Ref. No. CIL/C-5B/JBCCI-IX/I.I.No.13/2014/09 dated 3rd June 2014
 Cadre Scheme for promotion of EP Machinist Corrigendum No. CIL/C-5B/JBCCI/236 dated 14th November 2007
 Cadre Scheme for promotion of Sr EP Mechanic to Foreman i/c Corrigendum No. CIL/C-5B/JBCCI/269 dated 21st February 2008
 6. Cadre schemes covered: a) Excavation Personnel (Maintenance) b) Excavation Personnel (Operation) c) Dresser/OT Assistant modified scheme d) Clay Cartridge Maker e) Mason f) E&M cadre-Welder, Turner, Machinist, Moulder g) Diploma Holders in Excavation cadre h) DG set Operator i) Dumpman, Pitman, Tripman j) Sr EP Electrician to Supervisory cadre k) Sr EP Mechanic to Supervisory cadre

7. Cadre schemes covered:

- a) Dressing (Coal) personnel (UG)
- b) Cable Personnel
- c) Blasting Personnel
- d) Line Personnel
- e) Mine Support Personnel (UG)
- f) Tyndal Personnel
- g) Tramming Personnel
- h) Safai Karmachari
- i) Driller
- i) Pump Personnel
- k) Fan Personnel
- 1) Compressor Personnel
- m) Conveyor Personnel
- n) Sand Stowing Personnel
- o) Siding / Wagon Cleaning Personnel
- p) Haulage Personnel
- q) SDL/LHD Personnel

I.I. No. 34, Under NCWA-VI

Ref. No. CIL/C-5B/JBCCI/I.I.No.34/2002/94 dated 24th December 2002

7. Cadre Scheme for Translator (OL)/Stenographer (OL)/Hindi Cell (OL)

a. I.I.No.23, Under NCWA-VI

Ref. No. CIL/C-5B/JBCCI/I.I.No.23/2001/171 dated 30th May 2001

b. I.I.No.47, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.47/99 dated 21st December 1999

c. I.I.No.22. Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.22/98/946 dated 22nd January 1998

d. I.I.No.39, Under NCWA-IV

Ref. No. CIL/C-5B/JBCCI/I.I.No.39/6576 dated 31st December 1992

- 8. Cadre Scheme for Coal Handling Personnel
 - a. I.I.No.37, Under NCWA-VI

Ref. No. CIL/C-5B/JBCCI/I.I.No.37/203 dated 18th November 2003

- 9. Cadre Scheme for E&M Discipline
 - a. I.I.No.38, Under NCWA-VI

Ref. No. CIL/C-5B/JBCCI/I.I.No.38/204 dated 18th November 2003

b. I.I.No.25, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.25/98/1090 dated 2nd March 1998

c. I.I.No.27, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.27/98/1092 dated 27th February 1998

d. I.I.No.43, Under NCWA-V (Electronics personnel)

Ref. No. CIL/C-5B/JBCCI/I.I.No.43/99/352 dated 20th July 1999

e. I.I.No.30, Under NCWA-III

Ref. No. 30 dated 26th June 1984

Clarification-

Rectification of anomaly in seniority in respect of Foreman

Ref.-CIL/C-5B/JBCCI/4576 dated 9th August 1993

Benefits indicated to be extended to Diploma Holders

Ref.-CIL/C-5B:53190/2789-98 dated 11th March 1996 Ref.-CIL/C-5B:53190/2825 dated 15th March 1996

Uniformity in cut-off date for purpose of fixation of notional seniority amongst Diploma Holders

Ref.-CIL/C-5B/JBCCI/513 dated 13th August 1998

f. I.I.No.33, Under NCWA-III

Ref. No. 33 dated 17th July 1984

g. I.I.No.37, Under NCWA-III

Ref. No. 37 dated 25th September 1984

h. I.I.No.53, Under NCWA-III

Ref. No. 53 dated 17th October 1985

10. Promotion Policy for Promotion from T&S Grade A to T&S Grade A1

a. I.I.No.39, Under NCWA-VI

Ref. No. CIL/C-5B/JBCCI/I.I.No.39/205 dated 18th November 2003

b. I.I.No.44. Under NCWA-VI

Ref. No. CIL/C-5B/JBCCI/I.I.No.44/295 dated 9th August 2004

11. Cadre Scheme for Caretaker Personnel

a. I.I.No.41, Under NCWA-VI

Ref. No. CIL/C-5B/JBCCI/I.I.No.41/244 dated 12th April 2004

b. I.I.No.61, Under NCWA-IV

Ref. No. CIL/C-5B/JBCCI-IV/I.I.No.61/4211 dated 19th December 1994

12. Cadre Scheme for Press Personnel

a. I.I.No.42, Under NCWA-VI

Ref. No. CIL/C-5B/JBCCI/I.I.No.42/245 dated 12th April 2004

b. I.I.No.71, Under NCWA-III

Ref. No. I.I.No.71 dated 30th December 1986

c. I.I.No.78, Under NCWA-III

Ref. No. NCWA-III/I.I.No.78/88/2034 dated 29th December 1988

13. Cadre Scheme and job description for Drivers

a. I.I.No.72, Under NCWA-III

Ref. No. 72 dated 1st January 1987

14. Cadre Scheme for Process Personnel, Instrumentation Personnel, Fire Fighting Personnel and Safety Personnel posted at Dankuni Coal Complex, Dankuni

a. I.I.No.24, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.24/98/1089 dated 25th February 1998

b. I.I.No.13. Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.13/436 dated 7th August 1996

15. Cadre Scheme for Telecommunication Personnel

a. I.I.No.37, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.37/98/656 dated 16th September 1998

b. I.I.No.19, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.19/96/637 dated 18th September 1996

c. I.I.No.58, Under NCWA-IV

Ref. No. CIL/C-5B/JBCCI/I.I.No.58/4208 dated 19th December 1994

d. I.I.No.52, Under NCWA-IV

Ref. No. CIL/C-5B/JBCCI/I.I.No.52/6255 dated 28th March 1994

e. I.I.No.56, Under NCWA-III

Ref. No. I.I.No.56 dated 27th December 1985

f. I.I.No.43. Under NCWA-III

Ref. No. I.I.No.43

16. Cadre Scheme for Security Personnel

a. I.I.No.20, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.20/96/865 dated 30th October 1996

b. I.I.No.40, Under NCWA-IV

Ref. No. CIL/C-5B/JBCCI-IV/I.I.No.40/6921 dated 31st December 1992

c. I.I.No.54, Under NCWA-III

Ref. No. I.I.No.54/84/879 dated 17th October 19

17. Cadre Scheme for Para Medical Personnel

- i. Cadre Scheme for Para-Medical staff
- a. I.I.No.55, Under NCWA-III

Ref. No. 55 dated 17th December 1985

b. I.I.No.66, Under NCWA-III

Ref. No. 66 dated 2nd September 1986

c. I.I.No.33, Under NCWA-II

Ref. No. 33 dated 22nd June 1986

- ii. Sanitary Personnel
 - a. I.I.No.21, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI-V/IMP//I.I.No.21/97/202 dated 29th May 1997

b. I.I.No.41, Under NCWA-IV

Ref. No. CIL/C-5B/JBCCI-IV/I.I.No.41/6571 dated 31st December 1992

c. I.I.No.35, Under NCWA-II

Ref. No. JBCCI/IR/94/Imp-988 dated 6th November 1980

- iii. Staff Pharmacist
 - a. I.I.No.57, Under NCWA-

Ref. No. I.I.No. 57 dated 14th November 1994

b. I.I.No.36, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.36/98/581 dated 27th August 1998

- iv. Staff Nurse
 - a. I.I.No.41, Under NCWA-V

Ref. No. CIL/C-5B/JBCCI/I.I.No.41/99/350 dated 9th September 1979

b. I.I.No.33, Under NCWA-IV

Ref. dated 15th July 1992

18. Cadre Scheme for General Civil Engineering employees

a. I.I.No.33, Under NCWA-II

Ref. No. JBCCI/IR/94/IMP/697 dated 22nd June 1980

19. Cadre Scheme for Civil Engineering (Estimating employees)

a. I.I.No.33, Under NCWA-II

Ref. No. JBCCI/IR/94/IMP/697 dated 22nd June 1980

20. Cadre Scheme for Mining/Supervisory employees

a. I.I.No.33, Under NCWA-II

Ref. No. JBCCI/IR/94/IMP/697 dated 22nd June 1980

b. I.I.No.45, Under NCWA-III

Ref. No. 45 dated 28th June 1985

21. Cadre Scheme for Mining Survey/personnel employees

a. I.I.No.33, Under NCWA-II

Ref. No. JBCCI/IR/94/IMP/697 dated 22nd June 1980

Clarification:

Ref. No. CIL/C-5B/JBCCI/47 dated 14th Nov. 2014 (Induction level of Mines Survey personnel is T&S Grad C as Dy/ Mine Surveyor.

22. Cadre Scheme for Ministerial Staff

a. I.I.No.34, Under NCWA-III

Ref. No. 34 dated 17th July 1984

23. Cadre Scheme for Ministerial Staff-Loading Personnel

a. I.I.No.38, Under NCWA-III

Ref. No. 38 dated 25th September 1984

24. Cadre Scheme for Accounts Personnel

a. I.I.No.49 Under NCWA-III

Ref. No. 49 dated 22nd July 1985

b. I.I.No.52 Under NCWA-III (Ministerial Staff Accounts personnel)
Ref. No. 52 dated 26th August 1985

25. Cadre Scheme for Ministerial Staff-Secretariat Cadre and Cash personnel

a. I.I.No.40, Under NCWA-III

Ref. No. 40 dated 5th December 1984

b. I.I.No.47, Under NCWA-III

Ref. No. 47 dated 19th July 1985

26. Cadre Scheme for Coal Washery personnel

a. I.I.No.60, Under NCWA-III

Ref. No. 60 dated 8th July 1986

27. Cadre Scheme for Employees working in Hindi Cell

a. I.I.No.63, Under NCWA-III

Ref. No. 63 dated 14th July 1986

b. I.I.No.65, Under NCWA-III

Ref. No. 65 dated 13th August 1986

- 28. Cadre Scheme for Personnel of Quality Control Department other than washery and Research & Development
 - a. I.I.No.50, Under NCWA-III

Ref. No. 50 dated 26th August 1985

- 29. Job description of Sand Pontoon Khalasi
 - a. I.I.No. 34, Under NCWA-II

Ref. No. JBCCI/IR/94/IMP/986 dated 6th November 1980

- 30. Job description not covered under Wage Board in respect of Coal Washeries
 - a. I.I.No. 38, Under NCWA-II

Ref. No. JBCCI/IR/94/IMP/1262 16th March 1981

b. I.I.No. 39, Under NCWA-II

Ref. No. CIL:C-5B/Imp/1/936-51 dated 10th August 1982

c. I.I.No. 41, Under NCWA-II

Ref. No. CIL: III JBCCI/99/90 dated 8th October 1982

d. I.I.No. 43, Under NCWA-II

Ref. No. JBCCI/III/94/IMP/1685 dated 2nd September 1983

- 31. Job description not covered under Wage Board in respect of Coke-Ovens and By-product plants
 - a. I.I.No. 38, Under NCWA-II

Ref. No. JBCCI/IR/94/IMP/1262 16th March 1981

- 32. Job description not covered under Wage Board in respect of Central Ropeways
 - a. I.I.No. 38, Under NCWA-II

Ref. No. JBCCI/IR/94/IMP/1262 16th March 1981

33. Job description of Excavation Workers

I.I.No. 16, Under NCWA-III

Ref. No. 16 dated 22nd February 1984

I.I.No. 51, Under NCWA-III

Ref. No. 51 dated 26th August 1985

34. Job description not covered under Wage Board in respect of Central Excavation Workshops at Barkakana and Korba

I.I.No. 38, Under NCWA-II

Ref. No. JBCCI/IR/94/IMP/1262 16th March 1981

I.I.No. 41, Under NCWA-II

Ref. No. CIL:III JBCCI/99/90 dated 8th October 1982

I.I.No. 39, Under NCWA-II

Ref. No. CIL:C-5B/Imp/1/936-51 dated 10th August 1982

35. Job description of Persons in Clerical grade-III

I.I.No. 25, Under NCWA-III

Ref. No. 25 dated 18th April 1984

I.I.No. 28, Under NCWA-III

Ref. No. 28 dated 18th April 1984

36. Categorization of Brakeman/Pointsman working in a siding other than Washery siding and Pay Loader

I.I.No. 39, Under NCWA-III

Ref. No. 39 dated 27th September 1984

37. Categorization of Operator of Underground Coal Cutter A.M. 500 and above

I.I.No. 74, Under NCWA-III

Ref. No. CIL/NCWA-III/I.I.No.74/87/1026 dated 16th September 1987

38. Categorization of Crane Operator

I.I.No. 75, Under NCWA-III

Ref. No. CIL/NCWA-III/I.I.No.75/88/202 dated 22nd February 1988

39. Re designation of Winding Engine Khalasi as Winding Engine Operator

I.I.No. 31, Under NCWA-III

Ref. No. 31 dated 4th July 1984

40. Cadre Scheme & Implementation Instructions in respect of Data Processing Personnel /Electronic Data Processing Personnel

I.I.No.22, Under NCWA-VI

Ref. No. CIL/C-5B/JBCCI/I.I.No.22/2001/172 dated 29th May 2001

I.I.No. 48, Under NCWA-III (Cadre Scheme for EDP Personnel)

Ref. No. 48 dated 22nd July 1985

I.I.No. 40, Under NCWA-II

Ref. No. CIL/C-5B/Impl/I/10 dated 25th August 1982

I.I.No. 41, Under NCWA-II

Ref. No. CIL: III JBCCI/99/90 dated 8th October 1982

41. Implementation Instructions in respect of New Jobs in Underground mines and Large Size Integrated Water Supply Scheme

I.I.No. 41, Under NCWA-II

Ref. No. CIL: III JBCCI/99/90 dated 8th October 1982

		I.I.No. 39, Under NCWA-II Ref. No. CIL:C-5B/Imp/1/936-51 dated 10 th August 1982
		42. Cadre Scheme and Job Description for Drilling personnel employed in Geology / Exploration dept.
		I.I.No. 57, Under NCWA-III Ref. No. 57 dated 17 th December 1985
		43. Workload for Soft Coke matter
		I.I.No. 62, Under NCWA-III Ref. No. 62 dated 8 th July 1986
		44. Ex-cadre post in Central Workshop Barkakana and Korba
		I.I.No. 67, Under NCWA-III Ref. No. 67 dated 3 rd September 1986
		I.I.No. 39, Under NCWA-II Ref. No. 39 dated 10 th August 1982
		45. Nomenclature, Job description & categorization of coal employees
		I.I.No. 68, Under NCWA-III Ref. No. 68 dated 5 th September 1986
		Grouping, Nomenclature, Job Description & Work Norms of Coal Employees and National Coal Wage Agreement dated 11th December, 1974
		46. Implementation Instructions of Crude Benzol Driver/ Operator in Coke Plants
		I.I.No. 70, Under NCWA-III Ref. No. 70 dated 3 rd November 1986
		I.I.No. 69, Under NCWA-III Ref. No. 69 dated 8 th October 1986
		I.I.No. 38, Under NCWA-II Ref. No. 38 dated 16 th March 1981
		47. Policy for Revenue discipline Clarification:
		Employees working in Revenue discipline must possess Amanat certificate / Surveyor's certificate as per Cadre Scheme. Ref.: CIL/C-5B/JBCCI/Imp/234 dated 15th February 2004
36	33	Placement of Explosive Carrier / Blasting Crew in OC mines in Cat-IV and Cableman Excavation in Cat-E
		1. I.I.No.30, Under NCWA-VI Ref. No. CIL/C-5B/JBCCI/I.I.No.25/2001/192 dated 6 th June 2001

37	34	Placement of Turbine Operator of CPP at Kathara Area in E&M cadre holding Diploma (3 years course) in Electrical or Mechanical Engineering	
		1. Letter no. CIL/C-5B/JBCCI/Imp Vol II/99/867 dated 17th December 1999	
		2. I.I.No.32, Under NCWA-IV Ref. No. CIL/C-5B/JBCCI-IV/I.I.No.32/92/2952 dated 15 th July 1992	
		3. I.I.No.30, Under NCWA-III Ref. No. CIL/C-5B/JBCCI /I.I.No.30/84/684 dated 26 th June 1984	
38	35	Recovery of Electrical Charges	
		Under NCWA-II Extract from Circular No. 18 dated 1st November 1979	
		2. Fax Message no. CIL/C-5B/JBCCI/PLRS/2005-06/699-744 dated 23rd December 2006 Recovery of Electrical Charges	
39	36	Gratuity 1. I.I.No.6, Under NCWA-II Ref. No. IR/94/IMP dated 27 th August 1979	
40	37	Abolition of Contract Labour	
		1. I.I.No.35, Under NCWA-III Ref. No. 35 dated 17 th July 1984	
41	38	Additional Payment 1. I.I.No.12, Under NCWA-III Ref. No. 12 dated 24 th January 1984	
42	39	Payment of due leave wages at the time of superannuation / death	
		1. I.I.No.61, Under NCWA-III Ref. No. 61 dated 8th July 1986	

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.10./2009/ 168

Dated: 22 July, 2009

NATIONAL COAL WAGE AGREEMENT-VIII IMPLEMENTATION INSTRUCTION NO.10

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

Sub: Date of Retirement, Service Linked Weightage (Chapter-XII Para 12.4.0 &12.4.1)

National Coal Wage Agreement-VIII finalized by the Joint Bipartite Committee for the Coal Industry on 24.01.2009 which has come into force w.e.f., 01.07.2006 provides the following in respect of Date of Retirement and Service Linked Weightage.:

12.4.0 Date of retirement.

If the date of birth of an employee falls on 1st day of the month, then the retiring employee will superannuate on the last day of the previous month. In all other cases employee will retire on last day of the month.

12.4.1 Service linked weightage

Equivalent of one time increment shall be payable to those non-executives on superannuation/death on or after 1.7.2006 during the period of NCWA-VIII so as to attract better terminal benefits. However, this will be personal to them and shall not be quoted as precedent for any anomaly rectification.

1 3. Just

The above matter was discussed in Standardisation Committee meeting held on 30th June & 1st July, 2009. It was agreed that to give better terminal benefit as agreed in NCWA-VIII, payment of an amount equivalent to one increment in the revised rate as per NCWA-VIII shall be for a period not exceeding 12 months during the operational period of NCWA-VIII prior to superannuation. Those who have superannuated or superannuating on or after 01.07.2006 during the operational period of NCWA-VIII will be eligible for this benefit. However, this will be personal to them and shall not be quoted as precedent for any anomaly rectification

You are requested to take necessary action to implement the above provisions.

(R. MOHAN DAS)

DIRECTOR(P&IR) &

MEMBER SECRETARY, JBCCI - VIII

Distribution:-

1) All members & Alternate members of JBCCI-VIII.

2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).

3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

5) Director (RD&T), CMPDIL, Ranchi.

6) Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).

7) Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).

8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.

9) Chief Vigilance Officer, CIL, Kolkata.

10) Chief General Manager, NEC/DCC.

11) Chief General Manager (F), ClL, Kolkata.

12) Chief General Manager (MP&IR), CIL, Kolkata

13) General Manager (P), ClL, Kolkata.

14) Executive Director, IICM, Kanke Road, Ranchi.

15) Chief General Manager, CIL, New Delhi.

16) CGM/TS to Chairman, CIL, Kolkata.

17) All Regional Sales Managers, CIL.

18) Dy. Chief Personnel Manager (IR), CIL, Kolkata



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.9./2005/ 7/4

Dated: 9th August, 2005

NATIONAL COAL WAGE AGREEMENT-VII IMPLEMENTATION INSTRUCTION NO.9

The Chairman-cum-Managing Director,	EÇL	Sanctoria
The Chairman-cum-Managing Director,	BCCL	Dhanbad
The Chairman-cum-Managing Director,	CCL	Ranchi
The Chairman-cum-Managing Director,	WCL	Nagpur
The Chairman-cum-Managing Director,	SECL	Bilaspur
The Chairman-cum-Managing Director,	NCL	Singrauli
The Chairman-cum-Managing Director,	MCL	Sambalpur
The Chairman-cum-Managing Director,	CMPDIL	Ranchi

Sub: Date of Retirement (Chapter - XII Para 12.4.0 of NCWA-VII)

Dear Sir.

National Coal Wage Agreement-VII finalized by the Joint Bipartite Committee for the Coal Industry on 15.07.2005 which has come into force w.e.f., 01.07.2001 provides the following in respect of Date of Retirement as contained in Chapter- XII (Para 12.4.0):-

12.1.0 Date of retirement.

If the date of birth of an employee falls on 1st day of the month, then the retiring employee will superannuate on the last day of the previous month. In all other cases employee will retire on last day of the month.

You are requested to take necessary action to implement the above provisions.

Yours faithfully,

(Md. Salim Uddin

Director(P&IR) & Member Secretary, JBCCI-VII

Distribution:

All Members & Alternate Members of JBCCI-VII

Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P)

Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(O), CMPDIL, Ranchi

Director(Finance) CIL, Kolkata

Director(Technical)/Director(Marketing), CIL, Kolkata

CGM, NEC, Guwahati/CGM, DCC, Dankuni

Executive Director(IICM) Kanke Road, Ranchi CGM, CIL, Ansal Bhawan, New Delhi CGM(P)/CGM(F), CIL, Kolkata All RSMs
GM(F)/TS to Chairman, CIL, Kolkata Dy.PM(AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD,

CALCUTTA-700 001

11590/BCCI/LUN6.10/2001/ 定名

or beinman-cum-Managing Director

Dated: 5th January, 2001

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.10

35 Chraman-cum-Managing Director,	EÇL	Sanctoria	
or Charman-cum-Managing Director,	BCCL Dhanbad		
else Chereman-cum-Managing Director,	CCL	Ranchi	
Fig. Common-cum-Managing Director,	WCL	Nagpur	
had mirman-cum-Managing Director,	SECL	Dilaspur	
 *** ** man-cum-Managing Director, 	NCL	Singrauli	
10 1 har man-cum-Managing Director.	MCL	Sambalpur	

Տսե: Date of Retirement -Vide Chapter-XII Clause 12.8.0 of NCVA-VI

CMPDIL

The National Coal Wage Agreement-VI finalised by the Joint Bipartite Committee for the and industry on 23rd December, 2000 provides as under in respect of Date of Retirement as med in Chapter-XII (Clause 12.8.0), -

If the date of birth of an employee falls on 1st day of the month, then the retiring employee will superannuate on the last day of the previous month. In all other cases, employee will tue on last day of the month.

Ranchi

Necessary action to implement the above provisions may be taken.

mili As above

(C. II. KHISTY) DIRECTOR(P&IR) &

MEMBER SECRETARY JBCCI

Condition:

If Members & Alternate Members of IBCCI-VI

Chairman-MD, SCCL, PO.Kothagudam Collys. Dist.: Khammam (A.P).

have Fresident, (HRM), TISCO, Jamshedpur

Managing Director, HSCO, Burupur, Dist. Burddhaman (W.B.)

function(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Friedfor(F),ClL, Calcutta

Director(T),/Director(Marketing),CIL, Calcutta

Unief Vigilance Officer, CIL, Calcutta

CCM, NEC, Guwahati/CGM, DCC, Dankuni

Produtive Director(HCM), Kanke Rd., Ranchi

CGM, CIL, Ansal Bhawan, New Delhi-

CERMICPACGM(F), CIL, Calcutta

. H RSMs.

GFREVTS to Chairman, CIL, Cafcutta

Phy. CME(AW), CIL, Calcutta-

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.12./2009/ / 子の

Dated: 22 July, 2009

NATIONAL COAL WAGE AGREEMENT-VIII IMPLEMENTATION INSTRUCTION NO.12

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

Sub: Minimum Guaranteed Benefit of 24% of emoluments (basic+DA+SDA+Attn Bonus) as on 30.06.2006 in respect of Piece Rated workers as per NCWA-VIII.

The subject matter was discussed in the meeting of Standardisation committee of JBCCI-VIII held on 30th June & 1st July, 2009 at CIL(HQ), Kolkata: therein it has been deliberated that the Piece rated workers is not getting Minimum Guaranteed Benefit of 24% on accumulated SPRA while their pay fixation under NCWA-VIII.After detailed deliberation it was agreed as under:

"That the Minimum Guaranteed Benefit (MGB) for Piece rated workers will be 24% of basic (i.e., Group wages+SPRA+Compensatory MGB, if any, as per I.I.19 & I.I.20 of NCWA-VII) DA, SDA & Attn.Bonus as on 30.06.2006 and continued to be on the rolls on 01.07.2006. There will be no change in the Group wages as fixed in terms of Clause 3.2.0 of NCWA-VIII. The new rate of SPRA will be effective from 01.07.2006 as stipulated under clause 3.11.2 of NCWA-VIII

Proforma is enclosed for reference

You are requested to take necessary action to implement the above provisions.

(R. MOHAN DAS)
DIRECTOR(P&IR) &
MEMBER SECRETARY, JBCCI - VIII

Encl: as stated <u>Distribution</u>:-

1) All members & Alternate members of JBCCI-VIII.

2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).

- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
- 6) Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 7) Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Chief General Manager, NEC/DCC.
- 11) Chief General Manager (F), CIL, Kolkata.
- 12) Chief General Manager (MP&IR), CIL, Kolkata
- 13) General Manager (P), CIL, Kolkata.
- 14) Executive Director, IICM, Kanke Road, Ranchi.
- 15) Chief General Manager, CIL, New Delhi.
- 16) CGM/TS to Chairman, CIL, Kolkata.
- 17) All Regional Sales Managers, CIL.
- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY **COAL INDIA LIMITED** 10, NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.19/4/69-5.2/

Dated3rd May 2007

NATIONAL COAL WAGE AGREEMENT-VII **IMPLEMENTATION INSTRUCTION NO.19**

The Chairman-cum-Managing Director,	ECL	Sanctoria
The Chairman-cum-Managing Director,	BCCL	Dhanbadi
The Chairman-cum-Managing Director,	CCL	Ranchi
The Chairman-cum-Managing Director,	WCL	Nagpur
The Chairman-cum-Managing Director,	SECL	Bilaspur
The Chairman-cum-Managing Director,	NÇL	Singrauli
The Chairman-cum-Managing Director,	MCL	Sambalpur
The Chairman-cum-Managing Director,	CMPDIL	Ranchi

Sub: Minimum Guaranteed Benefit of 15% of Basic pay as on 30.06,2001 plus Rs.300/- or Rs.1185.39 per month or Rs, 45.59 per day whichever is higher inclusive of Interim relief in respect of Piece Rated workers as per NCWA-VII.

The following report of Sub-committee of JBCCI-VII constituted vide notification No.CIL/C-5B/JBCCI/SC/97 dated 6th December, 2005 was discussed in the meeting of Standardisation committee of JBCCI-VII held on 23,12,2006 at CIL(HQ), Kolkata:

"Clause (i) It has been noticed that a section of Piece Rated employees after their pay fixation under NCWA-VII are not getting the Minimum Guaranteed Benefit (MGB) of Rs.1185.39 per month or Rs.45.59 per day as agreed in NCWA-VII.

> The respective Subsidiary companies shall examine and identify such cases and ensure that all Piece Rated employees also derive benefit of MGB as stated above."

This will be with reference to wages of such P.R. workers as on 30.06,2001 and who continued to be so on the rolls of the company as on 01.07.2001.

The shortfall in MGB so arrived at will be termed as Special Incentive Allowance and will be treated as part of SPRA.

The above report of the Sub-committee was agreed to by the Standardisation committee.

You are requested to take necessary action to implement the above decision.

(Md. Sallm Uddin) Director(P&IR) &

Member Secretary JBCCI-VII

Distribution:

All Members of Slandardisation Committee

../2

Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P.) Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL Director(O), CMPDIL, Ranchi Director(Finance)/ CIL, Kolkata Director(Technical)/Director(Marketing), CIL, Kolkata CVO, CIL, Kolkata TS to Chairman, CIL, Kolkata CGM, NEC, Guwahati Executive Director(IICM), Kanke Road, Ranchi CGM, CIL, New Delhi GM(P)/CGM(F), CIL, Kolkata FM(Bill), CIL, Kolkata All RSMs Sr.P.O. (AW), CIL, Kolkata.

B. Special Piece-rated Allowance in respect of Piece-rated workers as per Clause 3.11.4 of NCWA-III

Implementation Instruction No. 22 dt. 23-4-1984

Attention is invited to Implementation Instruction No. 2 circulated under reference cited above relating to piece-rated workers.

F-47

C. Fixation benefit to Piece-rated workers who are doing time rated jobs.

Implementation Instruction No. 26 dt. 23-4-1984

Standardisation Committee that many piece-rated workers who are working in time-rated job have not been given minimum guaranteed benefit (Clause 2.8) and fitment in the revised scale of pay (Clause 2.9) as provided in the National Coal Wage Agreement-III.

This matter was discussed by the Standardisation Committee at its meetings held on 12th & 13th April 1984, and it was agreed that in all such cases, the management will ensure the minimum guaranteed benefit and fitment in the revised scales of pay as per Clauses 2.8 and 2.9 of NCWA-III respectively with effect from 1-1-1983, in case it has not already been done.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.14./2009/ 172

Dated: 22 July, 2009

NATIONAL COAL WAGE AGREEMENT-VIII IMPLEMENTATION INSTRUCTION NO.14

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

Sub: Implementation of Clause 2.11.0/2.11.1 of NCWA-VIII

The subject matter was discussed in the meeting of Standardisation committee held on 30th June & 1st July, 2009 at CIL(HQ), Kolkata. It was agreed to implement the provision of NCWA-VIII under Chapter II Para 2.11.1 as under:

Quote it was agreed that Monthly rated employees in T&S Gr.A1 and Daily rated employees in Excv. Spl. Category who have stagnated for more than 7/8 (underground/surface) respectively shall be paid one incremental amount (SLI) in lieu of up-gradation as decided in NCWA-VIII.

As regards Daily rated and Monthly rated employees who have been granted SLU in the pre-revised scale on 01.01.2007, 01.01.2008 & 01.01.2009, it was decided to protect the monetary benefit already received by them. For the purpose, the amount of benefit already received plus 24% of the same would be computed and added to their basic with effect from the date of granting SLU.

Meanwhile, a scheme may be formulated before 01.01.2010, for grant of four promotions during the service span of 30 years as mentioned in NCWA-VIII.

Unquote

Accordingly, para 3..11.1 and "note" thereunder of Implementation Instruction No.1 circulated vide letter No.CIL/C-5B/JBCCI-VIII/I.I.No.01/2009/130 dated 31.03.2009 stands modified as quoted above.

You are requested to take necessary action to implement the above provisions.

(R. MOHAÑ DAS) DIRECTOR(P&IR) & MEMBER SECRETARY, JBCCI - VIII

Distribution:-

1) All members & Alternate members of JBCCI-VIII.

2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).

- Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- Director (RD&T), CMPDIL, Ranchi.
- Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP). 7)
- Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Chief General Manager, NEC/DCC.
- 11) Chief General Manager (F), CIL, Kolkata.
- 12) Chief General Manager (MP&IR), CIL, Kolkata
- 13) General Manager (P), CIL, Kolkata.14) Executive Director, IICM, Kanke Road, Ranchi.
- 15) Chief General Manager, CIL, New Delhi.
- 16) CGM/TS to Chairman, CIL, Kolkata.
- 17) All Regional Sales Managers, CIL.
- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.16./2009/ 17-4

Dated: 22_July,2009

NATIONAL COAL WAGE AGREEMENT-VIII IMPLEMENTATION INSTRUCTION NO.16

ECL	Sanctoria
BCCL	Dhanbad
CCL	Ranchi
WCL	Nagpur
SECL	Bilaspur
NCL	Singrauli
MCL	Sambalpur
CMPDIL	Ranchi
	BCCL CCL WCL SECL NCL MCL

Sub: House Rent Allowance for employees in Urban Areas (Para 8.1.3 of NCWA-VIII)

Please refer to Para 8.1.3 of this office Implementation Instruction No.7 dated 2nd June, 2009.

The subject matter was discussed in the Standardisation Committee meeting held on 30th June & 1st July, 2009 and it was agreed as under:

"It was agreed that there will be no ceiling on basic pay for payment of House Rent Allowance in urban areas, the payment shall be subject to clarification received from the DPE regarding re-classification of cities."

Till date no communication has been received from DPE, however provisionally payment of HRA for employees posted in Urban Areas may be paid in terms of O.M.No.2(70)/08-DPE(WC)-GL-XVI/08 dated 26.11.2008 and O.M.No.2(70)/08-DPE(WC)-GL-VII/09 dated 2.4.2009 from Govt., of India, Ministry of Heavy Industries and Public Enterprises, payment of HRA to the employees of CPSEs on population basis would be as under:

Cities with population	Rate of HRA
50 Lakhs and above	30% of Basic pay
Classified as "X" 5 to 50 lakhs	20% of Basic pay
Classified as "Y"	20% of Basic pay
Less than 5 lakhs	10% of Basic pay
Classified as "Z"	

The list of Cities and Towns reclassified as per O.M. dated 29.8.2008 is enclosed.

-

.../2

However, in case the actual amount of House Rent Allowance as per the prescribed rate is less than the actual amount of HRA drawn on 31.12.2008 in the case of a particular non-executive, the difference would be allowed to be drawn by the non-executive as Personal Allowance until the difference is eliminated in course of time.

The payment of HRA on the revised basic pay under NCWA-VIII to employees posted in urban areas will be effective from 1st January, 2009. No arrear shall be payable for the period from 01.07.2006 to 31.12.2008 on revised basic pay on account of HRA under NCWA-VIII.

You are requested to take necessary action to implement the above provisions.

Encl: As stated

(R.'MOHAN DAS)
DIRECTOR(P&IR) &
MEMBER SECRETARY, JBCCI - VIII

Distribution:-

1) All members & Alternate members of JBCCI-VIII.

- 2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
- 6) Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 7) Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Chief General Manager, NEC/DCC.
- 11) Chief General Manager (F), CIL, Kolkata.
- 12) Chief General Manager (MP&IR), CIL, Kolkata
- 13) General Manager (P), CIL, Kolkata.
- 14) Executive Director, IICM, Kanke Road, Ranchi.
- 15) Chief General Manager, CIL, New Delhi.
- 16) CGM/TS to Chairman, CIL, Kolkata.
- 17) All Regional Sales Managers, CIL.
- 18) Dy. Chief Personnel Manager (IR), CIL, Kolkata

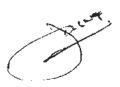
dt 29th August'2008 LIST OF CITIES/TOWNS CLASSIFIED BASED ON POPULATION FOR PAYMENT OF HOUSE BENT ALL COMMON PAYMENT PAYMENT

S.No.	STATES	CITIES CLASSIFIED AS "X"	CITIES CLASSIFIED AS "Y"	
1.	Andhra Pradesh	Hyderabad (UA)	Vijayawada (UA), Warangal (UA), Visakhapatnam (UA), Guntur	
2.	Assam		Guwahati (UA)	
3.	Bihar		Patna (UA)	
4.	Chandigarh		Chandigarh	
5.	Chhattisgarh		Durg-Bhilai Nagar (UA), Raipur (UA)	
6.	Delhi	Delhi (UA)		
7.	Gujarat		Ahmedabad (UA), Rajkot (UA), Jamnagar (UA), Bhavnagar (UA), Vadodara (UA), Surat (UA)	
8.	Haryana		Faridabad*	
9.	Jammu & Kashmir		Srinagar (UA), Jammu (UA)	
10.	Jharkhand		Jamshedpur (UA), Dhanbad (UA), Ranchi (UA)	
11.	Karnataka	Bengaluru (UA)	Belgaum (UA), Hubli-Dharwad, Mangalore (UA), Mysore (UA)	
12.	Kerala		Kozhikode (UA), Kochi (UA), Thiruvanathapuram (UA)	
13.	Madhya Pradesh		Gwalior (UA), Indore (UA), Bhopal (UA), Jabalpur (UA)	
14.	Maharashtra	Greater Mumbai(UA)	Amravati, Nagpur (UA), Aurangabad (UA), Nashik (UA), Bhiwandi (UA), Pune (UA), Solapur, Kolhapur (UA)	
15.	Orissa		Cuttack (UA), Bhubaneswar (UA)	
16.	Punjab		Amritsar (UA), Jalandhar (UA), Ludhiana	
17.	Pondicherry		Pondicherry (UA)	
18.	Rajasthan		Bikaner, Jaipur, Jodhpur (UA), Kota (UA)	
19.	Tamil Nadu	Chennai (UA)	Salem (UA), Tiruppur (UA), Coimbatore (UA), Tiruchirappalli (UA), Madurai (UA)	
20.	Uttarakhand .		Dehradun (UA)	
21.	Uttar Pradesh		Moradabad, Meerut (UA), Ghaziabad*, Aligarh, Agra (UA), Bareilly (UA), Lucknow (UA), Kanpur (UA), Allahabad (UA), Gorakhpur, Varanasi (UA)	
22.	West Bengal	Kolkata (UA)	Asansol (UA)	

Only for the purpose of extending HRA on the basis of dependency.

NOTE

The remaining cities/towns in various States/Uts which are not covered by classification as "X" or "Y" are classified as "Z" for the purpose of HRA...



COAL INDIA LIMITED COAL BHAWAN, 10, NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/ ~67

Dated: 18th June ,2004

The General Manager(P&IR), Central Coalfields Limited, Darbhanga House, Ranchi

Dear Sir,

Please refer to your letter NO.PD/MP/Estt./04/2777 dated 5.6.2004/

It is clarified that notional seniority may be taken into account for calculating the period of S.L.U.

Yours faithfully

(A. Chattopadhyay) General Manager (MP&IR)

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कील इपिड्या लिमिटेड

10, नेताकी सुमाध रोड, कतकता:-700 001 फोन: 220-9980, बाम: बोलइस्बिम टेकेक्स: 21-7180, सीआईएस इन



Coal India Limited

10. NETAJI SUBHAS ROAD, CALCUTTA-760 601 PHONE: 220-9880, GRAMS: COALINDIA TELEX: 21-7180 CIL IN

No.CIL//C-5/JBCCI/Imp./233

The General Manager(P&IR),), Central Coalfields Ltd., Darbhanga House, Ranchi Dated: 15th February,2004

Dear Sir.

Sub: Clarification regarding the promotion of Foreman (Misc./Aux.) in T&S Gr."B" to Foreman In-charge (Excavation) in T&S Gr."A"

Please refer to your letter No.CCL/NEE/Clari/CIL/II/67/04/457-58 dated 4.2.2004.

The matter has been examined and it is to inform that such of the employees may be given the benefit of SLU if they have worked for more than 8(eight) years in the same grade.

Yours faithfully,

(A Chattopadhyay)
Chief Personnel Manager(R)

COAL INDIA LIMITED COAL BHAWAN. 10. NETAJI SUBHAS ROAD. (KOLKATA-700 001)

No.GIL/C-5B/JBCCI/2スプン

Dated: 2nd July ,2004

The Personnel Manager, CMPDIL, Gondwana Place, Kanke Road, Ranchi

Dear Sir.

Please refer to your letter NO.CMPDI/HQ/SE/139/2605 dated 9.6.04.

The Dy.CPM(Estb./IR), ECL vide his letter NO.ECL/CMD/C-6/VBE-1/136 dated 6.2.04 has circulated a wrong decision in the matter. The employees upgraded from T&S Gr. A to T&S Gr.A-1 are eligible for fixation of their pay at the nearest stage of T&S Gr.A-1. The issue of granting one increment of Rs.180/- does not arise in case of Service Linked Up-gradation.

ECL is therefore being advised to rectify the mistake and recover the amount if any from the employees concerned.

purs faithfully,

(A. Chattopadhyay)
 Genoral Manager (MP&IR)

MA

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD, CALCUTTA-700 001

No.CIL/JBCCI-V/I.I.No.12/3/63

Dated: 19th April. '96

NATIONAL COAL WAGE AGREEMENT-V IMPLEMENTATION INSTRUCTION NO.12

The Chairman-MD, ECL, Sanctoria

The Chairman-MD, , BCCL, Dhanbad

The Chairman-MD, CCL, Ranchi

The Chairman-MD, WCL, Nagpur The Chairman-MD, SECL, Bilaspur

The Chairman-MD,, MCL, Sambalpur

The Chairman-MD, NCL, Singrauli

The Chairman-MD, CMPDIL, Ranchi

The Chief General Manager, NEC, Assam.

Sub: Para 3.4.1 of 1.I.No.2 dated 22.2.96 of NCWA-V.

Ref: This office letter No.CIL/JBCCI-V/ II No.2/96/2621 dated 22.2.96

Your kind attention is invited towards Para 3.4.1 of 1.1.No.2 dated 22.2.96 of NCWA-v.

In the Standardisation Committee meeting held on it was decided that following will be added to Para 3.4.1 of I.I.No.2 dated 22.2.96.

"The new scheme of payment of VDA has come into force with effect from 1.1.92 payable from 1.3.1992 linked to AICPI beyond 1099. The same will be applicable in this case also."

Accordingly para 3.4.1 of 1.1.No.2 dated 22.2.96 may be read as under :

"3.4.1 For work in excess of the prescribed workload, a piece rated worker shall be paid pro-rata increase in the basic piece rate as well as Fixed Dearness Allowance and Special Dearness Alowance,



The new scheme of payment of VDA has come into force with effect from i.1.92 payable from 1.3.92 linked to AICPI beyond 1099. The same will be applicable in this case also."

You are requested to take necessary action to implement the above decision.

(C.H. Khisty)
Director (P&IR) &
Member Secretary JBCCI-

Distribution

- Director(F)/Director(T), CIL, Calcutta
- 2) All Members/Alternate Members of JBCCI-V
- 3) Director(Per.), SCCL, PO: Kothagudam Collys.Dist.Khammam(AP)
- 4) Director RM Div. SAIL/IISCO, 10, Camac St., Calcutta
- 5) Vice President, HRM, TISCO, Jamshedpur.
- 6) TS to Chairman, CIL, Calcutta
- General Manager(F), C1L, Calcutta
- 8) Chief of Mktg., CIL, 15, Park Street, Calcutta-with 20 copies
- for distribution to different RSMs for taking appropriate action.
- Director(P), ECL.BCCL,CCL,WCL,NCL, MCL & SECL
- 10) Director(O), CMPDIL, Ranchi
- 11) GM, Dankuni Coal Complex, Dankuni, Hooghly(W.B)
- 12) CGM(MP&IR)/CGM(P), CIL, Calcutta
- 13) GM(IR), CIL, Calcutta
- 14) Dy. CPM(AW), CIL, Calcutta



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD CALCUTTA-700 001

Ref.No.CIL:C-5B:JBCCI:II No.31/98/ 269

June 11, 1998

NATIONAL COAL WAGE AGREEMENT-V IMPLEMENTATION INSTRUCTION NO.31

Chairman/Managing Director ECL Sanctoria Chairman/Managing Director **BCCL** Dhanbad Chairman/Managing Director CCL Ranchi SECL Bilaspur Chairman/Managing Director Chairman/Managing Director WCL Nagpur Chairman/Managing Director -NCL Singrauli Chairman/Managing Director MCL Sambalpur Chairman/Managing Director CMPDIL Ranchi Director In-Charge NEC Guwahati

Sub: Service linked upgradation (SLU) of employees working underground and on surface.

Your kind attention is invited to Implementation Instructions No.29 dated 12.3.1998conveyed vide letter No.CIL:C-5B:JBCCI/I.I. No.29 dated 12.3.1998 giving detailed instructions regarding service linked upgradation (SLU) to employees working underground and on surface who have remained in the same category/grade and completed 7 years service (for underground workers) and 8 years service in case of surface workers effective from 1.1.1996

During the Core Group & Standardisation Committee Neeting of JBCCI held at CIL Headquarters, Calcutta on 28.4.1998 & 29.4.1998 it was clarified that such service linked upgradation will also be given to those who have remained in the same grade and completed 7/8 years on 1.1.1997 or 1.1.1998 as the case may be.

Accordingly, the employees who have remained in the same category/grade and completed 7 years service (for underground workers) and 8 years service (for surface workers) as on 1.1.1997 or 1.1.1998 will be given the benefit of service linked upgradation (SLU) w.e.f.1.1.1997 or 1.1.1998 as the case may be.

The employees who are in T&S grade 'A' (underground workers) who have completed 7 years service in the same grade and T&S grade 'A' and Excavation Special Category (surface workers) who have completed 8 years of service in the same category/grade will be granted an amount equivalent to one increment in the existing category/grade effective from 1.1.1997 or 1.1.1998 as the case may be since there is no higher grade available for upgradation.

Daily Rated & Monthly Rated employees who have remained in the same category/grade for a period of 10 years or more as on 1.7.1996 and were given the benefit of upgradation w.e.f. 1.7.1996 in terms of the provisions of I.I. No.17 dated 12.9.1996 will however be given notional effect w.e.f. 1.1.1996 without any financial benefit.

Other terms and conditions as mentioned in I.I. No.11 dated 16.4.1996 and Item No.(V)b of I.I. No.29 dated 12.3.98 will remain unaltered.

You are requested to take necessary action to implement the above decision.

(C H KHISTY) MEMBER SECRETARY JBCCI

Distribution:

Director(Pers), ECL/BCCL/CCL/SECL/VCL/NCL/MCL

Director(Fin.), ECL/BCCL/CCL/SECL/WCL/NCL

Director(Tech), MCL, Sambalpur

Director(O), CMPDIL, Ranchi

Director(Tech)/Director(Fin), CIL, Calcutta

GM(Finance), Calcutta

CGM(P), CIL, Calcutta

Vice-President, HRM, TISCO, Jamshedpur

GM(P&A), IISCO/SAIL, Industry House, 10-Camac Street, Calcutta

Chief General Manager, NEC, Guwahati

Chief Personnel Manager (IR), CIL, Calcutta

General Manager, DCC, Dankuni

Dy.CME(AW), CIL, Calcutta

General Manager, IICM, Ranchi

TS to Director(P&IR), CIL, Calcutta

GM(MP&IR), CIL, Calcutta

Shri Rajendra Pd Singh, MLA (INTUC). President INMWF, 5, Chhajubagh, Patna.

Shri S Dasgupta, Adviser, INMWF, Rajendra Path, Dhanbad

Shri SQ Zama, General Secretary, INMWF, Behind Geiripeth, Nagpur-440 010.

Shri PK Pradhan, INTUC, OCMS PO:Balanda, Dist: Angul (Orissa)

Shri OP Lal, MLA & Vice-President, INMWF, Dhanbad

Shri Provat Goswami, General Secretary, Colly.Mazdoor Union,

27 G.T. Road, Bastin Bazar, Asansol.

Shri Shafique Khan, Jt. General Secretary, IMWF, PO: PO: Jaridih Bazar, Area No. IV. Bérmo, Distt. Bokaro (Bihar) Shri Y. Gattiah, GS, SCWU (AITUC), Kothagudam Andhra Pradesh.thg.SCCL Shri Sunil Sen, AlTUC, Chellydanga, Near Municipality Market, G.T.Road, Asansol Shri Jayanta Poddar, Genl. Secretary, HKMF(HMS), Bengal Hotel, 2,Md. Hussain Street, Asansol, Dist. Burdwan (W.B.) Shri Nathulal Pandey, Gen. Secy., MPKS, HMS, South Jhagarkhand Colly., Dist.Surguja (M.P.)- through Director(P) SECL Dr. M.K. Pandhe, General Secretary, CITU, 15, Talkatora Road, New Delhi. Shri SK Bakshi, CITU, BCKU, Poddar Para, Dhanbad Dr. B.K. Rai, General Secretary, ABKMS, (BMS,) Manahar Bhai Mehta Bhawan, 303, Satyam Apartment, 3rd floor Nehru Road, Dhantoli, Nagpur-440 012 Shri MA Rawal, President, ABKMS, Nagpur Manahar Bhai Mehta Bhawan, 303, Satyam Apartment, 3rd floor Nehru Road, Dhantoli, Nagpur-440 012 Shri Kumar Arjun Singh, AGS, ABKMS, (BMS), Dhanbad Shri A.C.Patra, Gen.Secy., OCMLF(HMS), At & PO: Dera Colliery, Dist: Angul, Orissa. PIN: 759103 Shri Mihir Chowdhury, Vice President, AICWF (CITU), NCOEA, CCL, Darbhanga House, Ranchi-834001 TS to Chairman, ClL, Calcutta.

Chief of Marketing, CIL, 15, Park St., Cal -16 All Regional Sales Managers, CIL.

JOINT BIPARTITE COMITTEE FOR THE COAL INDUSTRY, COAL INDIA LIMITED, 10, NETAJI SUBHAS ROAD CALCUTTA

No.CIL/C-5B/JBCCI/I.I.No.38/98/ 5-6 C.

Dated: 16.09.1998.

NATIONAL COAL WAGE AGREEMENT IMPLEMENTATION INSTRUCTION NO.38

The Chairman-cum-Managing Director,	ECL,	Sanctoria
The Chairman-cum-Managing Director,	BCCL,	Dhanbad
The Chairman-cum-Managing Director,	CCL,	Ranchi
The Chairman-cum-Managing Director,	WCL,	Nagpur
The Chairman-cum-Managing Director,	SECL,	Bilespur
The Chairman-cum-Managing Director,	NCL,	Singrauli
The Chairman-cum-Managing Director,	MCL,	Sambalpur
The Chairman-cum-Managing Director,	CMPDI	L,Ranchi
The Director Incharge	NEC	Guwahati

Sub: Up-Gradation of Daily Rated/Monthly employees who have remained in the same category/grade for a period of seven years or more in case of underground workers and 8years or more in case of surface workers.

Your kind attention is invited towards the provisions of I.I. No.31 dated 11.6.98.

In the Standardisation Committee of JBCC1 meeting held on 29.8.98 at CIL(HQ), Calcutta, it was clarified that as per provision of para 2.11.1 of NCWA-V"SLU" is to be granted after the employee has put in the required years of service in the same category/grade. There is no bar in granting this benefit for more than once, subject to the condition that the employee fulfills the conditions as laid down in I.I. No.31 of 11.6.98 circulated vide this office letter NO. CIL/C-5B/JBCCI/I.I.No.31/98/269 dt: 11.6.98.

You are requested to take necessary action to implement the above decision.

(C.H. KHISTY)

MEMBERS SECRETARY JBCCI & DIRECTOR (P&IR)

Distribution: as per Mailing list.

Shri Shafique Khan, Jt.General Secretary, IMWF, PO: PO: Jaridih Bazar, Area No.IV, Bérmo, Distt. Bokaro (Bihar) Shri Y. Gattiah, GS, SCWU (AITUC), Kothagudam Andhra Pradesh.thg.SCCL Shri Sunil Sen, AITUC, Chellydanga, Near Municipality Market, G.T.Road, Asansol Shri Jayanta Poddar, Genl. Secretary, HKMF(HMS), Bengal Hotel, 2,Md. Hussain Street, Asansol, Dist. Burdwan (W.B.) · Shri Nathulal Pandey, Gen. Secy., MPKS, HMS, South Jhagarkhand Colly., Dist.Surguja (M.P.)- through Director(P) SECL Dr. M.K. Pandhe, General Secretary, CITU. 15, Talkatora Road, New Delhi. Shri SK Bakshl, ClTU, BCKU, Poddar Para, Dhanbad Dr. B.K. Rai, General Secretary, ABKMS, (BMS,) Manahar Bhai Mehta Bhawan, 303, Satyam Apartment, 3rd floor Nehru Road, Dhantoli, Nagpur-440 012 Shri MA Rawal, President, ABKMS, Nagpur Manahar Bhai Mehta Bhawan, 303, Satyam Apartment, 3rd floor Nehru Road, Dhantoli, Nagpur-440 012 Shri Kumar Arjun Singh, AGS, ABKMS, (BMS), Dhanbad Shri A.C.Patra, Gen.Secy.,OCMLF(HMS), At & PO: Dera Colliery, Dist: Angul, Orissa. PIN: 759103 Shri Mihir Chowdhury, Vice President, AICWF(CITU), NCOEA, CCL, Darbhanga House, Ranchi-834001 IS to Chairman, CIL, Calcutta.

Chief of Marketing, CIL, 15, Park St., Cal -16 All Regional Sales Managers, CIL.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LTD 19, NETAJI SUBHAS ROAD CALCUTTA-700001

No.CIL:C-5B:JBCCI:1.1.No.32/48/2平p

Dated, /2 June, 1998

NATIONAL COAL WAGE AGREEMENT IMPLEMENTATION INSTRUCTION NO. 32

The Chairman-cum-MD, FCL, Sanctoria. The Chairman-cum-MD, BCCL, Dhanbad. The Chairman-cum-MD, CCL, Ranchi. The Chairman-cum-MD, WCL, Nagpur. The Chairman-cum-MD, SECL, Bilaspur. The Chairman-cum-MD, NCL, Singrauli. The Chairman-cum-MD, MCL, Sambalpur. The Chairman-cum-MD, CMPDIL, Ranchi. The Director-In-Charge, NEC, Guwahati.

Subject: Grant of one Additional SPRA to underground Piece Rated workers who have remained in the same Group for a period of 7(seven) years or more and 8(eight) years or more for surface PR workers w.e.f. 1.1.97 and thereafter w.e.f. 1.1.1998.

Your kind attention is invited to Implementation Instruction No.30 dated 16.3.98 circulated vide letter No.GIL: C-5B: JBCCI: II No.30/98/1095 dated 16.3.98 giving detailed instruction regarding grant of one Additional SPRA to underground PR workers who have remained in the same group for a period of seven years or more and 8 years or more in case of surface PR workers effective from 1.1.1996.

During the Core Group & Standardisation Committee meetingS of JBCCI held at CIL(HQ), Calcutta on 28th & 29th April 198 it was clarified that grant of one Additional SPRA will also be extended to those Piece-rated workers who have remained in the same group for a period of 7 years or more in case of Underground PR workers and & years or more in case of Surface PR workers as on 1.1.1997 or 1.1.1998 as the case may be. The underground PR workers who have partly worked igunderground and partly on the surface will be given the above benefit on completion of 8 years or more in the same group.

The Piece-rated workers who remained in the same group for a period of 10 years or more and were given the benefit of one Additional SPRA w.e.f. 1.7.1996 in terms of the provisions of I.1.No.17 dated 12.9.1996 will, however, be given notional effect w.e.f. 1.1.1996 without any financial benefit.

You are requested to take necessary action to implement the above decisions.

(C.H.KHISTY)
Member Secretary, JBCCI
Director(P41R)

Distribution: -

Director(P), ECL/BCCL/CCL/WCL/SECL/NCL/MCL.
Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL.
Director(O), CMPDIL, Ranchi.
Director(T)/Director(F), CIL, Calcutta.
GM(Fin), CIL, Calcutta.
Vice President, HRM, TISCO, Jamshedpur.
GM(P&A), IISCO, SAIL, Industry House, 10. Camac St., Calcutta.
All Members of JBCCI/Standardisation Committee.
TS to Chairman, CIL, Calcutta.
All RSms, CIL.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY, COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD, CALCUTTA -700 001

No. CIL/C-5B/JBCCI/II No. 30 /98/ 10 45

March 6, 1998

NATIONAL COAL WAGE AGREEMENT IMPLEMENTATION INSTRUCTION No. 30

The Chairman-cum-Managing Director	ECL	Sanctoria
The Chariman-cum-Managing Director	BCCL	Dhanbad.
The Chairman-cum-Managing Director	CCL	Ranchi
The Chairman-cum-Managing Director	WCL	Nagpur
The Chairman-cum-Managing Director	SECL	Bilaspur
The Chairman-cum-Managing Director	NCL	Singrauli
The Chairman-cum-Managing Director	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi.
The Director-in-Charge,	NEC	Guwahati

Sub:- Grant of one Additional SPRA to Underground Piece Rated workers who have remained in the same group for a period of seven years or more and eight years or more in respect of Surface Piece Rated workers as on 1.1.96

Your kind attention is invited to the provision of Para 3.12.0 of NCWA - V.

In the Standardisation Committee Meeting of JBCCI held on 14.1.98 and Core Group meeting held on 15.1.98 it was decided that one additional SPRA will be granted to Piece Rated workers who have remained in the same Group for more than seven years in case of Underground Piece-rated workers and eight years in case of Surface Piece-rated workers, in the following manner.

(1) Underground Piece-rated workers

The Underground Piece-rated workers who have remained in the same Group for a period of seven years or more as on 1.1.96 will be granted one additional SPRA.

(2) Surface Piece-rated workers

The Surface Piece rated workers who have remained in the same Group for a period of eight years or more as on 1.1.96 will be given one additional SPRA.

The grant of such additional SPRA after completion of seven years/eight years in the same Group as mentioned at (1) & (2) above will be notionally considered as on 1.1.96 but the actual financial benefit will accrue w.e.f. 1.1.97.



The Arrear payment w.e.f. 1.1.97 to the date of implementation of this Scheme will be decided by the Subsidiary Companies...

You are requested to take necessary action to implement the above decision

(CH Khisty) Member Secretary, JBCCI

C. & Director (P&IR)

Distribution:

- 1. Director (Personnel), ECL, BCCL, CCL, SECL, MCL, NCL, WCL.
- 2. Director (Fin.) SECL, BCCL, ECL, CCL, WCL, NCL
- 3. Director (O) CMPDIL, Ranchi.
- 4. Director (T)/Director (F) CIL, Calcutta.
- 5. Bite. Director, IICM, Kanke Road, Ranchi.
- 6 GM(Fin.), ClL, Calcutta.
- Shri Rajendra Prasad Singh, MLA, President, INMF (INTUC),
 Chhajju Bag, Patna 800 001.
- 8. Shri S. Dasgupta, Advisor, INMWF, Rajendra path, Dhanbad, Bihar.
 - Shri S.Q. Zama, General Secy.INMWF.

Plot No. 604 Opposite RTO Office, Giripeth, Nagpu- 440 010

- Shri PK Pradahan, General Secy, Collieries Mazdoor Sangh, P.O. Balanda, Dist. Angul, Orissa
- 11. Shri Provat Goswami, Vice President, Colliery Mazdoor Union,
 - 27, GT Road, Bastin Bazar. Asansol, Dist. Burdawan, WB
- 12. Shri OP Lal, MLA, Vice President, INMF.

At Punchgarhi Bazar, P.O. Katras, Pin - 828 114 Dhanbad (Bihar)

13. Shri Sunil Sen, AITUC,

Chellydanga, Near Municipality market, GT Road, Asansol.

14. Shri Shafique Khan, AITUC,

AT/PO- Jaridih Bazar, Area No. 4, Bermo, Dist. Bokaro, Bihar.

15. Shri Y. Gattiah, GS, SCWU(AITUC),

Kothagudam, Andhra Pradesh, thg. SCCL

16. Shri Jayanta Poder, Genl. Secy. HMS

Bengal Hotel, 2 Md. Hussain Street, Asansol.

17. Shri Nathulal Pandey, Genl. Socy. MPKS (HMS),

South Jharkhand Colly Dist. Surguja, (MP) Through :- D(P), SECL, Bilaspur

18. Shri AC Patra, General Secy. OCMLF (HMS)

At PO Dera Colliery, Distt. Angul, Orissa. Pin - 759 103

Dr. MK Pandhe, Genl. Secy., CITU.

15, Talkatra Road, New Delhi.

20. Shri SK Bakshi, CITU, BCKU,

Poddar Para, Dhanbad.

- 21. Shri Mihir Chowdhury, Vice President, AICWF, CITU, NCEOA, CCL Dharbhanga House, Ranchi 834 001.
- 22. Dr. BK Rai, Genl. Secy. ABKMS (BMS),

Manhar Bhai Mehta Bhwan, 303, Satyam Appartment, 3rd floor, Nehru Road, Dirantoli, Nagpur - 440 012.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED, 10, NETAJI SUBHAS ROAD, CALCUTTA-700 001

No.CIL/C-5B/JBCCI/LLNo.40/99/ 52

NATIONAL COAL WAGE AGREEMENT IMPLEMENTATION INSTRUCTION NO.40

Dated: 20.04.99

The Chairman-cum-Managing Director	ECL.	Sanctoria
The Chairman-cum-Managing Director	BCCL	Dhanbad
The Chairman-cum-Managing Director	CCL	Ranchi
The Chairman-cum-Managing Director	WCL	Nagpur
The Chairman-cum-Managing Director	SECL	Bilaspur
The Chairman-cum-Managing Director	NCL	Singrauli
The Chairman-cum-Managing Director	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi
The Director Incharge	NEC	Guwahati

Sub: Upgradation of Daily-rated and Monthly rated employees and grant of One Addl. SPRA to Piece-rated workers who have remained in the same category/grade or group for a period of 7 years or more in case of Underground workers and 8 years or more in case of Surface workers as on 1.1.99.

Your kind attention is invited to the provisions of LLNo.31 dated 11.6.98, LLNo.32 dated 12.6.98, LLNo.38 dated 16.9.98 and LLNo.39 dated 16.9.98 on the above subject

In the Standardisation Committee meeting of JBCCI, held at CIL(HQ), Calcutta on 18.3.99 it was clarified that the Upgradation of employees under the provisions of Para 2.11.0, 2.11.1 & 2.11.2 of NCWA-V and grant of one Addl. SPRA to Piece-rated workers under the provisions of Para 3.12.0 of NCWA-V would be extended w.e.f., 1.1.99 to such eligible employees who have remained in the same category/grade or group for a period of 7 (seven) years or more in case of underground workers and 8 (eight) years or more in case of Surface workers as on 01.01.99 on the similar lines as granted w.e.f., 01.01.97 and 01.01.98 respectively.

Other terms & conditions will remain same as contained in 1.1.No.31 dated 11.6.98, 1.1.No.32 dated 12.6.98, 1.1.No.38 dated 16.9.98 and 1.1.No.39 dated 16.9.98

You are requested to take necessary action to implement the above decision.

(C.H. KHISTY) MEMBER SECRETARY

JBCCI -

Distribution: As per Mailing list

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10. NETAJI SUBHAS ROAD. CALCUTTA-700 001

Dated: 28th July, 2000

No.CIL/C-5B/JBCCI/I.I.No.49/2000/ 344

NATIONAL COAL WAGE AGREEMENT-V **IMPLEMENTATION INSTRUCTION NO.49**

The Chairman-cum-Managing Director,	ECL	Sanctoria
The Chairman-cum-Managing Director,	BCCL	Dhanbad
The Chairman-cum-Managing Director,	CCL	Ranchi
The Chairman-cum-Managing Director,	WCL	Nagpur
The Chairman-cum-Managing Director,	SECL	Bilaspur
The Chairman-cum-Managing Director,	NCL	Singrauli
The Chairman-cum-Managing Director,	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi
The Director-in-Charge,	NEC	Guwahati

Sub: Upgradation of Daily Rated and Monthly Rated employees and grant of one Addl. SPRA to Piece Rated workers who have remained in the same category/grade or group for a period of seven years or more in case of underground workers and 8 years or more in case of surface workers as on 1st January, 2000

Your kind attention is invited to provisions of Implementation Instruction No.40 dated 20th April, 1999.

In the Standardisation Committee meeting of JBCCI held on 26.7.2000 at CIL(HQ), Calcutta it was clarified that upgradation of employees under the provisions of Para 2.11.0, 2.11.1 & 2.11.2 of NCWA-V and grant of one additional SPRA to Piece Rated workers under the provisions of Para 3.12.0 of NCWA-V, would be extended w.e.f. 1.1.2000 to such employees who have remained in the same category/grade or group for a period of 7 (seven) years or more in case of underground workers and 8 (eight) years or more in case of surface workers as on 1.1.2000.

Other terms and conditions as contained in I.I. No.31 dated 11.6.1998 and I.I. No.32 dated 12.6.1998, I.I. No.38 dated 16.9.1998 & I.I.No.39 dated 16.9.1998 shall remain unaltered.

You are requested to take necessary action to implement the above decision.

MEMBER SECRETARY

JBCCI/DIRECTOR(P&IR).GIL

Distribution: As per mailing list

IMPLEMENTATION INSTRUCTION NO. 4

No. CIL/JBCCI. IV/IMP/I.I. No. 4/89/851 dt. 2nd Aug. '89.

- Sub: Grant of one additional Special Piece Rate Allowance to piece rated workers who have remained in the same group for a period of 10 years and more.
- 1. Clause 3.12 of National Coal Wage Agreement IV dated 27th July '89 provides as follows:-
- 3.12 Piece rated worker who have completed service of 10 years or more in the same group will be given one additional SPRA from 1st July, 1989. Employees completing 10 years of service in the same group subsequently will be paid one additional SPRA with effect from 1st July, 1990 and 1st July, 1991 respectively.
- Note: Where an employee engaged in lower group is temporarily engaged in higher group and subsequently reverted
 to lower group, the period spent in work in higher group
 will be treated as having worked in lower group. Where
 the employee is engaged in work of different groups
 involving frequent changes in group wages, all such cases
 or any other dispute as to whether due to changes of
 Group, a piece-rated employee will be eligible for one
 additional SPRA or not the matter will be mutually
 settled between the management and the trade unions
 represented in JBCCI at the company/subsidiary level.
- 2. Managements have been requested to identify such of those employees who have completed service of 10 years or more in the same Group as on 1.7.89 and implement the above provision of NCWA-IV.

NEWA II—I.J. No. 22

Sub: Clarification regarding fixation of wage rates and workload of trammers.

The above matter was considered by the JBCCI at its meeting held on 11-2-1980. The matter was referred to the Sub-committee of the JBCCI and it was decided that the unanimous decision of the sub-committee would be implemented. A copy of the note containing the unanimous decision of the sub-committee is being forwarded herewith which is self-explanatory. It is clarified that in the cases referred to in sub-para (2) of the accompanying note, the increase in basic earnings, to see that they do not exceed 55% of the basic earnings as on 31-12-78, is to be calculated with reference to

the mid-point of daily rated category-III under NCWA-I i. e. Rs. 12.95. Thus, the maximum basic earning of the trammer under NCWA-II for fixing the tub rate would work out Rs. 20.07 in the cases referred to in Sub-para (2) of the above note.

Decision taken by the Sub-Committee of JBCCI in the meeting held at CIL Hqrs. Calcutta on 12-2-80 as per the decision of JBCCI at its meeting on 11-2-1980

Trammers:

It is agreed that in view of certain difficulties experienced in implementing clause 5.7.1 and 5.7.2 of NCWA-II in regard to workload and rates of wages of piece-rated trammers, the following guidelines are hereby laid down for working out the rates for the piece-rated trammers:

- 1) (a) Where the work performance of trammers for a period of 6 week with effect from 1-10-1978 is more or less the same as compared to the work norm/ standard fixed before the NCWA-II came into force that is prior to 1-1-79, the revision of tramming rates will be made according to the clause 5.7.1 and 5.7.2 of NCWA-II.
 - (b) Where the work performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated in para 5.7.1 and 5.7.2.
- 2) Wherever there are wide variations in the work performance on the higher side against the work norms as referred to above the workload should be so adjusted as to ensure that increase in basic earnings does not exceed 55% of the basic earnings as on 31-12-1978.

The following further conditions shall apply:-

(a) The workload and rates of wages of trammers shall be reviewed periodically as and when the changes in conditions of work occur.

(b) Where the rates have already been determined under NCWA-II and the matter settled at the local level, the issue shall not be reopened. However as and when changes in condition of work occur the work load and rates of trammers shall be reviewed and the revised rates fixed within the framework of NCWA-II.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY

COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.21/240

Dated: 11 May, 2010

3

NATIONAL COAL WAGE AGREEMENT-VIII IMPLEMENTATION INSTRUCTION NO. 21

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

Sub: Uniform implementation of I.I.No.32 of NCWA-VI

The report submitted by the Sub-committee constituted vide letter No.CIL/C-5B/Sub.com.(SC)/29 dated 11th July, 2008 was discussed in detail in the 2nd meeting of Standardisation Committee of JBCCI-VIII held on 18th January, 2010 at CIL (HQ), Kolkata and after detailed deliberation the following recommendations of the committee was accepted for its implementation:

"Those who were recruited on the basis of ITI certificate prior to I.I. 32 and subsequently have become juniors in category/grade to those who have been recruited in terms of I.I. 32, they will be brought notionally at par with their juniors from the date of becoming junior. Their pay will be notionally fixed and actual monetary benefit, if any, will be given w.e.f. 01.01.2007".

You are requested to take necessary action to implement the above provisions.

(R. MOHAN DAS)
DIRECTOR(P&IR) &
MEMBER SECRETARY, JBCCI - VIII

DW

Distribution:-

- 1. All members & Alternate members of JBCCI-VIII.
- 2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5. Director (RD&T), CMPDIL, Ranchi.

- 6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 7. Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9. Chief Vigilance Officer, CIL, Kolkata.
- 10. Chief General Manager, NEC/DCC.
- 11. Chief General Manager (F), CIL, Kolkata.
- 12. Chief General Manager (MP&IR), CIL, Kolkata
- 13. General Manager (P), CIL, Kolkata.
- 14. Executive Director, IICM, Kanke Road, Ranchi.
- 15. Chief General Manager, CIL, New Delhi.
- 16. CGM/TS to Chairman, CIL, Kolkata.
- 17. All Regional Sales Managers, CIL.
- 18. Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD, KOLKATA-700 001

Dated: 22nd January, 2002

No.CIL/C-5B/JBCCI/I.I.No.32/2002/ 1048

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.32

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

Sub: Career growth of I.T.I. Personnel

In the meeting of Standardisation Committee of JBCCI-VI held on 27th July,2001 & 28th August,201 at CIL(HQ), Kolkata the issue of career growth of I.T.I. personnel was discussed and decided as under:

- (1) (a) I.T.I. certificate holders with one year course plus one year training at the time of induction will be placed in Cat.II and they will be under training for one year in the Company.
 - (b) After completion of one year training such Trainees in Cat.II will be regularised in Cat.III.
 - (c) The I.T.I. certificate holders with two year course plus one year training at the time of induction will be placed in Cat.III and they will be under training for one year in the company.
 - (d) The Trainees in Cat.III will be regularised in Cat.IV after completion of one year training in E&M Cadre. The trainees working in Excavation will be regularised in Excv.D.
- (2) Existing 1.T.1. Personnel who have completed three years in the existing grade as on 31.12.1999 will be notionally placed in next higher category/grade w.e.f., 1.1.2000 but the financial benefit will accrue w.e.f. 1.1.2001 and this will be personal to them as one time arrangement.

22/01

Contd.2

Implementation Instruction No. 73 dt. 28-8-1987.

No. CIL/NCWA-III/I. I. No. 73/87/928

Sub: Special Piece Rated Allowance for Piece Rated Workers

Ref.: This office letter No. CIL/NCWA-III/GM 21/87 dated 27th March, 1987

- 1. The matter of granting Special Piece Rate Allowance for Piece Rated Workers from 1-1-1987 was discussed at the 3rd Meeting of IV JBCCI held at New Delhi on 19th & 20th August, 1987 and it was decided that the same will be paid to the Piece Rated Workers as per clauses 3-11-2 to 3-11-4 of NCWA-III with an additional instalment of SPRA with effect from 1-1-87.
- 2. As such, the following rates of SPRA will be paid to those who were on roll on 31st December '82 and continued to be so on 1-1-83 with effect from 1-1-87.

Group	Rate of SPRA Amount with effect from 1-1-87
1	2.58 p.
II	2.88
III	3.00
IV	3.60
V	4.20
VA	4.20

- 3. Piece rated workers who were appointed on or after 1-1-83 will get SPRA as per the provisions of clauses 3.11.3 and 3.11.4 of NCWA-III with an additional instalment of SPRA with effect from 1-1-87.
- 4. This is for information and necessary action in the matter.

IMPLEMENTATION INSTRUCTION NO. 77

No. CIL/NCWA-III/L I. No. 77/88/170 Dated 25th April, 1988

Sub: Special Piece rated Allowance for Piece rated workers.

Ref: This office letter No. CIL/NCWA-III/LI. No. 73/87/928 dt. 28-8-87.

The matter of granting Special Piece rate allowance for Piece rated workers from 1-1-88 was discussed at the 9th meeting of JBCCI-IV held at New Delhi on 8th & 9th March '88 and it was decided that the same will be paid to the Piece rated workers as per clauses 3. 11. 2 to 3. 11. 4 of NCWA-III with an additional instalment of SPRA with effect from 1-1-88.

2) As such, the following rates of SPRA will be payable to those who were on roll on 31st December '82 and continued to be so on 1-1-83 with effect from 1-1-1988:

Group	Rate of SPRA amount with effect from 1-1-88
THE WAY	Rs. P.
ALTERNATION OF	3.00
II	3.36
III	4.29
IV	4.20
v	4.90
VA	4.90

- 3) Piece rated workers who were appointed on or after 1-1-83 will get SPRA as per the provisions of clauses 3.11.3 and 3.11.4 of NCWA-III with an additional instalment of SPRA with effect from the date it is due.
- 4) The SPRA allowed from 1-1-87 and from 1-1-88 are subject to adjustment when the NCWA-IV Agreement comes into effect.
- 5) This is for information and necessary action in the matter.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.19/2009/187

Dated:/9 August, 2009

NATIONAL COAL WAGE AGREEMENT-VIII IMPLEMENTATION INSTRUCTION NO 19.

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

Sub: Tramming rate of Piece rated worker of ECL & BCCL under NCWA-VII

The report submitted by the Sub-committee constituted vide letter No. CIL/C-5B/JBCCI/770 dated 10th July, 2008 was discussed in detail in the meeting of Standardisation Committee held on 30th June & 1st July, 2009 and after deliberation, the following recommendations of the Committee were accepted:

- (1) The fixation of Tramming rate per tub/per worker shall be derived by dividing Rs.275.52 with the daily average performance of tramming of tubs of last six months i.e., 1.1.2001 to 30.6.2001.
- Where there are wide variations in the work performance on the higher side against the work norms as referred to above, the work load should be so adjusted as to ensure that increase in average daily earning of six months i.e., 1.1.2001 to 30.6.2001 does not exceed 68.18% of the average earning of said workers.

However, while implementing the above, if found excess payment, no recovery should be made.

You are requested to take necessary action to implement the above provisions.

(R. MOHAN DAS)
DIRECTOR(P&IR) &
REP SECRETARY IRCCL. VIII

MEMBER SECRETARY, JBCCI - VIII

Distribution:-

All members & Alternate members of JBCCI-VIII.

2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).

3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

..../2

- Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Director (RD&T), CMPDIL, Ranchi.
- Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 7) Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 8) Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9) Chief Vigilance Officer, CIL, Kolkata.
- 10) Chief General Manager, NEC/DCC.
- Chief General Manager (F), CIL, Kolkata. 11)
- Chief General Manager (MP&IR), CIL, Kolkata 12)
- 13) General Manager (P), CIL, Kolkata.
- 14) Executive Director, IICM, Kanke Road, Ranchi.
- 15) Chief General Manager, CIL, New Delhi.
- CGM/TS to Chairman, CIL, Kolkata. 16)
- 17) All Regional Sales Managers, CIL.
- Dy. Chief Personnel Manager (IR), CIL, Kolkata 18)

NCWA II-I.J. No. 22

Sub: Clarification regarding fixation of wage rates and workload of trammers.

The above matter was considered by the JBCCI at its meeting held on 11-2-1980. The matter was referred to the Sub-committee of the JBCCI and it was decided that the unanimous decision of the sub-committee would be implemented. A copy of the note containing the unanimous decision of the sub-committee is being forwarded herewith which is self-explanatory. It is clarified that in the cases referred to in sub-para (2) of the accompanying note, the increase in basic earnings, to see that they do not exceed 55% of the basic earnings as on 31-12-78, is to be calculated with reference to

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IOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY

COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.1.No.24/ カリウ

Dated: 11 May, 2010

NATIONAL COAL WAGE AGREEMENT-VIII IMPLEMENTATION INSTRUCTION NO. 21

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

Sub: Uniform implementation of I.I.No.32 of NCWA-VI

The report submitted by the Sub-committee constituted vide letter No.CIL/C-5B/Sub.com.(SC)/29 dated 11th July, 2008 was discussed in detail in the 2nd meeting of Standardisation Committee of JBCCI-VIII held on 18th January, 2010 at CIL (HQ), Kolkata and after detailed deliberation the following recommendations of the committee was accepted for its implementation:

"Those who were recruited on the basis of ITI certificate prior to I.I. 32 and subsequently have become juniors in category/grade to those who have been recruited in terms of I.I. 32, they will be brought notionally at par with their juniors from the date of becoming junior. Their pay will be notionally fixed and actual monetary benefit, if any, will be given w.e.f. 01.01.2007".

You are requested to take necessary action to implement the above provisions.

(R. MOHAN DAS)
DIRECTOR(P&IR) &
MEMBER SECRETARY, JBCCI - VIII

DV

Distribution:-

- 1. All members & Alternate members of JBCCI-VIII.
- 2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5. Director (RD&T), CMPDIL, Ranchi.

- 6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 7. Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9. Chief Vigilance Officer, CIL, Kolkata.
- 10. Chief General Manager, NEC/DCC.
- 11. Chief General Manager (F), CIL, Kolkata.
- 12. Chief General Manager (MP&IR), CIL, Kolkata
- 13. General Manager (P), CIL, Kolkata.
- 14. Executive Director, IICM, Kanke Road, Ranchi.
- 15. Chief General Manager, CIL, New Delhi.
- 16. CGM/TS to Chairman, CIL, Kolkata.
- 17. All Regional Sales Managers, CIL.
- 18. Dy. Chief Personnel Manager (IR), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBIIAS ROAD, KOLKATA-700 001

Dated: 22nd January, 2002

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.32

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

Sub: Career growth of I T.I. Personnel

In the meeting of Standardisation Committee of JBCCI-VI held on 27th July,2001 & 28th August,201 at CIL(HQ), Kolkata the issue of career growth of LT.1, personnel was discussed and decided as under.

- (1) (a) ITI, certificate holders with one year course plus one year training at the time of induction will be placed in Cat.II and they will be under training for one year in the Company
 - (b) After completion of one year training such Trainces in Cat II will be regularised in Cat.HI.
 - (c) The LT I certificate holders with two year course plus one year training at the time of induction will be placed in Cat.III and they will be under training for one year in the company.
 - (d) The Trainees in Cat.III will be regularised in Cat.IV after completion of one year training in E&M Cadre. The trainees working in Excavation will be regularised in Excv.D
- (2) Existing 1.T.1 Personnel who have completed three years in the existing grade as on 31.12.1999 will be notionally placed in next higher category/grade w.e.f., 1.1.2000 but the financial benefit will accrue w.e.f. 1.1.2001 and this will be personal to them as one time arrangement.

22/01

Contd 2

- (3) I.T.I. Personnel who have completed three years as on 31 12.2000 in the existing category/grade will be placed in next higher grade w.e.f. 1.1.2001 and this will be personal to them as one time arrangement.
- (4) The induction of I.T.I. Personnel as per Clause 1(a) & 1(c) above, will be effective w.e.f. 1.1 2001 and they will be designated as "Technician".

You are requested to take necessary action to implement the above decision.

For MEMBER SECRETARY,

JBCCI-VI

•Distribution:

- •1. All Members & Alternate Members of JBCCI-VI
- •2. Chairman-MD, SCCL, PO:Kothagudam Collys. Dist.: Khammam (A.P).
- •3. Vice President, (HRM), TISCO, Jamshedpur
- •4. Managing Director, IISCO, Burnpur, Dist. Burddhaman (W.B.)
- •5. Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- •6. Director(F), CIL, Calcutta
- •7. Director(T),/Director(Marketing),CIL, Calcutta
- •8. Chief Vigilance Officer, CIL, Calcutta
- •9 CGM, NEC, Guwahati/CGM, DCC, Dankuni
- •10. Executive Director(IICM), Kanke Rd., Ranchi
- •11. CGM, CIL, Ansal Bhawan, New Delhi
- •12. CGM(P)/CGM(F), CIL, Calcutta
- •13. All RSMs,
- •14. GM(F)/TS to Chairman, CIL, Calcutta
- •15. Dy. CME(AW), CIL, Calcutta

कोल इपिडया लिमिटेड

10, नेताओं सुमाथ रोड, कलकला-700 001 कोन: 220-9980, प्राम: कोलइव्डिया टेलेक्स: 21-7180, सीआईएन इन



Coal India Limited

10. NETALE SUBMAR BOAD, CALCUTTA-700 001 PHONE: 220-9980, GRAMS: COALINDIA TELEX: 21-7180 CIL IN

Dated: 3rd November, 2003

No.CIL/C-5B/JBCCI/Imp.//) 9

The General Manager(IR), N.C.L., Singrauli

Dear Sir,

10.03.03.

Please refer to your letter No.NCL/sGR/PD/Estb./2003/425 dated

It is to inform you that provision of I.I.No.32 dated 22.1.2002 are applicable in case of employees appointed against I.T.I. qualification only.

Yours faithfully.

Chief General Manager(MP&IR)

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.24/ 2-77

Dated: 01 . 12 . 2011

NATIONAL COAL WAGE AGREEMENT-VIII IMPLEMENTATION INSTRUCTION NO.24

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

Sub: GRANT OF FOUR PROMOTIONS DURING THE SERVICE SPAN OF 30 YEARS

A Sub-Committee of Joint Bi-partite Committee for the Coal Industry (JBCCI-VIII) under clause 13.5.1 of NCWA-VIII was constituted to examine and submit the recommendation on the following issue :-

- (a) Grant of four promotions during the service span of 30 years;
- (b) Date of Annual Increment;
- (c) Incremental benefit on promotion.

Six meetings of the above Sub-Committee have been convened but no unanimous consensus arrived at. Therefore, the above issues were placed before Standardization Committee of JBCCI-VIII in its 5th meeting held at New Delhi on 19th August, 2011 and finally placed before the first meeting of JBCCI-IX held at New Delhi on 20th & 21st August, 2011 for deliberation. After detailed deliberation on the above subject matter, a scheme was mutually agreed and signed by the Management Representatives as well as CTUs Representatives as under:-

This scheme will be titled as **SERVICE LINKED PROMOTION** (SLP) to the non-executives with reference to Clause 13.5.1 of NCWA-VIII. However, Piece Rated will continue to get one SPRA under this scheme.

APPLICABILITY:

Under this scheme, one promotional increment @ 3% of the existing basic in the grade/category will be allowed to the employees who remain in the same category/grade for a period of 7/8 years (Underground/Surface non-executive employees respectively) and will be promoted in the next higher category/grade. However, such employee will continue to do their existing jobs as per their designation.

ELIGIBILITY:

- a) Daily Rated and Monthly Rated employees who have remained in the same category/grade for a period of 7/8 years (Underground/Surface non-executive employees respectively) would be promoted to the next higher category/grade as mentioned in the cadre scheme. Such promotions will be undertaken once in a year i.e., on 1st January.
- b) The employees excluding Piece Rated, working under such categories/designations where cadre scheme has not yet been prepared will also be eligible for such promotions in the just next higher category, after completion of 7/8 years (Underground/Surface non-executive employees respectively) in the same category.
- c) Monthly Rated employee in T&S Grade A-1 and Daily Rated employees in Excavation Special Category who remain in the same category/grade for more than 7/8 years (Underground/Surface non-executive employees respectively) will get one increment as SLI in their existing grade/category. Such incremental benefit will be paid to them once in a year on 1st January.
- d) Employees who have not been granted minimum four promotion including SLP/SLU/SLI in their service span will be given one increment in lieu of SLP on 1st January of the retiring year.

GENERAL CONDITION:

- i) After introduction of the above scheme, clause No.2.11.0 and 2.11.1 under NCWA-VIII will be deleted and present scheme will substitute the clause No.2.11.0 & 2.11.1 of NCWA-VIII.
- ii) Efforts will also be made to finalise the cadre scheme and proper designation in such categories where there is no cadre scheme at all and to create avenues of four promotions for such cadre where there are two or three stages of promotion.
- iii) This scheme will be applicable in NCWA-VIII.

SAVINGS:

Matters not specifically covered in this scheme, shall be decided in the meeting of Standardisation Committee, which shall be final.

You are requested to take necessary action to implement the above provisions.

DIRECTOR(P&IR) &

MEMBER SECRETARY, JBCCI - VIII

Distribution :-

1. All members & Alternate members of JBCCI-VIII.

2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).

- 3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5. Director (RD&T), CMPDIL, Ranchi.
- 6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 7. Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9. Chief Vigilance Officer, CIL, Kolkata.
- 10. Chief General Manager, NEC/DCC.
- 11. Chief General Manager (F), CIL, Kolkata.
- 12. Chief General Manager (MP&IR), CIL, Kolkata
- 13. General Manager (P), CIL, Kolkata.
- 14. Executive Director, IICM, Kanke Road, Ranchi.
- 15. Chief General Manager, CIL, New Delhi.
- 16. CGM/TS to Chairman, CIL, Kolkata.
- 17. All Regional Sales Managers, CIL.
- 18. Dy. Chief Personnel Manager (IR), CIL, Kolkata

NOTES OF CONCLUSION

A. Service Linked Increment

Implementation Instruction No. 21 dt. 9-4-1984

Notes of Conclusion to the National Coal Wage Agreement-III which was finalised by JBCCI on 11-11-83 and which came into force with effect from 1-1-83 provides as follows:—

"2.0 Promotion Policy and Service Linked Promotion Scheme:

- 2.1 The Trade Unions demanded that apart from stagnation increments to those workers who get stagnated at the maximum of the scale/grade, service linked promotion should be considered especially in respect of those employees including piece-rated workers who have not got any promotion in their service career and who continue to remain in the same category/grade for long periods.
- 2.2 It is, therefore, agreed that issue referred to under para 2.1 may be examined by the Promotion Policy Committee which should submit their report by 28-2-1984. This report would inter-alia contain the following details:—
 - (a) Categories in respect of which there are no promotional avenues.
 - (b) Categories in respect of which there are certain promotional avenues but employees have not been getting promotion for a considerable length of time beyond the eligibility period prescribed in the cadre scheme.

The Promotion Policy Committee should make recommendations as to how best the problem of stagnation could be resolved.

2.3 The above Committee should complete its work as expeditiously as possible but not later than three months and its unanimous recommendation will be implemented from 1-1-1983 in so far as they relate to those employees who for want of promotional avenues continue to remain in same category/grade throughout their service career for 10 years or more as on 1-1-1983.

- 2.4 If, however, the Promotion Policy Committee is not able to reach an unanimous conclusion within the period mentioned in this respect, the benefit extended by SCCL to such employees by paying one extra increment in the Category/grade will be implemented with effect from 1-1-83 in other companies also in respect of employees who have remained in the same scale, category/grade for 10 years or more for want of promotional avenues as on 1-1-1983. Employees considered by a DPC and not found fit (but not on account of lack of vacancies) for promotion will not be entitled to this benefit, if they have rendered ten years or more service in the same category/grade as on 1-1-1983."
- 2. The Promotion Policy Committee constituted by the III JBCCI met on several dates and deliberated on the subject of service linked promotion scheme but could not arrive at an agreed formula.
- 3. In the 5th meeting of the Committee held on 26th and 27th March, 1984 the following decision was taken:—
 - "4.2 Since no agreed formula has been found to remove the stagnation, workmen who have been stagnating in the same scale/grade/category as on 1-1-83 for more than 10 years or more shall be entitled to one additional increment from 1-1-1983 in terms of Clause 2.4 of the Notes of Conclusion."
- 4.0 Keeping above provisions in view, it has been decided that all Time rated workers (both monthly rated and daily rated) who remained in the same scale, grade/category for 10 years or more for want of promotional avenues as on 1-1-83 will be paid one extra increment in the scale, grade/category with effect from 1-1-1983.
- 4.1 Employees considered by a DPC and not found fit (but not on account of lack of vacancies) for promotion will not be entitled to this benefit even if they have rendered 10 years or more service in the same Grade/Category as on 1-1-1983.
- 5. Proposals for sanction of Extra increment may be prepared in the following Proforma and will be implemented only after obtaining sanction of the Competent authority:

PROFORMA

Sl. No.	Name	Designation	Date of appointment	Date of placement in the existing Grade/Category	Total Service in the present Grade/ Category as on 1.1.83	Basic Pay as on 1.1.83	Proposed Basic Pay after allowing one extra increment in the Grade/Category as on 1.1.83 as per
(1)	(2)	(3)	(4)	(5)	(6)	(7)	this Circular. (8)

Signature of the person preparing the statement.

Signature of P.O./W.O. in charge.

Signature of the Finance/ Accounts Officer.

Sanctioned.

Sub Area Manager/General Manager.

- The grant of this extra increment is without prejudice to the normal increment which may fall due in normal course on the respective dates.
- 7. Necessary action to implement the above provisions may be taken accordingly.

B. Additional payment of Rs. 12/- per month as agreed in the Notes of Conclusion to the National Coal Wage Agreement-III

Implementation Instruction No. 12 dt. 24-1-1984

Para-4.0 of Notes of Conclusions signed on 11-11-1983 provides as follows:

"4.0 Additional Payment:

- 4.1 There will be an additional payment of Rs. 12/- per month to existing employees in the Coal Industry as on 1-1-1983 with effect from 1-1-1983. The exact nomenclature of this payment and also the eligibility of this payment to new entrants will be discussed further."
- 2. This subject was discussed at the Informal meeting of Steering Group (consisting of representatives of Trade Union leaders and the managements of Coal Industry) held at Calcutta on 30th November, 1983 when the following decisions are taken:—
 - (i) It was agreed by all concerned that this additional payment will be termed as "Special Incentive". It was also agreed that this payment will be made to the existing employees in the Coal Industry as on 1-1-1983 with effect from 1-1-1983. It was also agreed that this amount will also be payable to all employees who become employees of the Coal Industry from the date of their employment.
 - (ii) With regard to the issue as to whether this Special Incentive will attract fringe benefits, such as provident Fund, Gratuity etc. and also as to whether this amount is payable pro-rata according to attendance, it was agreed that in the interest of uniform practice in the major Public Sector Enterprises, the practice obtaining in the Steel Industry may be obtained and adopted.
 - (iii) It was also agreed that while the payment of Special Incentive will be allowed with effect from 1-1-1983

along with other revised wages, the arrears accrued on this account for the period from 1-1-1983 to 31-12-1983 will be paid to the entitled employees in due course.

- 3. Accordingly, it has been decided by Coal India that pending finalisation of the issue by the Standardisation Committee, the Special Incentive of Rs. 12/- per month may be paid provisionally to the permanent employees who were on rolls on 1-1-1983 and continued to be so and also to the employees who become permanent from any date thereafter, from the date they become permanent along with their wages/salaries for January, 1984. Arrears for the period 1-1-1983 to 31-12-1983 will be paid separately.
- 4. Payment of Special Incentive should be made at the rate of 46.2 paise per day of attendance. Also Special Incentive will not attract any fringe benefits, like, P. F., Gratuity, U. G. allowance etc.

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/LI.No.26/ → ×1

Dated: 07 12 20//

NATIONAL COAL WAGE AGREEMENT-VIII IMPLEMENTATION INSTRUCTION NO.26

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

Sub: INCREMENTAL BENEFIT ON PROMOTION

A Sub-Committee of Joint Bi-partite Committee for the Coal Industry (JBCCI-VIII) under clause 13.5.1 of NCWA-VIII was constituted to examine and submit the recommendation on the following issue:-

- a) Grant of four promotions during the service span of 30 years;
- b) Date of Annual Increment;
- c) Incremental benefit on promotion.

Six meetings of the above Sub-Committee have been convened but no unanimous consensus arrived at. Therefore, the above issues were placed before Standardization Committee of JBCCI-VIII in its 5th meeting held at New Delhi on 19th August, 2011 and finally placed before the first meeting of JBCCI-IX held at New Delhi on 20th & 21st August, 2011 for deliberation. After detailed deliberation on the above subject matter, a scheme was mutually agreed and signed by the Management Representatives as well as CTUs Representatives as under:-

- i) One increment i.e., 3% of the existing basic will be allowed on promotion as is done in normal course of promotion.
- ii) Such increment shall be in addition to the annual increment.
- iii) This will be effective from the 1st April, 2011.

You are requested to take necessary action to implement the above provisions.

(R. MOHAN DAS)
DIRECTOR(P&IR) &
MEMBER SECRETARY, JBCCI - VIII

Distribution :-

- 1. All members & Alternate members of JBCCI-VIII.
- 2. Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).

- 3. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5. Director (RD&T), CMPDIL, Ranchi.
- 6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 7. Director(F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 8. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- 9. Chief Vigilance Officer, CIL, Kolkata.
- 10. Chief General Manager, NEC/DCC.
- 11. Chief General Manager (F), CIL, Kolkata.
- 12. Chief General Manager (MP&IR), CIL, Kolkata
- 13. General Manager (P), CIL, Kolkata.
- 14. Executive Director, IICM, Kanke Road, Ranchi.
- 15. Chief General Manager, CIL, New Delhi.
- 16. CGM/TS to Chairman, CIL, Kolkata.
- 17. All Regional Sales Managers, CIL.
- 18. Dy. Chief Personnel Manager (IR), CIL, Kolkata



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10.NETAJI SUBHAS ROAD.

KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.14/201-53

Dated: 3rd May, 2007

NATIONAL COAL WAGE AGREEMENT-VII IMPLEMENTATION INSTRUCTION NO.14

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

Sub: Implementation of Chapter XII, Para 12.6.1 of NCWA-VII dated 15.07.2005.

Chapter XII, Para 12.6.1 of NCWA-VII provides as under:

"It is agreed that while granting promotions, basic wage and increment which the employees were getting on up-gradation under SLU/SLI would be protected over and above the normal promotional benefits."

It has been decided to implement the above provision of NCWA-VII.

You are requested to take necessary action to implement the above decision

Director(P&IR) & Member Secretary JBCCI-VII

Distribution:

All Members of standardisalien communities

Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P.)

Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(O), CMPDIL, Ranchi

Director(Finance)/ CIL, Kolkata

Director(Technical)/Director(Marketing), CIL, Kolkata

CVO, CIL. Koikata

TS to Chairman, CIL, Kolkata

CGM, NEC, Guwahati Executive Director(IICM), Kanke Road, Ranchi CGM, CIL, New Delhi GM(P)/CGM(F), CIL, Kolkata FM(Bill), CIL, Kolkata All RSMs Sr.P.O. (AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY

COAL INDIA LIMITED 10. NETAJI SUBHAS ROAD, CALCUTTA-700 001

No.CIL/C-5B/JBCCI/I.I.No.26/2001/ 193

Dated: 1st June,2001

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.26

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

Sub Implementation of Clause 12.11.1 of Chapter-XII of NCWA-VI dt 23 12.2000

In the Sandardisation Committee of JBCCI-VI held on 22/5/2001 at CIL (Hors)KOLKATA, it was decided to implement the provision of NCWA-VI under Chapter XII Para 12.11 1 as under :

"The Basic wages and increment which the employees were getting on upgradation under the provision of SLU / SLI would be protected while granting promotions"

You are requested take necessary action to implement the above decision.

(C.H KHISTY)
DIRECTOR(P&IR)&
MEMBER SECRETARY IBCCI-VI

1.6.2001

Distribution:

1 All Members & Alternate Members of JBCCI-VI

- 2. Chairman-MD, SCCL, PO:Kothagudam Collys, Dist., Khammam (A.P)
- 3. Vice President, (HRM), TISCO, Jamshedpur
- 4. Managing Director, IISCO, Burnpur, Dist. Burddhaman (W.B.)
- 5. Director(Personnel). ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 6. Director(F).CIL, Calcutta
- Director(T), /Director(Marketing), CIL, Calcutta
- 8. Chief Vigilance Officer, CIL, Calcutta
- 9 CGM, NEC. Guwahati/CGM, DCC, Dankuni
- 10. Executive Director(IICM), Kanke Rd., Ranchi
- 11. CGM, CIL, Ansal Bhawan, New Delhi
- 12. CGM(P)/CGM(F), CIL, Calcutta
- All RSMs.
- 14. GM(F)/TS to Chairman, ClL, Calcutta
- 15. Dy. CME(AW) CIL, Calcutta.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD,

KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.20/ 46 - 129

Dated: 10th July, 2007

NATIONAL COAL WAGE AGREEMENT-VII IMPLEMENTATION INSTRUCTION NQ.20

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

Kindly refer to this office I.I.No.19 circulated vide letter No.CIL/C-5B/JBCCI/I.I.No.19/469-521 dated 5.5.2007.

In the meeting of Standardisation committee of JBCCI held on 18.5.2007, it was decided that the term short fall in MGB so arrived at should be modified and termed as "compensatory MGB" instead of Special Incentive Allowance.

You are requested to take necessary action to implement the above decision.

(R. Mohan Das)
Director(P&IR) &
Member Secretary JBCCI-VII

100

Distribution:

All Members & Alternate Members of JBCCI-VII

Chairman-MD, SCCL, PO: Kothagudam Collys, Dist. Khammam (A.P.)

Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(O), CMPDIL, Ranchi

Director(Finance)/ CIL, Kolkata

Director(Technical)/Director(Marketing), CIL, Kolkata

CVO, CIL, Kolkata

TS to Chairman, CIL, Kolkata

CGM, NEC, Guwahati

Executive Director(IICM), Kanke Road, Ranchi

CGM, CIL, New Delhi

GM(P)/CGM(F), CIL, Kolkata

FM(Bill), CIL, Kolkata

All RSMs

Sr.P.O. (AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED "COAL BHAWAN" 10. NETAM SUBHAS ROAD KOLKATA-700 001

Ne.CIL/C-5B/JBCCFLLNe.35/2003/ /25

Dated: 20th March, 1et 3

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.35

The Chairman-cum-Managing Director ECL Sanctona The Chairman-cum-Managing Director (BCCL) Dhanbad The Chairman-cum-Managing Director CCL Ranchi The Chairman-cum-Managing Director WCL Nagpur The Chairman-cum-Managing Director SECL. Bilaspur The Chairman-cum-Managing Director NCL Sinarauli The Chairman-cum-Managing Director MCL Sambalpur * The Chairman-cum-Managing Director, CMPDIL Ranchi

The Standardisation Committee of JBCCI-VI in its meeting held on 10.12.2002, has approved the recommendations of Sub-Committee on TADAMAR & DRESS REGULATIONS as mentioned in the Annexure.

You are requested to take necessary action to implement the enclosed Dress Regulations.

Encly as above.

(C. H. KHISTY) DIRECTOR(P&IR) &

MEMBER SECRETARY, JBCCI-V

Distribution:

All Members & Alternate Members of JBCCI-VI

Chairman-MD, SCCL. PO: Kothagudem Collys. Dist.Khammam (A.P.)

Vice President (HRM), TISCO, Jamshedpur

Managing Director, IISCO, Burnpur, Dist.Burddhaman (W.B.)

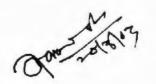
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL.

Director(F), CIL. Kolkata
Director(T)/Director(Marketing), CIL., Kolkata
Chief Vigilance Officer, CIL., Kolkata
CGM, NEC. Guwahati/CGM, DCC, Dankuni
Executive Director (IICM), Kanke Road, Ranchi
CGM, CIL. Ansal Bhawan, New Delhi
CGM(P)/CGM(F), CIL., Kelkata
All RSMs
GM(F)/TS to Chairman, CIL, Kolkata
Dy.CME(AW), CIL., Kolkata

ANNEXURE

SI. No.	Designation of Staff					WINTER	
		Particulars of Uniforms	Quantity to be supplied	Particulars of Uniforms	Quantity to be supplied		
	Peon. Messenger, Dufftaris, Mali, Gestetner Operator, Duplicating Machine Operator, Boiler Fireman, Liftman, Chainman, Sweepers, Sweeper Mate/Sweepeer Jamadar Ward Boy/Ward Attendant, Dresser (Medical)	i) Coat with Bush shirt collor - Terry cotton Khaki with four pockets (two at breast level & two bigger pockets below ii) Trouser Terry cotton(Khaki)	i) Two in 1 st , 3 rd & 5 th year and one in 2nd, 4th & 6th year ii) Two in 1 st , 3 rd & 5 th year and one in 2nd, 4th & 6th year	i) Coat Black serge short buttoned-up ii) Trouser Black serge iii) Woolen socks black	One in 3 years One in 3 years One pair each years		
2	Cook, Bearer, Cook Helper-Guest House	i) Terry Cotton full sleeve Bush coat - white ii) Terry Cotton Pant - White iii) Nylon socks othet than cook- white iv) Cotton socks white for cook	i) Two in 1 st , 3 rd & 5 th year and one in 2nd, 4th & 6th year ii) -Do- iii) Two pair each year iv) Two pair each year	i) Woolen buttoned up coat white ii) Woolen Trouser Black serge iii) Woolen socks black	One in 3 years One in 3 years One pair per year		
3.	Cook, Bearer, Cook Helper, Canteen Boy.Canteen/Hospital	i) Terry cotton half sleeve shirt -sky blue ii) Terry cotton pant Dark blue iii) Nylon socks other than Cook - Blue iv) Cotton socks for Cook- Blue	i) Two in 1st, 3rd & Sth year & one in 2nd 4th & 6th year ii) -Do- iii) Two pair each year iv) Two pair each year	i) Woolen Trouser Blue Serge ii) Woolen Jercy Blue iii) Woolen socks Blue	One in 3 years One in 3 years One pair per year		

4	Female Peon	i) Terry cotton Saree- white with 1-1/2" blue border ii) Terry cotton Blouse- Blue iii) Petty coat - white cotton	i) 2 per year ii) 2 per year iii) 4 per year	i) Woolen Jersy- Full sleeves (Black) Woolen Socks	One in two years One pair per year.
5.	Female Sweeperess	Terry Cotton Saree (Light blue) Terry cotton Blouse- Blue Petty coat – cotton Blue	2 per year 2 per year 4 per year	Woolen Blouse (Blue) half sleeves Woolen Socks	One in two years One pair per year.
6.	Female Cook, Cook Helper, Canteen lady/Reja	Cotton Sareewhite blue border 1-1/2" Cotton Blouse- Blue Petty coat white cotton	4 per year 4 per year 4 per year	Woolen Blouse (Black) (Half sleeve) Socks Woolen	One per year One pair per year
7.	Staff car Driver,	i) Belted Bush Shirt half sleeves with flap pocket- Terry Cotton white ii) Frousers (Terry cotton-white) iii) Nylon socks.(white)	i) Two in 1st,3rd & 5th year and one in 2nd 4th & 6th year ii) Two in 1st,3rd & 5th year and one in 2nd 4th & 6th year iii) Two pair each year	i) Woolen Buttoned up Coat (Black) ii) Trousers, black serge iii) Woolen Socks	i) One in 3 years ii) -Do- iii) One pair each year



8	Ambulance Driver, Bus/Jeep Driver/Bus Khalasi/Bus Conductor/Khalasi Locry Driver/Khalasi, Khalasi attached to Stores	i) Belted Bush Shirt half sleeves with flap pocket- Terry Cotton (grey) ii) Trousers (Terry cotton-Grey) ui) Nylon socks.(grey)	i) Two in 1st,3rd & 5th year and one in 2nd 4th & 6th year ii) Two in 1st,3rd & 5th year and one in 2nd 4th & 6th year iii) One pair each year	i) Woolen Buttoned up Coat (Black) ii) Trousers, black serge iii) Woolen Socks	i) One in 3 years ii) -Do- iii) One pair each year
9		i) Saree Terry cotton or Salwar Kurta(grey) ii) Blouse (grey) iii) Petty coat - grey cotton iv) Nylon socks.(grey)	i) I'wo in 1st,3rd & 5th year and one in 2nd 4th & 6th year ii) I'wo in 1st,3rd & 5th year and one in 2nd 4th & 6th year iii) I'our per year iv) I'wo pair each year	i) Woolen Jersy -Full sleeves (Black) ii) Socks	i)One in two years ii) One pair each year
10.	Aya/Fernale Ward Attendant	i) Saree white with blue border-Terry cotton ii) Blouse white - Terry cotton iii) Petty coat - white cotton	i) 2 per year ii) 2 per year iii) Four per year	i) Woolen Jersy Full sleeves front open (Black) ii) Woolen Socks- white	i) One in two years ii) One pair per year
11.	Mid-wife	i) Saree white with greeen border- Terry cotton ii) Blouse white - Terry cotton iii) Petry coat - white cotton	i) 2 per year ii) 2 per year iii) Four per year	i) Woolen Jersy full sleeves front bottoned-black ii) Woolen socks- White	i) One in two years ii) One pair per year

12.	Nurses/Metron	i) Saree Polyster(white) or Terry cotton Frock (white) half sleeves ii) Blouse white - Terry cotton iii) Petty coat - white cotton iv) Nursing cap (white)- cotton v) Nylon Socks or Stockings(white) vi) Belt (Plastic/Rubber) Metron-Red - Sr Staff Nurse- Blue Nurse- Green Note: In lieu of above, an amount of Rs.2000/- per year may be paid as Uniform Allowance	ii) 3 per year iii) 4 per year iv) 4 per year v) Socks with Saree 2 pairs per year of Stockings with Frok 2 pairs per year vi) 1 per year	i) Woolen Blouse half sleeves Front bottoned ii) Woolen Socks or Stockings	i) One per year ii) One pair per year
13.	Male Nurse	i) Bush Shirt(white)-Terry Cotton (Half Sleeve) n) Trouser(white)-Terry Cotton nii) Nylon Socks	i) 3 per year ii) 3 per year iii) 2 pair per year	i) Black woolen Jersy Full sleeves- Black ii) Trouser-white Serge iii) Woolen Socks- white	i) One in two years ii) -Do- iii) One pair per year.



DRESS REGULATION-APRON

SL No.	Designation of Staff	Particulars	Quantity to be supplied
1	Doctor	Apron Coat White Terry cotton	Two per year
2.	X-ray Tech./ X-ray Technician Asstt., Nurses, Metron, Lab Tech./Lab . Asstt., Pharmacist, Dresser, O.T.Asstt., Physiotherapist, ECG/EEG Technician Audiometry Technician, - Optometrist, Dental Asstt., Other Technicians working in Hospital operating Medical equipments.	White Terry Cotton open brest wilh full sleeves, three pockets and detachable Nylon Buttons.	Two per year
3.	Press Personnel-Machineman, Compositor, Binder, Dark-room Personnel	Blue Terry Cotton with fastening tape	Two per year
4.	Female Cook, Male Cook/Cook Helper	Blue- cotton with lastening tape	Three per year

RAIN COAT

Dak Peon, Watchman,	Rain Coat	Once in 3 years
Lineman(Electrical/Telecom) - For those	(Duckback)	
lineman(Elec.) who are engaged to repair attend		
breakdown work of overhead and domestic electrical	ļ	
job, Chainman, Sweeper/Sweeperess	1 L	

NOTE: Other incumbents if any, who are getting uniforms shall continue to avail the same.

DRESS REGULATION-FOOTWEAR

SL No.	Designation of Staff	Particulars	Quantity to be supplied
1.	Bearer, Cook-Guest House/Canteen/HospitalMale Nurse, Cook Helper, Peon, Duftary, Messenger, Liftman, Chainman, Sweeper, Sweeper Mate, Jamader, Gestetner Operator/Duplicating Machine Operator, Ward Boy/Attendant, Boiler- Fireman, Staff car Driver, Ambulance Driver, Bus/JeepDriver/Conductor/Khalasi, Lorry Driver/Khalasi, Khalasi attached to Stores, Mali,	Shoe- Leather(Black)	One pair each year
2.	Female Peon, Female Cook, Sweeper, Aya, Mid-wife, Cook Helper/Canteen lady/Reja.	Chappal (Leather Black)	One pair per year
3,	Nurse/Matron/Female Driver/Female Khalasi/Conductor.	Sandal Leather (Black)	One pair per year



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED. 10, NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL C-5B JBCC12332

Dated: 3th March, 2004

The Director(P), ECL, Sanctoria

The Director(P), BCCL, Dhanbad

The Director(P), CCL, Ranchi

The Director(P), WCL. Nagpur

The Director(P), SECL, Bilaspur

The Director(P), MCL, Sambalpur

The Director(P). NCL, Singrauli

The Director(O), CMPDIL, Ranchi

Dear Sir.

Sub: Addendum to LL No.35 dated 20th March, 2003

Your attention is invited towards the provisions of Implementation Instruction No.35 dated 20th March, 2003.

The following may be added under column Serial No.1 - Summer Dress - Particulars of Uniforms."

(iii) Nylon socks one pair each year.

Yours faithfully

(A. Chattopadhyat) Chief Personnel Manager(MP&IR)

Distribution:

All members of Standardisation Committee of JBCCI

All members of the Sub.committee on TA/DA/ Dress Regulation & Medical.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED "COAL BHAWAN" 10, NETAJI SUBHAS ROAD

KOLKATA-700 001

No,CIL/C-5B/JBCCI/LLNo.36/2003/ 1.26

Dated: 20th March, 2003

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.36

The Chairman-cum-Managing Director	ECL	Sanctoria
The Chairman-cum-Managing Director	BCCL	Dhanbad
The Chairman-cum-Managing Director		Ranchi
The Chairman-cum-Managing Director		Nagpur
The Chairman-cum-Managing Director	SECL	Bilaspur
The Chairman-cum-Managing Director	NCL	Singrauli
The Chairman-cum-Managing Director	MCL.	Sambalpur
The Chairman-cum-Managing Direct	Ranchi	

In the meeting of Standardisation Committee of JBCCI-VI held on 16.01.2003 at CIL(HQ), Kolkata it was decided to create a NATURAL CALAMITY FUND which will be maintained at CIL(HQ), Kolkata and as such it was agreed as under:

- (1) All employees will contribute @ Rs.2/- per month through their salary bills w.e.f. 01.01.2003.
- (2) The amount so deducted will be remitted to CIL by the Subsidiary Companies and kept in a separate account to be utilised in case of Natural Calamities.
- (3) The Fund will be monitored by a committee consisting of representatives of Central Trade Unions representing in JBCCI and the Management.

You are requested to take necessary action to implement the above decision.

DIRECTOR (PAIR) &

MEMBER SECRETARY, JBCCI-

Distribution:

All Members & Alternate Members of JBCCI-VI

Chairman-MD, SCCL, PO: Kothagudem Collys. Dist.Khammam (A.P.)

Vice President (HRM), TISCO, Jamshedpur

Managing Director, HSCO, Burnpur, Dist.Burddhaman (W.B.)

Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(F), CIL, Kolkata
Director(T)/Director(Marketing), CIL, Kolkata
Chief Vigilance Officer, CIL, Kolkata
CGM, NEC, Guwahati/CGM, DCC, Dankuni
Executive Director (IICM), Kanke Road, Ranchi
CGM, CIL, Ansal Bhawan, New Delhi
CGM(P)/CGM(F), CII, Kolkata
All RSMs
GM(F)/TS to Chairman, CIL, Kolkata
Dy, CME(AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED

10, NETAJI SUBHAS ROAD CALCUTTA

No.CIL/JBCCI-V/LLNo.9/ ≈ ⊆ २ 8

Date: Feb.22, 1996

NATIONAL COAL WAGE AGREEMENT - V IMPLEMENTATION INSTRUCTION NO. 9

The Chairman-MD, ECL, Sanctoria

The Chairman-MD, BCCL, Dhanbad

The Chairman-MD, CCL, Ranchi

The Chairman-MD, WCL, Nagpur

The Chairman-MD, SECL, Bilaspur

The Chairman-MD, MCL, Sambalpur

The Chairman-MD, NCL, Singrauli

The Chairman-MD, CMPDIL, Ranchi

The Chief General Manager, NEC, NEC, Assam

Sub:

HOUSING, WATER SUPPLY, MEDICAL & EDUCATIONAL FACILITIES

National Coal wage Agreement - V finalised on 19. 1. 1996 provides the following in respect of the above mentioned subject (Vide Chapter X).

10. 1. 0 Housing

- 10. 1. 1. 10,000 houses per year will be constructed by Coal India Limited and its Subsidiaries during the period of the agreement. From 1996-97, 12,000 houses will be constructed per year out of which, 10,000 houses will be constructed by Coal India and its Subsidiaries. The aforesaid houses will not be lower in standard than prescribed by DPE. All out efforts will be made to get adequate funds from Govt., Banks, LIC, HUDCO etc. for this programme and also for getting allotment of land from the State Govts.
- 10.1.2 All the standard houses to be constructed will be provided with electricity, water tap and fan.
- 10. 1. 3 The standard houses which have not yet been provided with electricity, watertap and fan will also be provided with the same. Other houses, belonging



to the companies for which the occupants are not entitled to house rent allowance will also be provided with fan.

- 10. 1. 4 All quarters/hutments belonging to coal companies will be repaired and maintained by the respective management. Adequate fund will be provided for this purpose.
- 10. 1.5 All out efforts will be made to provide land for co-operative housing with infrastructure.
- 10. 1. 6 It is also agreed that in case workers construct houses by obtaining loan from financial institutions like Bank, LIC, HUDCO or any other institutions, the management will give guarantee regarding deduction of suitable instalments and remittance thereof towards repayment of the loan amount to the lending institution.

10. 1. 7 Town Administration

There will be a separate Town Administration Department in each company with the responsibility of maintaining the houses, water supply and sanitation. A Public Health Engineer/Civil Engineer will be incharge of maintenance of water supply system in each Area. The Town Administration set up is to become operative in three months time from the date of signing the Agreement.

10. 2. 0 Water supply

10. 2 1 It is reiterated that water supply scheme will be provided so as to ensure supply of 15 gallons of water per person per day in quarters. Steps will be taken to ensure that short term schemes are made to supply water till long term schemes become operative. It will also be ensured that potable water is made available at work sites. Steps will be taken to ensure that filtration plants are operative.

10.3.0 Medical Facilities

10. 3. 1 Every endeavour will be made by the Management to achieve the ratio of one Hospital bed per hundred employees as per D.P.E. norms. It will, however, be ensured that the ratio of 1 to 120 is achieved during the period of the Agreement. It is further agreed that efforts will be made to improve the quality of medical services by providing infrastructure facilities etc.

The recommendations of the Kumarmangalam Committee on medical facilities will be implemented so as to bring about substantial improvement in the quality of medical services.

Budgetary provision would be made for medical services at a rate not less than Rs. 700/- per capita per annum excluding capital expenditure and establishment cost for next five years.



The annual medical plan of each company will be finalised through joint discussion at the Company level.

10. 3. 2 The Ayurvedic System of Medical/Dispensary will be maintained and improved upon to provide medical facilities to employees.

10.4.0 Ambulances

Each colliery will be provided atleast with one Ambulance. All the ambulances will be kept in working order and made available whenever necessary.

10. 5. 0 Pneumoconiosis

- In order that pneumoconiosis is detected and facilities for arresting and cure of the disease are created, adequate machinery for the same will be established in each company where such machinery has not been established. In each coal producing company a Medical Board to deal with the problem of pneumoconiosis will be kept operational and will start functioning. These Medical Boards would examine the cases of pneumoconiosis within 7 days of receipt of the report of detection of pneumoconiosis.
- 10. 5. 2 If an employee is stopped from work by any competent authority because of detection of pneumoconiosis and on the ground that his continuance in work will lead to deterioration and if the findings of Medical Board are to the effect that he was suffering from pneumoconiosis, he will be paid wages for the entire period of idleness.
- 10. 5. 3 A Committee shall be constituted to examine the existing Medical Attendance Rules of Coal India and its Subsidiaries and other Companies which will also suggest the required amendments, if any, in the existing rules.

10, 6, 0 Educational Facilities & Workers Education

- 10. 6. 1 The existing recurring grants to private committee managed schools in the coalfields will be enhanced so as to enable the schools to run better.
- 10. 6. 2 Coal India will provide a grant of Rs. 6 crores per annum (excluding capital expenditure from 1995-96) for its Subsidiary Companies, which will be administered by a Companywise Joint Bipartite Committee. Where workers come forward with their own contribution for the running of educational institutions, matching grants will be given by the Coal companies.

10. 7. 0 Canteen

10. 7. 1 There will be a canteen in each of the collieries/establishments and the same will not be run by contractors. Utensils and fuel required in the canteen will be



supplied by the colliery management. The Management will give certain amount to the Canteen Managing Committees depending upon the size and operation of the canteen to enable the canteens to supply food articles at cheaper prices.

- 10. 8. 0 Other Welfare Activities
- 10. 8. 1 Various activities undertaken by the erstwhile Coal Mines Labour Welfare Organisation such as Preventive Health Care, Family Welfare, M.P.I., Games and Sports, Cultural programmes & Adult education will be further activated and strengthened by the coal companies so as to improve the quality of life.
- 10. 9. 0 Holiday Home / Rehabilitation Centre
- 10. 9. 1 It is agreed that a Holiday Home/Rehabilitation Centre shall be opened at Jasidih/Deoghar. It is also agred to examine the feasibility/viability of establishing a Holiday Home/Rehabilitation Centre at Mirik in West Bengal and re-opening of similar centre at Rajgir in Bihar.

You are requested to take necesary action to implement the above decisions.

(C.H. Khisty) Director (P&IR) &

Member Secretary, JBCCI - V

Distribution:

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Director(F)/Director(T), CIL,Calcutta
All Members/Alternate Members of JBCCI-V
Director(Per.), SCCL, PO: Kothagudam Collys. Dist. Khammam (AP)
Director, RM Div. SAIL/IISCO, 10,Camac Street, Calcutta
Vice President, HRM, TISCO, Jamshedpur.

A. Housing, Water Supply, Medical & Educational facilities and Improvement of Cauteens (Clauses 8.1 to 8.9.1 of NCWA-III)

Implementation Instruction No. 4 dt. 30-11-1983

- 1.1 The National Coal Wage Agreement-III which was finalised by the Joint Bipartite Committee for the Coal Industry on 11-11-1983 and which has come into force with effect from 1-1-1983, provides as follows in respect of the subject mentioned items:
- 2.0 Housing, Water Supply, Medical and Educational Facilities and Improvement of Canteens:
- 2.1 Housing: (Clause 8.1)
- 2.1.1 The existing housing satisfaction of 28.34% taking into consideration only the standard houses, will be increased to 40% by the end of the Agreement period of four years. This would mean construction of some 70 to 72 thousand houses by the coal industry during the four year period but in any year it would not be less than 16,500 houses (Clause 8.1.1).
- 2.1.2 All the standard houses to be constructed hereafter will be provided with electricity, water tap and fan (Clause 8.1.2)
- 21.3 The standard houses which have not yet been provided with electricity, water tap and fund will also be provided with the same during the Agreement period in a phased manner other houses for which the occupants are not entitled to house rent allowance will also be provided with a fan (Clause 8.1.3).

- 2.1.4 All quarters/hutments which are not likely to be demolished in the near future and which belong to coal companies will be repaired and maintained by the respective managements (Clause 8.1.4).
- 2.2 House Rent Allowance: (Clause 8.2)
- 2.2.1 The existing House Rent Allowance of Rs. 12/- per month will be increased to Rs. 30/- per month will be paid to those employees who have not been provided with residential accommodation (Clause 8.2.1).
- 2.2.2 The payment HRA will be regulated as per the provisions contained in NCWA-II. Employee who have been alloted single room or Arch type tenements will however be entitled to HRA if these houses are not provided with separate or common latrine/bath-room (Clause 8.2.2).
- 2.3 Those employees who are entitled to House building advance will be entitled to the revised rate of House Rent Allowance with effect from 1-7-1983. Others will get the increased House Rent Allowance with effect from 1-1-1983. (Clause 8.3).
- 2.4 House Rent recovery / recovery of Electricity charges:
 (Clause 8.4)
- 2.4.1 In respect of house rent recovery and recovery of electricity charges the existing provisions contained in NCWA-II will continue (Clause 8.4.1).
- 2.5 Water Supply: (Clause 8.5)
- 2.5.1 Schemes of water supply to provide at least 15 gallons of water per person will be worked out and implemented during and agreement period. Steps would be taken to ensure that filteration plants are operative (Clause 8.5.1).
- 2.6.1 There will be a separate Town Administration Department in each company with the responsibility of maintaining the houses and water supply. A Public Health Engineer/Civil Engineer will be in charge of maintenance of

water supply systems in each area. The Town Administration set up is to become operative in three months' time from the date of signing the Agreement (Clause 8.6.1.).

2.7 Medical facilities: (Clause 8.7)

2.7.1 Every endeavour will be made by the management to achieve the ration of one hospital bed per 100 employees as per the BPE norms, taking into account all the hospitals of the coal companies and the CMWO's together, but it will not be less then I: 120 by the end of the Agreement period (Clause 8.7.1)

The provisions of the Medical Sub-Committee Report incorporated in NCWA-II not implemented, if any, will be implemented during the period of the current Agreement. The per capita expenditure on medical services will be Rs. 350/per employee per annum.

The annual medical plan of each company will be finalised through joint discussion at the company level.

2.7.2 Ambulances: (Clause 8.7.2)

Each colliery will be provided with an ambulance. The shortfall wherever it exists, will be made good by the end of the financial year i.e. by 31st March, 1984. All the ambulances must be kept in working order and made available whenever is necessary.

2.7.3 Pneumoconiosis: (Clause 8.7.3)

In order that pneumoconiosis is detected and facilities for arresting and cure of the disease are created, adequate machinery for the same in each company will be established as early as possible. In each coal producing company a Medical Board to deal with the problem of pneumoconiosis will be made operational, and will start functioning without waiting for the statutory Notification of its constitution. These Medical Boards would examine the cases of pneumoconiosis within 7 days of receipt of detection of pneumoconiosis.

If an employee is stopped from work by any competent authority because of detection of pneumoconiosis and on the ground that his continuance on the work will lead to deterioration and if the findings of the medical Board are to the effect that he was suffering from pneumoconiosis, he will be paid wages for the entire period of idleness.

2.8 Educational facilities: (Clause 8.8)

- 2.8.1 The pattern of educational institutions in the coal industry would be as indicated below:
 - (i) Primary School —in coal mine/colliery/colony.
 - (ii) Middle/Jr. High —in big colliery or group of School collieries.
 - (iii) High School/Higher Secondary School —At Area.

The above pattern may, however, be modified according to the needs of each company/Area (Clause 8.8.1).

- 2.8.2 In order that educational facilities are made available to the children of coal mines' employees, the managements of Coal Companies will construct about 100 school buildings of different standards—some in replacement and some new, during the four years period of the Agreement, Required furniture will also be provided to the schools (Clause 8.8.2).
- 2.8.3 The existing recurring grants to private committee managed schools in the coalfield will be enhanced so as to enable the schools to be run better including the payment of higher salaries to the teachers. Coal India will provide additional grants to the tune of Rupees Two crores per annum (excluding capital expenditure) for its subsidiary companies. Where workers come forwarded with their own contribution for the running of educational institutions matching grants will be given by the coal companies (Clause 8.8.3).

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- 2.9.1 The Management agreed that during the Agreement petiod there would be a canteen in each of the collieries/establishments and the same would not be run by Contractors. Utensils and fuel required in the canteen will also be supplied by Colliery Management. The Management will also give certain amount to the Canteen Managing Committees depending upon the size and operation of the canteen to enable the canteens to supply food articles at cheaper prices (Clause 8.9.1).
- 3. Managements have been requested to take necessary steps to implement the various provisions of the Agreement in respect of welfare facilities as detailed above. They have also been requested to furnish various proposals as to how they propose to implement the various provisions in their company to JBCCI office by 10 January, 1984.

NEWA-II-LI. No. 18

- Sub: (a) Casual leave
 - (b) Return railway fare facility
 - (c) Free issue of coal
 - (d) Recovery of electricity charges
 - (e) Medical facilities, Ambulances and expendituse on medicines
 - (f) Payment of arrears

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- (g) Review of implementation of NCWA-II
- (h) Provision of employment to dependants of deceased employees.

In connection with the implementation of NCWA-II in respect of the above matters, it is requested that the relevant provisions may kindly be implemented as indicated below:—

(a) Casual Leave

II Buletin Nos. 10, 12 and 14 were issued on this subject hitherto. The JBCCI at its meeting held on 25-10-1979 has decided that with regard to implementation instruction No. 12 it should be clarified that permanent workmen will be eligible for casual leave after they put in one year's service for the first time. I.I. No. 12 stand modified accordingly. This decision may please be implemented.

The JBCCI also took a decision as indicated below in respect of casual leave at its meeting held on 25-10-1979 —

to 7.4.6 of NCWA-II read with para 1(4) of Implementation Instruction No. 12, if any employee applies, for grant of the entire quantum of 11 days' casual leave during the calendar year 1979 to cover any period of leave without pay, he will be allowed the benefit in order that the absentesism in the remaining period of 1979 and 1980 is reduced in this account.

This decision is also self-explanatory and it may kindly be implemented. The earlier decision in this respect vide para 1 (4) of I.I. No. 12 will stand modified accordingly.

(b) Return railway fare facility

Clauses 9.1.1 and 9.1.2 of NCWA-II in this respect are reproduced below:—

"9.1.1 It is agreed that all those employees who are presently eligible to receive railway fare for outgoing and return

journeys of 1st Class and 2nd Class shall continue to receive the same according to the conditions laid down by the Central Wage Board for the coal mining industry. The pay limit of the employees for purposes of entitlement to 1st class rail travel will be raised to Rs. 510/- basic per month. In other words, employees drawing a basic or less than Rs. 510/- will be entitled to return railway fare of 2nd class. The other conditions shall remain the same as at present.

9.1.2 In respect of piece-rated workers, however, the average monthly basic earnings during the preceding quarter relating to attendance bonus under the existing provisions of Coal Mines Bonus Scheme will be first assessed for purpose of enabling to class of travel by rail. If, however, in any colliery/unit a different system for reckoning the basic earnings of the piece-rated workers during any other quarter period for purposes of return railway facility is in existence, that system will continue".

The above provisions are self-explanatory and it is requested that these provisions may please be implemented.

(c) Free issue of coal

This subject is covered by clause 11.2.1 of NCWA-II which is reproduced below. It is requested that this provision may kindly be implemented:—

"11.2.1 The existing system of supply of free coal will continue to the employees in the collieries/establishments".

(b) Recovery of electricity charges

Clause 8.5.1 of NCWA-II deal with this matter which is reproduced below:—

"8.5.1 In the coalfield areas where the employees are provided with quarters by the Management and also electric

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supply from the bulk supply obtained by them from Electric Board, the employees shall be entitled to a free consumption of 30 KWH per quarter per month on a uniform basis and the existing limits shall be modified accordingly. For consumption beyond this limit, the employees will be required to pay at the same rates at which the Electric Supply Undertakings charge the Coal Companies."

It is requested that the above provision may please be implemented.

(e) Medical facilities, Ambulances and expenditure on medicines.

These matters are covered by clauses 10.5.1, 10.5.2 and 10.5.3 of NCWA-II which are reproduced below :-

- "10.5.1 The unanimous recommendations of the Medical Sub-Committee of the JBCCI (Sub-Committee E) will be implemented. A summary of the unanimous recommendation is given is Annexure V to this agreement.
- 10.5.2 It is agreed that, in principle, there should be an Ambulance in each colliery to ensure speedy movement of emergency cases to hospitals/dispensaries. However, if there are certain difficulties in providing such Ambulances immediately, the requirement could be met adequately by a system of pooling in certain collieries. The method can be discussed at local levels. The management agreed to increase the number of Ambulances within two years to ensure availability of Ambulances for collieries. The matter will be reviewed by the JBCCI periodically.
- 10.5.3 It is agreed that as far as Coal India and its subsidiaries are concerned, the amount to be spent on medicines per capita shall be at the same level as that obtaining in Singareni Collieries Co. Ltd. at present."

A copy of the summary of the unanimous recommendations of the Medical Sub-Committee as referred to in clause 10.5.1 is also being forwarded herewith. It is requested that all these provisions may also kindly be implemented. The amount to be spent on medicines per capita in Coal Companies other than Singareni Collieries Co. Ltd. will be intimated to the other Companies as soon as the necessary information is received from Singareni Collieries Co. Ltd.

(f) Payment of arrears

This matter was earlier dealt with vide paras 26 and 27 of I.I. No. 9. The issue was reviewed by the JBCCI at its meeting held on 25-10-1979 and the following decision was taken:—

"Payments as per revised wage structure would be made to the employees from 1-11-79 i. e. for the month of October or part thereof depending on the wage period fixed for each colliery/establishment by the respective Coal Companies. The full arrears due to the employees for the earlier period (from 1-1-1979 till the date when wages at the revised rates have been paid) would be paid by the end of December, 1979. A status report would be placed before the JBCCI at the next meeting."

It is requested that this decision may be please be implemented.

(g) Review of implementation of NCWA-II

At its meeting held on 25-10-1979 the JBCCI has also taken the following decision in regard to review of implementation of various provisions of JBCC1.

"The progress of implementation of the provisions of the JBCCI will be reviewed by the bipartite committee functioning in different coal companies at

the company leave or implementation committees should be set up where there are no bipartite committees but matters relating to interpretation of the provisions of the JBCCI will be referred to the JBCCI for consideration and decision".

All the Coal Companies are requested to kindly implement the decision in question.

(h) Provision of employment to dependants of deceased employees.

This subject is covered by clauses 10.4.1 and 10.4.2 of NCWA-II and implementations instructions were issued vide I.I. No. 2. The JBCCI at its meeting held on 25-10-1979 took the following further decision in this respect:—

"In regard to provision of employment to the dependants of deceased employees as per clauses 10.4.1 and 10.4.2 of NCWA-II, the jobs would be provided to the dependants concerned within two months of receipt by the management of the applications from the claimants. In the event of any difficulty about the claimant the matter will be decided by the implementation committee."

All the Coal Companies are requested to implement this decision also.

ANNEXURE-V

SUMMARY OF RECOMMENDATIONS OF THE MEDICAL SUB-COMMITTEE OF JBCCI

Medical facilities at the collieries will be strengthened and expanded progressively. The more important feature are as follows:—

DISPENSARIES

- (i) A dispensary with adequate medical and para medical staff will be provided at each colliery so that a dispensary is available within 2-3 Kms of a worker's colony. In case of a colliery covering a very large area it may be necessary to provide more than one dispensary.
- (ii) The following minimum staff shall be provided at each dispensary:—

Medical Officer ... 1

Compounders ... 2

Nurse/Midwife ... 1 (Preferably Nurse)

Dresser/Ward Boy ... 2

Sweeper ... 1

Clerk ... 1

- (iii) Adequate ambulance arrangements shall be made to ensure speedy movement of emergency cases to the Hospital/dispensaries. If an ambulance is not available alternative arrangements of transport shall be made by colliery management.
- (iv) The system of indenting and procurement of medicines will be reviewed and streamlined to ensure that the medicines are readily available in the dispensaries. Medicines prescribed but not available in the hospitals or the dispensaries shall be purchased and supplied.

REIMBURSEMENT

(v) If the medicines prescribed by the Colliery Medical Officers are not available in the Dispensaries, nor purchased and supplied by the Colliery Management and have to be procured by the Workmen themselves, the cost of same shall be reimbursed on presentation of the cash memo. If the listed medicines as prescribed are not available, alternatives certified by the Colliery Medical Officer will be permissible and the cost reimbursed, if the medicines have to be purchased by the workmen.

GIRLS LATER OF

- (vi) In cases referred by the competent Medical Authority of the Coal Company to outside Hospitals the expenditure for treatment shall be reimbursed at the rates applicable for General Ward of the Hospital concerned. The patient and the escort, if recommended by the Medical Officer of the Company will be eligible for TA (excluding DA) from the company.
- (vii) If a workman falls seriously ill while on sanctioned leave at his home town and he has to be hospitalised in a Government or a Local self-government hospital, hospitalisation expenditure including the cost of medicine will be reimbursed by the company at the rates applicable for the General Ward of the Hospital.
- (viii) In cases referred by the Medical Officer of the colliery to Coal Mines Welfare Organisation Hospitals, if the medicines prescribed by the Doctors are not supplied by the CMWO Hospitals or the coal company Hospitals/Dispensary and have to be purchased by the workman, the cost of the same shall be reimbursed by the coal company and the company will claim the amount from CMWO.

Note: The usual prescribed procedure for reimbursement of medical expenses will, however, have to be observed.

The essentials are indicated in Annexure (V-A).

HOSPITAL DIET

(ix) Free diet will be supplied to indoor patients in the company hospitals. The present expenditure on diet (incurred by the coal companies) will be suitably revised in view of the increase in prices of edibles.

HOSPITALS

(x) The Hospital services should be developed/strengthened so as to conform to the following pattern on a long term basis:—

- (a) The ultimate objective should be to provide one bed per 100 employees as per BPE norms taking into account all the hospitals of the coal companies and the CMWO together. The objective for the next four years should be to reach a level of I bed for every 160 employees, in the hospitals of coal companies and the CMWO combined.
- (b) As far as possible, hospital services should be concentrated so that larger Area Hospitals of 100 or more beds with better medical facilities may be provided. Area Hospitals with 100 or more beds will serve a geographical area (not conforming to the area constituted for Administrative purposes) and should provide services for medicine, surgery, gynocology, anaesthesia, laboratory services, X-Ray facilities adequate to detect pneumoconiosis, ECG and blood transfusion facilities.
- (c) In case of Mines/Area located in distant places, where the strength of the work force does not justify a 100 bedded hospital, smaller hospital as per requirement may be set up.
- (d) In CCL and WCL which are not served by any Central Hospital of CMWO, a Central Hospital should be set up with the balance of beds left over considering the bed-employee ratio and the beds provided in Area Hospitals and CMWO Hospitals. At least one Hospital in each coal company shall be equipped to provide additional services in Pathology, Radiology, Orthopaedic, ENT, Eye, dental and pediatrics.
- (e) A casualty service shall be provided at each Area Hospital, which shall be opened round the clock.

MEDICAL ALLOWANCE

(xi) The employees who are already in receipt of a month's salary/wages in a year towards medical expenses, should continue to get the same facility.

GENERAL

- (xii) With a view to avoid the duplication of the work, wastage, on optimise the use of the existing facilities and to improve of the same, the medical facilities offered by the coal companies and those offered by the CMWO should be planned and operated in an integrated and coordinated manner.
- backgrounds of the erstwhile colliery management of the mines, which now constitute the different subsidiaries of COAL INDIA Ltd. the medical services have not been developed on an uniform basis. Also, the medical facilities offered by the Coal Mines Welfare Organisation widely vary from area to area in which the different coal companies are operating. It is, therefore, appreciated that there may be a difficulty in bringing about a uniform pattern in a short period of time and it may, therefore, be necessary for each coal company to draw its own plans to fit in with the recommendations of the Sub Committee and to improve the Pattern of medical facilities/currently existing in each Coal Company. Wherever better facilities exist, it will continue.

ANNEXURE V (A)

REIMBURSEMENT (vide clause 10.5.1)

- (i) Will be paid from the Hospital/Dispensary drug imprest on production of cash memo.
- (ii) On production of reference letter
 - prescriptions/cash memo.
 - discharge certificate.
 - essentiality certificate.
- (iii) Same as (ii) except reference letter.
- (iv) On production of CMWO's prescription cash memos.

It was provided vide clause 10.5.3 of NCWA-II that as far as the Coal India and its subsidiaries are concerned, the amount to be spent on medicines per capita shall be at the same level as that obtaining in Singareni Collieries Co. Ltd. at present. Enquiries have been made accordingly from Singareni Collieries Co. Ltd. and they have intimated that the per capita expenditure on medicines incurred by them is Rs. 47.97. Accordingly, it has been decided that the amount to be spent on medicines per capita by Coal India and its subsidiaries would be Rs. 48.00 per employee. All concerned are requested to take necessary action accordingly.

CALCUITA No.CIL.C-5B/BCCI--VHMP, LLNo.15.96**/43**.9

Dated: 8th August, 1996

NATIONAL COAL WAGE AGREEMENTS MIPPELMENTS 1015 NO.15

The Chairman-cum-Managing Director, ECL. Sanctoria

The Chairman-com-Managing Director, BCCL, Dhaubad

The Chairman-cum-Managing Director, CCL, Ranchi

The Chairman-cum-Managing Director, WCL, Nagpur

The Chairman-cum-Managing Director, Sl-CL, Bilaspor

The Chairman-cum-Managing Director, NCL: Singrauli

The Chairman-cum-Managing Director, MCL Sambalour

The Chairman-com-Managing Director, CMPDIL, Ranchi

Sub: Ceiling of Basic pay under NCWA+V for certain purposes in the case of pre-revised Wage Board monthly rated employees of earstwhile NCDC

Rel: Implementation Instruction No.15 89 dated 28th September, 1989 of NCWA-IV

The subject regarding revision of ceiling of basic pay under NCW A-V for the purpose of reimbursement of Tution fee, payment of Children's education allowance and payment of leave salary without calculating average pay, in respect of pre-Wage. Board monthly rated employees of earstwhile NCDC was discussed in the meeting of the Standardisation Committee of JBCCI-V held on 3rd July, 1996.

It was agreed to revise the ceiling limit of basic pay in terms of NCWA-V as detailed below:

SL No.	Item	Limit of basic pay under NCWA-IV	Limit of basic pay under NCW Y-V		
1	Reimbursement of Tution fee	Rs.2.137 - p.m.	fts. 3.540 - p.m.		
. 2	Payment of Children's education allowance	Rs.1,630 - p.m.	Rs. 2.654 + p.in.		
1 3	Payment of leave salary without calcula- ting average pay	Rs.1,302 - p.m.	Rs.2.145 - p.m.		



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- Shri Shafique Khan, Jt.General Sceretary, IMWF, PO: Jaridih Bazar, Area No.IV. Bermo, Distt.Bokaro (Bihar)
- 20) Shri Sunil Sen, ATTUC, Chellydanga, Near Municipality Market, G.T.Road, Asansol
- Shri Jayanta Poddar, Vice President, HMS, Bengal Hotel, 2,Md.Hussain Street, Asansol, Dist.Burdwan (W.B.)
- 22) Shri Nathulal Pandey, Gen. Secy., MPKS, HMS, South Jhagarkhand Colly., Dist. Surguja (M.P.)- through Director(P) WCL.
- Dr. M.K. Pandhe, General Secretary, CITU, 15, Talkatora Road, New Delhi.
- 24) Shri SK Bakshi, CITU, BCKU, Poddar Para, Dhanbad
- Dr. B.K. Rai, President, ABKMS, BMS, Jatashankar Flat, Plot No.5, Shivaji Nagar, Nagpur-440 010
- 26) Shri MA Rawal, Genl.Secretary, ABKMS, Nagpur Jatashankar Flat, Plot No.5, Shivaji Nagar, Nagpur-440 010
- 27) TS to Chairman, CIL, Calcutta
- 28) Executive Secretary to Director(P&IR), CIL, Calcutta.
- 29) Dy.Chief Personnel Manager (AW). CIL. Calcutta.

 30) All Ramp CIL. All alternols manager of participants.

IMPLEMENTATION INSTRUCTION NO. 15

No. CIL/JBCCI-IV/IMP/I I. No. 15/89/1216/ dt. 28th Sept. '89

Sub: Ceiling of basic pay under NCWA-IV for certain purposes in the case of pre-Wage Board monthly rated employees of erstwhile N.C.D.C.

Ref: Implementation Instruction No. 32/84 issued in circular letter No. NCWA-III/I.I. No. 32/84/753 dated 5th July, 1984.

The subject regarding revision of ceiling of basic pay under NCWA-IV for the purposes of reimbursement of tution fees, payment of children's education allowance and payment of leave salary without calculating average pay, in respect of pre Wage Board monthly rated employees of erstwhile N.C.D.C. was discussed at the meeting of the Standardisation Committee of JBCCI-IV held on 26th September, 1989.

2. It was agreed to revise the ceiling limit of basic pay in terms of NCWA-IV as detailed below:

Item	Limit of t	NCWA-III	Limit of basic pay under NCWA-IV
a) Reimb	ursement of fees	1296.00	2137.00
	ent of children'		1630.00
	ent of leave sale	768.00	1302.00
averag	and the second s	A TOTAL STATE	and all objects

- 3. The above decisions are applicable only to pre Wage Board monthly rated employees of ex-N.C.D.C.
- 4. Necessary action to implement the above decision may be taken

No. CIL/C-5(B)/JBCCI-IV/Uniform Allowance/89/1335
Date: 23-10-89

Sub: Uniform allowance for Nursing Staff.

The subject of supply of uniforms or uniform allowance in lieu thereof to nursing staff was discussed in detail at the 8th Meeting of the Standardisation Committee held on 20th September, 1988. It was agreed that the Coal Companies will provide uniform to nurses wherever possible. In case where it is not possible for the Coal Companies to de so, it was decided that the concerned nurse should be paid an amount of Rs. 650/- (Rupees six hundred fifty only) per annum as Uniform allowance. It was also decided that the above decision will be effective from 1st January, 1988.

Managements have been requested to take necessary action to implement the above decision.

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No. CIL/JBCCI-IV/IMP/89/1339 Date: 25th October, 1989

Sub: Payment of arrears arising out of implementation of NCWA-IV from 1st January '87 to 31st July '89

Your kind attention is invited to the following Implementation instructions issued relating to Implementation of NCWA-IV.

Subject

- 1) I.I.No.1/89/836 dt. 2-8-89 Scope coverage, ravised wages. wage structure and D.A., etc., of Time-rated workers.
- 2) I.I.No.2/89/840 dt. 2-8-89 Wage rates, work norms etc., for Piece rated workers.
- 3) LI-No.3/89/932 dt. 14-8-89 Upgradation of daily rated and monthly rated employees who have remained in the same category/grade for 10 years or more.
- 4) I.LNo.4/89/851 dt. 2-8-89 Grant of one additional SPRA to Piece rated workers who have remained in the same group for a period of 10 rears and more.
- 5) I.I.No.5/89/836 dt. 2-8-89 Underground allowance.
- 6) I.I.No.6/89/852 dt. 2-8-89 Other allowance.
- 7) LI.No.7/89/858 dt. 5-8-89 House rent allowance, house rent recovery and recovery of electricity charges.
- 8) I.I.No.12/89/893 dt. 8-8-89 Fitment of monthly rated employees of erstwhile NCDC who are getting 3 days V.D.A.

Detailed instructions in respect of fitment of pay of Time rated and monthly rated employees under NCWA-IV with effect from 1st January '87 along with the Fitment charts have been sent in I.I.No.1/89/836 dated 2.8.89. Basic pay has to be fixed with referenc to the fitment charts. Fixed Dearness allowance, Special Dearness allowance and Attendance Bonus have to be paid as per the details given in the chart.

3. Variable Dearness Allowance.

Variable dearness allowance as on 1.1.87 at CPI No 672 will be nil. The VDA payable from 1st March '87 onwards is as follows:

A STATE OF THE PARTY AND ADDRESS OF THE PARTY.

Period	CPI	Old V.I	D.A I	New VD	A und	er NCV	VA-1V
	No.	lat	26	30	Ist	26	30
1 4 4 4 5	-41 /23	day	days	days	day	days	days
January *87 to Feb. *87	672	13.273	345.10	398.19	a 455		
March'87 to May '87	689	14.350	373.15	440.07	1.08	28.05	41.88
June '87 to Aug. '87	687	14.225	369.85	436.24	0.95	24.75	38.04
Sept. '87 to Nov. '87	703	16.24	396.25	462.28	1.97	51.15	64.09
Dec. '87 to Feb. '88	735	17.27	449.05	523.89	4.00	103.95	125.70
March '88 to May '88	-	18.413	478.75	564.67	5.14	133.65	166.48
June '88 to Aug. '88	752	18.35	477.10	562.73	5.08	132.00	164,54
Sept. '88 Nov. '88		19.619	510.10	595.11	6.35	165.00	196 .91
Dec. '88 to Feb. '89	801	21.459	557.95	643.77	8.19	212.85	245.58
March '89 to May 89	823	22.855	594.25	700.83	9.58	249.15	302.69
June '89	815	22,348	581.05	685.34	9.08	235.95	287.15
to Aug. '89	-			1-16-			

[825

V.D.A., has already been drawn in the wages paid under NCWA-III and there is no difference of V.D.A., payable from 1st January, 1987 to 31st July '89. However, the above rates of new V.D.A., under NCWA-IV have to be taken for the purpose of calculating arrears of wages as shown in the examples.

Personal pay under NCWA-IV in respect of employees who
received Interim Relief under NCWA-III scales in different
slabs.

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Clause 2.9.2 of NCWA-IV provides as follows:

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"2.9.2 If, however, there has been an increase in the quantum of Interim Relief on account of increase in basic wages/salary due to annual increment or promotion after 1.1.1987 and the revised emoluments do not ensure the minimum guaranteed benefit of Rs. 85/- per month or Rs. 3.27 per day, after taking the increased Interim Relief into accounts the amount falling short will be paid to the workers as Personal pay till the signing of the next Agreement. The element of personal pay thus granted will not be adjusted against annual increment till the signing of the next Agreement and will be treated as basic pay for all purposes."

2. Interim Relief to employees has been given in following slabs:

Basic pay range	I.R. per month		
Upto Rs. 700	Rs. 100/-		
From Rs. 701 to Rs. 1000/-	Rs. 120/-		
From Rs. 1001 to Rs. 1100/-	Rs. 180/-		
From Rs. 1101 to Rs. 1200/-	Rs. 240/-		
From Rs. 1201 to Rs. 1300/-	Rs. 360/-		
From Rs. 1301 and above	Rs. 420/-		

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The grant of personal pay arises where the normal increment in the revised scale of pay does not protect the differences in the I. R., slabs drawn by the employees under NCWA-III.

Examples illustrating the fixation of pay under NCWA-IV where the question of grant of personal pay arise, are given in Annexures-I to IV.

Necessary action to fix the personal pay of employees in cases where they arise may be taken on the basis of the above examples. The element of personal pay thus granted will be treated as basic pay for all purposes.

5. Piece rated workers:

Detailed instructions in respect of wage rates, worknorms etc., and fitment of Piece-rated wages have been issued in I. I. No. 2/89/840 dated 2-8-89 Special attention is drawn to paras 2.8 to 2.9.5 relating to minimum guaranteed benefit, S.P.R.A., paras 3.1 to 3.2 regarding Lead and Lift and Tub pushing and Annexure-I of I.I. No. 2/89 relating to Fitment and S.P.R.A. It has been agreed that in case some of the employees (Piece rated workers) have drawn higher Interim Relief than the amount calculated on the basis of the norms as laid in clause 3.11.1 of NCWA-IV the same will not be recovered from them. This may be kept in view while calculating the arrears.

6. Underground Allowance:

The state of

STEEL BUILDING

Underground allowance should be calculated as per the instructions given in LI. No.5/89/836 dated 2nd August '89 and Annexure-I of that circular and is payable with affect from 1-1-87.

7. Other allowances.

Detailed instructions in respect of other allowances have been issued in I.I. No. 6/89/852 dated 2nd August '89. It is once again pointed out that Washing allowance, Difficulty allowances (i.e.) Thin seam allowance and Travelling over steep gradients and city compensatory allowance will be payable from 1st January, 1987 and Transport Subsidy and Additional Transport subsidy will be payable from 1st January 1989.

8. House rent allowance, house rent recovery and recovery of electricity charges.

Instructions on this subject have been issued in I.I. No. 7/89/858 dated 5th Aug. '86.

The provisions relating to payment of house rent allowance under revised rates (clause 8.2.1 and 8.2.3) are effective from 1st July, 1987 only.

- Necessary action to calculate the arrears of wages, allowances etc., payable from 1st January '87 to 31st July '89 may be taken immediately following the procedure outlined in Paras 11.0 to 11.3 given in 1. 1. No. 1/89/836 dated 2nd Aug., 1989.
- 10. It may also be ensured that consequent on fixation of pay under NCWA-IV, salary or wages of an employee which include basic pay, fixed dearness allowance, variable dearness allowance, spl. dearness allowance and city compensatory allowance exceeds Rs. 2500/- per month and thereby he does not become eligible for ex-gratia payment granted in 1987-88 and 8.33% advance granted for 1988-89, the same is recovered from the arrears payable under NCWA-IV.
- 11. Appears of wages have to be paid between 27th to 30th

An employee is in Excavation Spl. Grade with Basic pay of Rs. 48.94 as on 31.12.1986 his date of increment is on 1st March

NCWA-III Excv. Spl. Rs. 38.34-2.12-65,99 NCWA-IV Rs. 57,38-3,08-97.42

		v. Dpr. 108. 30		100	20	s. 51.30-5.00-5	1.72	
Daily	NCWA-III 31-12-86	NCWA-IV 1-1-87	NCWA-III 1-3-87	NCWA-IV 1-3-87	NCWA-III	NCWA-IV	NCWA-III 1-3-89	NCWA-IV
4	Re P.	Rs. P.	Ra. P.	EK.F.	Re F.	RE. 9.	Ra. P.	Ra. P.
Basic Wage Att. Bonus Spl. D.A. F.D.A. V.D.A. Spl. Inc.	48.940 4.894 0.878 5,667 13.273 0.461 74,113	75.86 7.59 1.36 7.17	51,060 5,106 6,917 5,667 14,350 0,461	78.94 7.89 1.42 7.17 1.08	53.180 5.318 0.955 5.667 18.413 0.461 83.994	82.02 8.20 1.47 7.17 5.14	55.300 5.530 0.993 5.667 22,855 0.461 90,806	85.10 8.51 1.53 7.17 9.58 —
1			77.56	70.20	83.99	201100	90.11	
Int. Relief Fitment	60 385	Marine Wallet	16.15	10147	16.15		16.15	
Benefit	5. 27 191.23		3.27	200 0	3,27		3,27	
	791.23		96.98		103.41		110.23	

Note: Shortfall of Rs. 0.48 per day from 1-3-87 will be paid as Personal Pay with effect from 1-3-87 till the signing of the next Agreement.

Example-II

Annexure-II

An employee is in Tech. & Supv. Grade-A with a basic pay of Rs. 1157/- as on 31-12-86, his date of increment is 1st March.

NC Tech. & Rs. 892-53-				10		WA-IV Supv. GrA 2137-80-2537/		West Ci	
Youthly	N	/A-III -12-86	NCWA-IV 1-1-87	NCWA-111 1-3-87	NCWA-IV 1-3-87	NCWA-III 1-3-88	NCWA-IV 1-3-88	NCWA-III 1-3-89	NCWA-IV 1-3-89
Basic Pay Att. Bonus S.D.A. F.D.A. V.D.A. Spt. Inc.		Rs. P. 1157.00 115.70 20.77 147.36 345.10 12.00	Rs. P. 1762.00 176.20 28.03 186 31	Rs. P. 1210.00 121.00 21.72 147.36 373.15 12.00	Rs. P. 1837,00 183,50 32,97 186,31 28,05	Rs. P. 1263.00 1263.0 22.87 147.36 478.75 12.00	Ra. P. 1912.00 1912.0 3432 186,31 433.65	Rs. P. 1316.00 131.60 23.62 147.36 594.25 12.00	Ra. P. 1987.00 198.70 35.67 186.31 249.15
I.A.		1797.93 240.00	2152,56	1885,23 360,0 0	2268.03	2050.08 360.00	2457.48	2224.83 420.04	2656.83
Benefit		85,00 2122.93	Aceres Aceres	85.40 2330.23	P.P. 62.20	85.00 2495.08	levis. Volve	85.00 2729.83	P.P. 73.00

Note: i) Shortfall of Rs. 62.20 per month from 1-3-87 will be paid as personal Pay with effect from 1-3-87 to 28-2-89.

ii) Shortfall of Rs. 73.00 per month from 1-3-89 will be paid as Personal pay with effect from 1-3-89 till the signing of the next Agreement.

Annexure-III

Example-III

An employee is in Tech. Grade-C. His date of increment 2nd January each year.

NCWA-III Scale Rs. 742-40-1062-45-1422/-NCWA-IV Scale Rs. 1222-60-1702-66-2230/-

	NCWA-III 31-12-86	NCWA-IV 1-1-87	NCWA-III	NCWA-IV 2-1-87	NCWA-III	NCWA-IV 2-1-88	NCWA-III 2-1-89	NCWA-IV 2-1489
	Rs. P.	Rs. P.			Re. P.	Rs. P.	Rs. P.	Ra P.
Basic Att. Bonus F. D.A. V.D.A. S.D.A. Spl. Inc.	1197.00 119.70 147.36 345.10 21.49 12.00	1834.00 183.40 186.31 32.92		190.00 186.31 34.11	1287.00 128.70 147.36 449.05 23.10 12.10	1966.00 196.60 186.31 103.85 35.29	1332.00 133.20 147.36 557.95 23.91 12.00	2032.00 203.20 186.31 212.58 36.47
	1842,65	2236.63	1892.95	2310.42	2047.21	2488.05	2206.42	2670.83
LR.	240.00	ARREST HA	360.00	54 M 182	360.00	are Wite	420.00	
Pitment	85.00	2401	85.00	P.P.	85.00	P.P.	85.00	P.P.
Benefit	2167.65	Tel .	2337.95	27.53	2492.21	27.53	2711,42	40.59

Note 1 i) Shortfall of Rs. 27.53 per month from 2-1-87 will be paid as personal pay from 2-1-87 to 1-1-89.

ii) Shortfall of Rs. 40.59 per month from 2-1-89 will be paid as personal pay till the signing of the next Agreement.

Example-IV

Annexure- IV

An employee is in Tech. Sup. Grade-B with a basic pay of Rs. 1178/- as on 31-12-86. He was promoted to Grade-A on 8-1-87.

NCWA-III

Gr.-B Rs. 810-46-1178-51-1586/-

Grade A Rs. 1387-75-2137-80-2537/-

Gr.-A Rs. 892-53-1316-55-1701/-

10-10	31-12-86	NCWA-IV 1-1-87	NCWA-III 8-1-87	NCWA-IV 8-1-87	NCWA-III 8-1-88	NCWA-IV 8-1-88	8-1-89	8-1-89
Basic	1178,00	1766.00	1263.00	1912.00	1316.00	1987.00	1371.00	2062.00
Att. Bonus	117.80	176.60	126,30	191.20	131.60	198.70	137.10	206.20
F.D.A.	147.36	186.31	147.36	186.31	147.36	186.31	147.36	186.31
V.D.A.	345.10	1009	345.10	301	449.05	103.95	557.95	212.85
S.D.A.	21.15	31.70	22.60	34.32	23.62	35.87	24.51	37.01
Spl.Inc.	12.00		12.06		12.00	-	12.00	-
-	1821.41	2160.61	191643	2213.83	2079.63	2511.63	2250.02	2704.17
LR.	240.00		361.00	N. Mah	420.00		420.00	
M.G.B.	85.00	- 1	\$5.00	hh.	\$5.00	P.P.	85.00	
	2146.41	/	2361.43	37.60	2584.63	73.00	2755.02	

Note: i) The employee will get personal pay of Rs. 37. 60 with effect from 8-1-87 to 7-1-88.

ii) He will get personal pay of Rs. 73/- with affect from 8-i-88 till the signing of the next Agreement

JOINT BIPARTIFE COMMITTEE FOR THE COAL INDUSTRY

COAL INDIA LIMITED 10, NETAJI SUBBAS ROAD CALCUTTA-700 001

No.CIL/C-5B/JBCCI/LI,No 9/2001/ステ

Dated 5th January,2001

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.9

The Chairman-cum-Managing Director,	ECL	Sanctoria
The Chairman-cum-Managing Director,	BCCL	Dhanbad
The Chairman-cum-Managing Director,	CCL	Ranchi
The Chairman-cum-Managing Director,	WCL	Nagpur
The Chairman-cum-Managing Director,	SECL	Bilaspur
The Chairman-cum-Managing Director,	NCL	Singrauli
The Chairman-cum-Managing Director,	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIU	Ranchi

Sub. Encashment of Earned Leave -Vide Chapter-XII Clause 12.3.1 of NCWA-VI

The National Coal Wage Agreement-VI finalised by the Joint Bipartite Committee for the Coal Industry on 23rd December, 2000 provides as under in respect of Encashment of Earned Leave as contained in Chapter-XII (Clause 12.3.1):-

1.0 Encashment of Earned Leave

The workmen will be entitled to get encashment of earned leave at the rate of 15 days per year. On discontinuation of service due to death, retirement, superannuation, VRS etc., the balance leave or 100 days whichever is less will be allowed for encashment from the week ending from the date of signing of the agreement (Clause 12.3.1).

Modalities for regulating the payment will be notified separately.

Necessary action to implement the above provisions may be taken?

Encl. As above.

(C. II. KBISTY)

MEMBER SECRETARY, JBCCI-VI

- 1. All Monibers & Alternate Members of TRCCT-VI
- Chairman-MD, SCCL, PO Kothagadam Collys. Dist. Klaimmanc(A.P.)
- Vice President, (HRM), HSCO, Jamshedpur
- 4 Managing Director, IISCO, Burppur, Dist. Burddhaman (W.B.)
- Director(Personnel), ECL/BCCT/CCL/WCL/SECL/NCL/MCL.
- 6 Director(1),Cll., Calcutta
- 7 Director(1)/Director(Marketing) CH., Calcutta
- 8. Chief Vigilance Officer, CII., Calcinta.
- CGM, NLC, Guwahati/CGM, DCC, Dankom
- 10 Executive Director(BCM), Kanke Rd. Ranchi
- 11 CGM, Cfl., Ausal Bhawan, New Delhi-
- 12 CGMd/s CGMd/s/ CIL, Calcuta
- 13 All RSMs,
- 14 GMC (48 to Channing CB) Calcutta
- 15 Dv. CMF (AW) CB. Calcutta-

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED

10. NETAJI SUBHAS ROAD, CALCUTTA-700 001

No.CIL/C-5B/JBCCI/LLNo.20/2001/166

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.20

The Chairman-cum-Managing Director.	ECL	Sanctoria
The Chairman-cum-Managing Director	BCCL	Dhanbad
The Chairman-cum-Managing Director	CCL	Ranchi
The Chairman-cum-Managing Director	WCL	Nagpur
The Chairman-cum-Managing Director	SECL	Bilaspur
The Chairman-cum-Managing Director	NCL	Singrauli
The Chairman-cum-Managing Director	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi

Sub:

Encashment of Earned Leave -Vide

Chapter-XII Clause 12.3.1 of NCWA-VI

Ref

Implementation Instruction No.9 dated 05.01.2001

Your kind attention is invited to the provision of LI No 9 dated 5 1,2001

The modalities regarding Encashment of Earned Leave was discussed in the Standardisation Committee meeting of JBCCI-VI held on 22.5.2001 and it was decided as under:

- (i) Encashment of earned leave will be allowed once in a calender year for 50% of accumulated Annual/Earned leave subject to minimum 7(seven) and maximum of 15 (fifteen) days
- (ii) in case of death retirement, superannuation, VRS etc. the unavailed Annual/Earned Leave upto 100 days will be allowed for encashment.

You are requested to take necessary action to implement the above decision

(C. H. KHISTY)
DIRECTOR(P&IR) &

Dated: 30th May, 2001

MEMBER SECRETARY, JBCCI-VI

- All Members & Alternate Members of [BCC]-V.
- 2 Chairman-MD, SCCL, PO:Kothaqudam Collys, Dist. Khammam (A.P)
- Vice President. (HRM), TISCO: Jamshedpur
- 4 Managing Director, IISCO Bumpur, Dist Burddhaman (W.B.)
- 5. Director(Personnel). ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- Director(F) CfL, Calcutta
- Director(T),/Director(Marketing), Cil. Calcutta
- 8. Chief Vigilance Officer, CIL Calcutta
- 9 CGM, NEC Guwahat/CGM, DCC, Dankuni
- 10 Executive Director(IICM), Kanke Rd., Ranch;
- 11 CGM, ClL, Ansal Bhawan New Delhi
- 12 CGM(P)/CGM(F), CIL, Calcutta
- All RSMs.
- 14 GM(F)/TS to Chairman, CIL, Calcutta
- 15. Dy CME(AW), CIL Calculta

Kolkata-700 001

No.CIL/C-5B/JBCCI/I.I.No.24/2001/ / 9 4

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.24

The Chairman-cum-Managing Director,	EÇL	Sanctoria
The Chairman-cum-Managing Director,	BCCL	Dhanbad
The Chairman-cum-Managing Director,	CCL	Ranchi
The Chairman-cum-Managing Director,	WCL	Nagpur
The Chairman-cum-Managing Director,	SECU	Bilaspur
The Chairman-cum-Managing Director,	NCL	Singrauli
The Chairman-cum-Managing Director,	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi

Sub: Encashment of Earned Leave Chapter-XII Para 12.3.1 of NCWA-VI Ref No.: IMPLEMENTATION INSTRUCTION NO.20 dt:30.5.2001

Your kind attention is invited to Implementation Instruction No.20 dt:30.5,2001.

It is further clarified that encashment of earned leave will be allowed to such of the employees who are getting Annual Leave with wages as per the provisions of Mines Act 1952-(Para 6.1.0 of Chapter-VI of NCWA-VI.)

Yours faithfully,

Dated: 6th June, 2001

DIRECTOR(P&IR)&

MEMBER SECRETARISCCI-VI

Distribution:

1 All Members & Alternate Members of JBCCI-VI

Chairman-MD, SCCL, PO:Kothagudam Collys Dist.: Khammam (A.P).

3. Vice President, (HRM), TISCO, Jamshedpur

4. Managing Director, IISCO, Burnpur, Dist. Burddhaman (W.B.)

Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(F), CII., Calcutta

Director(T)/Director(Marketing), ClL. Calcutta

8. Chief Vigilance Officer, CIL, Calcutta

9 CGM, NEC, Guwahati/CGM, DCC, Dankuni

10. Executive Director(IICM), Kanke Rd., Ranchi

11. CGM, Clb, Ansal Bhawan, New Delhi

12. CGM(P)/CGM(F), CIL, Calcuna

13. All RSMs.

14. GM(F)/TS to Chairman, ClL, Calcutta

Dy. CME(AW), CIL, Calcutta.

No.CIL/C-5B/JBCCI/I.1.No29/2001/ 6. 6. 9

Dated: 14th September, 2001

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NATIONAL COAL WAGE AGREEMENT-VI **IMPLEMENTATION INSTRUCTION NO.29**

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

Sub: Encashment of Earned Leave as per provision of

Chapter-XII Clause 12.3.1 of NCWA-VI

Implementation Instruction No.20 dtd. 30.5.2001 & Ref:

I.I.No.24 dtd. 6.5.2001

Your kind attention is invited to the provisions of I.I.No.20 dated 30.5.2001 and I.I. No.24 dated 6.6.2001 on the above subject.

In the meeting of Standardisation Committee of JBCCI-VI held on 27th July, 2001 the modalities for grant of Encashment of Earned Leave was further discussed and clarified as under:

> "It was agreed that the same principle as applicate for grant of leave with wages will be followed for Encashment of Earned Leave."

You are requested to take necessary action to implement the above decision.

(C. H. KHISTY) DIRECTOR(P&IR) &

MEMBER SECRETARY JBCCI-V

Distribution:

1. All Members & Alternate Members of JBCCI-VI

- 2. 3. Chairman-MD, SCCL, PO: Kothagadam Collys, Dist.: Khammam (A.P).
- Vice President, (HRM), TISCO, Jamshedpar
- 4. Managing Director, HSCO, Burapar, Dist. Burddhaman (W.B.)
- Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL 5.6.7.
- Director(F),CIL, Calcutta
- Director(T)/Director(Marketing),CIL, Calcutta
- Chief Vigilance Officer, CIL, Calcutta
- CGM, NEC, Guwahati/CGM, DCC, Danksui 10.
- Executive Director(HCM), Kanke Rd., Ranchi 11. CGM, CIL, Ansal Bhawan, New Delhi
- 12. CGM(P)/CGM(F), CIL, Calcutta
- 13. AB RSMs.
- GM(F)/TS to Chairman, ClL, Calcutta 14.
- 15. Dy. CME(AW), CB., Calcutta

COAL INDIA LIMITED COAL BHAWAN 10, NETAJI SUBHAS ROAD CALCUTTA-700001

NO.CIL: C-5B: NCWA 2728-32

6th March. Dated,

February, 1996

To:

The Chairman-MD, ECL, Sanctoria. The Chairman-MD, BCCL, Dhanbad. The Chairman-MD, CCL, Ranchi. The Chairman-MD, SECL, Bilaspur. The Chairman-MD, WCL, Nagpur. The Chairman-MD, NCL, Singrauli. The Chairman-MD, MCL, Sambalpur. The Chairman-MD, CMPDIL, Ranchi.

Dear Sir,

Sub:- Uniformity in the grant of accumulated Earned Leave to the employees before superannuation/resignation.

Various practices are being followed by different Subsidiaries with regard to the encashment of accumulated Earned Leave at the time of retirement/termination of the nonexecutive employees covered under NCWA-IV/V.

In order to have uniformity in practice it has been decided as a policy that, leave will not be refused to an employee prior to retirement/termination. There may be exceptional circumstances when the presence of an employee is essential and it is not possible for the Management to grant him leave. In such a situation leave can be refused after recording the reasons and after taking the approval of the Director(Persl) of the Company. Only Earned Leave accumulated on account of such refusal should be encashed at the time of retirement/termination and the associate Finance will ensure in all such cases that wages for such accumulated leave is sanctioned only after it had the prior approval of Director(Personnel).

You are requested to instruct all concerned for strict compliance of the above decision.

> KHISTY) H. DIRECTOR (P&IR)

faithfully,

1. Director(P), ECL/BCCL/CCL/NCL/SECL

Chief General Manager, NEC, Guwahati.
 C.G.M.(IR)/G.M.(P/IR), WCL, MCL, CMPDIL.

4. C.G.M.(P), CIL, Calcutta.

5. General Manager, DCC, Dankuni.

All HODs, CIL, Calcutta. Dy.CPM(AW), CIL, Calcutta.

No.CIL/C-5B/JBCCI-V/I.I.No.16/96/663 Dated: 20th September,1998

To

The Chairman-cum-Managing Director, BCCL, Dhanbad The Chairman-cum-Managing Director, SECL, Bilaspur

The Chairman-cum-Managing Director, MCL, Sambalpur

The Chairman-cum-Managing Director, CMPDIL, Ranchi

The Chairman-cum-Managing Director(Actg.), ECL, Sanctoria

The Chairman-cum-Managing Director(Actg.), WCL, Nagpur The Chairman-cum-Managing Director(Actg.), NCL, Singrauli

The Chairman-cum-Managing Director(Actg.), CCL, Ranchi

Sub: Uniformity in the grant of accumulated Earned leave to

the employees before superannuation/

resignation

Ref: Letter No.CIL/C-5B/NCWA/2725-32

dated 6th March, 1996.

Dear Sir,

Your kind attention is invited towards letter No.CIL/C-5B/NCWA/2725-32 dated 6th March, 1996.

In the Standardisation Committee meeting held on 21.8.96 at CIL (HQ), Calcutta, the provisions of above letter were reviewed and after detailed deliberation in the matter, it was decided that the following para will be added in the letter referred to above:

"Payment of annual leave wages at the time of superannuation, resignation or death will however be as per the provisions of sub-section 10 of section 52 of the Mines Act. 1952".

You are requested to take necessary action for implementation of above decision.

Yours faithfully,

(C:H. KHISTY)
DIRECTOR (P&IR)

Copy to:

1. Director(Personnel), SECL/BCCL/CCL/WCL/ECL/NCL

- 2. Director(T), MCL, Sambalpur
- 3. Director(O), CMPDIL, Ranchi
- 4. CGM(P), WCL, Nagpur
- 5. Director(T)/Director(F), CIL, Calcutta
- 6. CGM(P&IR), CIL, Calcutta.
- 7. CGM(F), CIL, Calcutta.
- 8. Chief of Marketing, CIL, 15, Park Street, Calcutta.
- Chief Personnel Manager(IR), CIL, Calcutta 9.
- T.S. to Chairman, CIL, Calcutta 10.
- Exe. Secretary to Director (P&IR), CIL, Calcutta. Chief General Manager, NEC, Guwahati, Assam 11.
- 12.
- 13. General Manager, Dankuni Coal Complex, Dankuni (W.B.
- GM(IR), MCL, Sambalpur/GM(P&A), CMPDIL, Ranchi 14.
- 15.
- Supdt.of Mines (AW), CIL, Calcutta. Exe.Director, IICM, Kanke Road, Ranchi 16
- Exe.Dir.(P), SCCL, PO: Kotagudam, Dist. Khammam, Andhra Pradesh 17.
- 18.
- Vice President, HRM, TISCO, Jamshedpur GM(P), IISCO/SAIL, 10, Camac Street, Calcutta. 20.
 - General Manager, CIL, Ansal Bhawan, New Delhi 21.
 - All Regional Sales Managers, CIL 22.
 - 23. All HODs of CIL
 - 24. All Member/Alternate Members of JBCCI-V

No.CIL/C-5B/JBCCI/LI.No11/2001/29

Dated: 5th January, 2001

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.11

The Chairman-cum-Managing Director, ECL Sanctoria The Chairman-cum-Managing Director, **BCCL** Dhanbad The Chairman-cum-Managing Director, CCL Ranchi The Chairman-cum-Managing Director. WCL Nagour The Chairman-cum-Managing Director, SECL Bilaspur The Chairman-cum-Managing Director, NCL Singrauli The Chairman-cum-Managing Director, MCL Sambalpur The Chairman-cum-Managing Director

> Sub: Placement in A-1 Scale of Pay -Vide Chapter-XII Clause 12.7.0 of NCWA-VI.

CMPDIL

The National Coal Wage Agreement-VI finalised by the Joint Bipartite Committee for the Coal Industry on "3rd December, 2000 provides as under in respect of placement of employees in T&S Gr."A" to T&S Gr."A-1" . Chapter-XII : Clause 12.7.0):-

Ranchi

1 () Placement in A-1 Scale of Pay.

Those who have completed 7/8 years in Underground/Surface in T&S Grade "A" and have been receiving SLU/SLI on 01.01.1997 and thereafter will be placed in the A-1 Scale of pay.

The promotion in A-1 grade will not deprive anybody in going to executive cadre, subject to the 101 candidates meeting the eligibility criteria.

Necessary action to implement the above provisions may be taken.

Incl As above

(C. H. KHISTY) DIRECTOR(P&IR) & MEMBER SECRETARY JBCCI-V

Distribution:

All Members & Alternate Members of JBCCI-VI

Charman-MD, SCCL, PO Kothugudam Collys, Dist.: Khammam (A.P).

Vice President, (HRM), TISCO, Jamshedpur

Managing Director, IISCO, Burnpur, Dist. Burddhaman (W.B.)

Director(Personnel), ECL/BCCI/CCI/WCL/SECI/NCI/MCI.

Director(F),CIL, Calcutta

Director(T)./Director(Marketing),CIL, Calcutta

Chief Vigilance Officer, ClL, Calcutta

CGM, NEC, Guwahati/CGM, DCC, Dankuni

Necutive Director(IICM), Kanke Rd., Ranchi

CGM, CIL, Ausal Bhawan, New Dellu Î

] ? CGM(P)/CGM(F), CIL, Calcutta

1.3 All RSMs,

1.1 GMILVIS to Chairman, CIL, Calcutta

Dy CME(AW), CIL, Calcutta

No.CIL/C-5B/JBCCI/LI,No1;/2001/ 4/5

The Chairman-cum-Managing Director

Dated: 5th March,2001

3/2

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO. 12

The Chairman-cum-Managing Director, ECL Sanctoria The Chairman-cum-Managing Director, **BCCL Dhanbad** The Chairman-cum-Managing Director, CCL Ranchi The Chairman-cum-Managing Director, WCL Nagour The Chairman-cum-Managing Director, SECL Bilaspur The Chairman-cum-Managing Director, NCL Singrauli The Chairman-cum-Managing Director, MCL Sambalpur

Sub:Placement in A-1 scale of pay

CMPDIL.

Your kind attention is invited to the provisions of I.I. No.11 dated 5.1.2001

It is further clarified that employees who have completed 7/8 years of service in UG/Surface respectively in T&S Gr."A" and have been receiving SLI prior to 01.01.1997 and also upto 01.01.1997 will be entitled for their placement in "A-1" scale of pay w.e.f., 01.01 1997.

Ranchi

You are requested to take necessary action to implement the above decisions.

DIRECTOR(P&IR) &
MEMBER SECRETARY JBCCI-VI

- 1. All Members & Alternate Members of JBCCI-VI
- Chairman-MD, SCCL, PO Kothagudam Collys, Dist.: Khammam (A.P).
- 3. Vice President, (HRM), TISCO, Jamshedpur
- Managing Director, HSCO, Burnpur, Dist, Burddhaman (W.B.)
- Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- Director(F), ClL, Calcutta
- Director(T)./Director(Marketing),CIL, Calcutta
- Chief Vigilance Officer, CIL, Calcutta
- 9 CGM, NEC, Guwahati/CGM, DCC, Dankuni
- 10. Executive Director(IICM), Kanke Rd., Ranchi
- CGM, CIL, Ansal Bhawan, New Delhi
- 12 CGM(P)/CGM(F), CIL, Calcutta
- All RSMs.
- 14. GM(F)/TS to Chairman, CfL, Calcutta
- 15. Dy. CME(AW), CIL, Calcutta

No.CIL/C-5B/JBCCI/L1.No15/2001/ 48

Dated, 27th February, 2001

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.15

The Chairman-cum-Managing Director,	ECL	Sanctoria
The Chairman-cum-Managing Director,	BCCL	Dhanbad
The Chairman-cum-Managing Director,	CCL	Ranchi
The Chairman-cum-Managing Director,	WCL	Nagpur
The Chairman-cum-Managing Director,	SECU	Bilaspur
The Chairman-cum-Managing Director,	NCL	Singrauli
The Chairman-cum-Managing Director,	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi

Sub: Conveyance reimbursement (Para 5.3.1 of Chapter V)

Your kind attention is invited to Para 5.0 of 1.1 No.4 dated 5.1.2001. In the Standardisation Committee meeting of JBCCI-VI held on 22nd & 23rd February,2001 the modalities for payament of Conveyance reimbursement as per Para 5.3.1 of Chapter V of NCWA-VI was discussed. It was further decided that the eligibility for grant of Conveyance reimbursement will be as under :-

- The employees should have valid driving licence and,
- 2) The employee will submit documentary proof regarding ownership of the vehicle

The employees getting Conveyance Reimbursement shall not be entitled for Transport Subsidy.

The eligible employees will apply for the same in the enclosed format for sanction.

You are requested to take necessary action to implement the above decisions.

(C. H. KHISTY) DIRECTOR(P&IR) &

MEMBER SECRETARY JBCCI-VI

- Alt Members & Alternate Members of JBCCI-VI
- Chairman-MD, SCCL, PO Kothagudani Collys, Dist., Khammani (A.P.)
- Vice President, (HRM), TISCO, Jamshedpur
- 4. Managing Director, HSCO, Burnpur, Dist. Burddhaman (W.B.)

- 5. Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL.
- 6. Director(F), CIL, Calcutta
- 7. Director(T)./Director(Marketing).CIL, Calcutta
- 8. Chief Vigilance Officer, CIL, Calcutta
- 9 CGM, NEC, Guwahati/CGM, DCC, Dankuni
- 10. Executive Director(IICM), Kanke Rd., Ranchi
- 11. CGM, CIL, Ansal Bhawan, New Delhi
- 12. CGM(P)/CGM(F), CIL, Calcutta
- 13. All RSMs,
- 14. GM(F)/TS to Chairman, CIL, Calcutta
- 15. Dy. CME(AW), CIL, Calcutta

No.CIL/C-5B/JBCCI/LI.No16/2001/ 49

Dated: 27th February, 2001

316 March

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.16

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

Sub: Casual Leave with pay

Your kind attention is invited to the provisions of Para 3.0 of I.I. No.5 dated 5.1.2001 regarding grant of Casual Leave with pay Clause. 6.5.0 of NCWA-VI.

In the Standardization Committee meeting held on 22nd & 23rd February,2001 at CIL(HQ), Kolkata the matter regarding grant of Casual Leave for more than 4 days at a time was discussed and decided as under

The extension of 4 days Casual Leave at a time may be granted subject to maximum of 7 days for genuine reasons in case the incumbent concerned is not a habitual absentee.

You are requested to take necessary action to implement the above decisions.

DIRECTOR(P&IR) &
MEMBER SECRETARY JBCCI-VI

- All Members & Alternate Members of JBCCI-VI
- 2. Chairman-MD, SCCL, PO:Kothagudam Collys, Dist.; Khammam (A.P).
- 3. Vice President, (HRM), TISCO, Jamshedpur
- Managing Director, HSCO, Burnpur, Dist. Burddhaman (W.B.)
- Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 6. Director(F), CIL, Calcutta

7.	Director(T)/Director(Marketing), CIL, Calcutta
8.	Chief Vigilance Officer, CIL, Calcutta
9	CGM, NEC, Guwahati/CGM, DCC, Dankuni
10.	Executive Director(IICM), Kanke Rd., Ranchi
11.	CGM, CIL, Ansal Bhawan, New Delhi
12.	CGM(P)/CGM(F), CIL, Calcutta
13.	All RSMs.
14.	GM(F)/TS to Chairman, CIL, Calcutta

Dy. CME(AW), CIL, Calcutta

15.

Sub - Casual Leave

Some of the coal companies have sought clarifications in regard to grant of casual leave following the issue of I.I. No. 18 vide sub-para (a). The point raised is as to whether casual workers declared permanent during the middle of a year can avail on the entire quantum of casual leave during the remaining part of the year, after they have been declared permanent. It is clarified that the reply to this point is in the affirmative.

All concerned are requested to take necessary action accordingly.

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Sub: Clarification regarding grant of Casual Leave under NCWA-II.

The above matter was considered by the Standardisation Committee of the JBCCI at its meeting held on 21/23 January 1980. A copy of the note containing the unanimous decisions taken by it, which was ratified by the JBCCI at its meeting held on 11-2-1980, is being forwarded herewith for implementation of all concerned.

COPY OF THE NOTE

Decision taken by the Standardisation Committee at the meeting held on 21st-23rd January 1980 at CIL Hendquarters, Calcutta.

CASUAL LEAVE

It has been decided that the provisions of NCWA-II in regard to Casual Leave with pay, will be regulated with the following clarifications:—

Associate the second

- i) A worker can avail of casual leave for a maximum period of 4 days at a time in a Calendar Year out of the casual leave admissible to him.
- ii) Normally, casual leave will not be allowed to be combined with any other kinds of leave. However, in exceptional/unavoidable circumstances, the management may allow a worker to combine casual leave with other kinds of leave.
- iii) A worker may avail of casual leave on grounds of sickness if he does not have any sick leave with pay to his credit.
- iv) In the case of piece-rated workers, the wages for the period of casual leave will be calculated on the basis of average wages for the wage period immediately preceding the wage period in which the casual leave may be availed of by the worker concerned. The wage period for this purpose will be a week, a fortnight or a month as may be prevalent in the colliery/establishment concerned.
- v) Workers entitled to underground allowance on a regular basis shall be entitled to underground allowance for the period of casual leave.
- vi) The above basis of payment of casual leave wages will become effective from 1-1-1980 and for the year 1979, whatever payment was made for the period of casual leave shall be treated as full and final.
- vii) In the case of intervening Sundays/Weekly Rest Days falling in between casual leave period, such days shall be excluded while reckoning the period of casual leave/or the payment for such leave.

Sub: Grant of Casual Leave to the employees of Coal Industry.

Ref.: Circular No. 1R/94/1MP dt. 10th Sept. 79 issued by Member Secretary, JBCCI.

Implementation Instruction No. 10

Further to the above Circular, entitlement of Casual Leave of the employees of Coal Industry will be regulated as under:

1) The Casual Leave will be available to only those who have put in one year's continuous service by 1-1-1979 or thereafter.

7-11

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- 2) In the event of an employee completing such continuous service of one year in the middle of the year he will be entitled to Casual Leave proportionate to the unexpired period of the year.
- 3) The Casual leave will not be given on the ground of sickness if the employee has got sick leave to his credit.
- 4) Any period of leave without pay/absence (other than strike and lockout) between 1-1-1979 and till now may be adjusted against the 7 days casual leave due for the year 1979, subject to the employee applying for the same in writing.
- 5) A Special Register of Casual Leave will be maintained in each Unit/Establishment, indicating the casual leave taken by each employee in the following proforma:

Name of the employee.	Designation	Date of C.L. applied.	Purpose of C.L.	Duration with date of C.L.	Whether sanction.
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This Register will be checked every fortnight by the Welfare/Personnel Officer of the Colliery and by the Colliery Manager/Officer-Incharge of the Unit every month. The Internal Audit Officer will also check the Register.

6) In case of takenover employees of Calcutta who are governed by the Tripartite Settlement dated 5-4-74 and in whose case the question of leave benefits remains unsettled, the statusquo will be maintained. The question of allowing Casual Leave to these employees will be decided after the issue regarding their leave facilities is finalised.

- 2) In the event of an employee completing such continuous service of one year in the middle of the year he will be entitled to Casual Leave proportionate to the unexpired period of the year.
- 3) The Casual leave will not be given on the ground of sickness if the employee has got sick leave to his credit.
- 4) Any period of leave without pay/absence (other than strike and lockout) between 1-1-1979 and till now may be adjusted against the 7 days casual leave due for the year 1979, subject to the employee applying for the same in writing.
- 5) A Special Register of Casual Leave will be maintained in each Unit/Establishment, indicating the casual leave taken by each employee in the following proforma:

Name of the employee.	Designation	Date of C.L. applied.	Purpose of C,L.	Duration with date of C.L.	Whether sanction.
-----------------------	-------------	-----------------------	-----------------	----------------------------	-------------------

This Register will be checked every fortnight by the Welfare/Personnel Officer of the Colliery and by the Colliery Manager/Officer-Incharge of the Unit every month. The Internal Audit Officer will also check the Register.

6) In case of takenover employees of Calcutta who are governed by the Tripartite Settlement dated 5-4-74 and in whose case the question of leave benefits remains unsettled, the statusquo will be maintained. The question of allowing Casual Leave to these employees will be decided after the issue regarding their leave facilities is finalised.

7) In the case of takenover employees other than those who are not covered by the Tripartite Settlement, if any, who are governed by the earlier pretakeover leave rules they may be given fresh option to opt for the leave rules (carned, sick, and casual) under NCWA-II.

Sub: Grant of Casual Leave to the Employees of Coal Industry.

The National Coal Wage Agreement-II which was finalised by the Joint Bipartite Committee for the Coal Industry on 11-8-1979 and which has come into operation on 1-1-1979 provides that "7 days casual leave per annum will be allowed to employees who do not have such benefit at present. In addition, such employees will be allowed 4 days casual leave per year subject to the condition that this would be off set

The above provisions will be deemed to have come into force w.e.f. 1-1-1979.

You are also requested to specify the officers in each unit/establishment/department who shall be competent to grant CL as referred to above.

Casual leave as indicated above will be granted to the employees in question other than casual/badli workers. In regard to the entitlement of casual leave in so far as casual/badli workers are concerned a separate circular will be issued later on.

The Project Officers/GMs of Areas/Heads of Departments/Head of Personnel Department and Director (Personnel) in each company will review from time to time the position and see that grant of C.L. to the employees is regulated in the proper manner keeping in view the need for ensuring that production is not hampered and the other normal activities of the Coal Companies are not adversely affected.

NEWATE-IL NO. 14

Sub: Grant of Casual Leave to the Employees under NCWA-II of Coal Industry.

Ref: Implementation Instructions No. 10 dated 10th September 1979 issued by the Member-Secretary, JBCCI and No. IR/94/IMP/250 dated 25th Septr. 1979 issued by Chief of Personnel Division, CIL.

We are receiving representations from various sources for grant of half day's casual leave to the employees governed under NCWA-II of Coal Industry.

2. In this connection, it is hereby clarified that there is no provision for grant of half day's casual leave to such employees and hence the question of granting half day's casual leave to them does not arise.

Extract from Circular No. 18 dated 1-11-79:

Casual Leave:

I.I. Bulletin Nos. 10, 12 and 14 were issued on this subject hitherto. The JBCCI at its meeting held on 25-10-1979 has decided that with regard to implementation instruction No. 12 it should be clarified that permanent workmen will be eligible for casual leave after they put in one year's service for the first time. I.I. No. 12 stands modified accordingly. This decision may please be implemented.

Return Railway Fare, Leave Travel Concession

Extract from Circular No. 18 Dated 1-11-79:

Return Railway Fare Facility:

Clauses 9.1.1 and 9.1.2 of NCWA-II in this respect are reproduced below:

- "9.1.1 It is agreed that all those employees who are presently eligible to receive railway fare for outgoing and return journeys of 1st class and 2nd class shall continue to receive the same according to the conditions laid down by the Central Wage Board for the Coal Mining Industry. The pay limit of the employees for purposes of entitlement to 1st class rail travel will be raised to Rs. 510/basic per month. In other words, employees drawing a basic of less than Rs. 510/- will be entitled to return railway fare of 2nd class. The other conditions shall remaine the same as at present.
- 9.1.2 In respect to piece-rated workers, however, the average monthly basic earnings during the preceding quarter relating to attendance bonus under the existing provision of Coal Mines Bonus Scheme will be first assessed for purpose of enabling to class of travel by rail. If, however, in any colliery/unit a different system for reckoning the basic earnings of the piece-rated workers during any other quarter or period for purposes of return railway facility is in existence, that system will continue."

The above provisions are self-explanatory and it is requested that these provisions may please by implemented.

That is to say the employees in question who were getting city compensatory allowance at a rate higher than that mentioned in clause 11.5.1 of the NCWA-II will continue to be paid city compensatory allowance as on 31-12-1978 till the matter is settled by JBCCI. All concerned are requested to take action accordingly.

NEW AND THE ROLLS

- Sub: (a) Casual leave
 - (b) Regard tallway face facility
 - (c) Free issue of coal
 - (d) Receivery of electricity charges
 - (e) Medical facilities, Ambulances and expenditures
 - (1) Enyment of arrears

- (g) Review of implementation of NCWA-II
- (h) Provision of employment to dependants of deceased employees.

In connection with the implementation of NCWA-II in respect of the above matters, it is requested that the relevant provisions may kindly be implemented as indicated below:—

(a) Casual Leave

II Buletin Nos. 10, 12 and 14 were issued on this subject hitherto. The JBCCI at its meeting held on 25-10-1979 has decided that with regard to implementation instruction No. 12 it should be clarified that permanent workmen will be eligible for casual leave after they put in one year's service for the first time. I.I. No. 12 stand modified accordingly. This decision may please be implemented.

The JBCCI also took a decision as indicated below in respect of casual leave at its meeting held on 25-10-1979 —

"9 In regard to grant of casual leave as per clauses 7.4.1 to 7.4.6 of NCWA-II read with para 1(4) of Implementation Instruction No. 12, if any employee applies, for grant of the entire quantum of 11 days' casual leave during the calendar year 1979 to cover any period of leave without pay, he will be allowed the benefit in order that the absenteeism in the remaining period of 1979 and 1980 is reduced in this account.

This decision is also self-explanatory and it may kindly be implemented. The earlier decision in this respect vide para 1 (4) of I.I. No. 12 will stand modified accordingly.

(b) Return railway fare facility

Clauses 9.1.1 and 9.1.2 of NCWA-II in this respect are reproduced below:—

"9.1.1 It is agreed that all those employees who are presently eligible to receive railway fare for outgoing and return

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10. NETAJI SUBIJAS ROAD,

KOLKATA-700 001

No.CIL/C-5B/JBCCI/LI.No.17/2001/ 57

Dated: 16th March, 2001

NATIONAL COAL WAGE AGREEMENT-VI **IMPLEMENTATION INSTRUCTION NO.17**

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

Sub: City Compensatory Allowance.

The DPE vide notification No.2(49)/98-DPE(WC) dated 25.06.1999 has revised the rate of City Compensatory Allowance payable to non executive cadre employees.

In the Standardisation Committee meeting held on 22nd & 23rd February, 2001 at CIL(HQ), Kolkata, the matter regarding payment of City Compensatory Allowance in terms of Para 5.5.0 of Chapter 5 of NCWA-VI was discussed and it was decided that City Compensatory Allowance as notified by the DPE will be made applicable to non executive cadre employees from the month of March, 2001 payable in April, 2001.

Basic Pay	Cl	ass of	Cities	
	A-1	A	B -1	B-2
Below Rs.4000/-	Rs.90/-	Rs.65/-	Rs.45/-	Rs.25
Rs.4001-5250/-	Rs.125/-	Rs.95/-	Rs.65/-	Rs.35/-
Rs.5251-6499/-	Rs.200/-	Rs.150/-	Rs. 100/-	Rs.65/-
Rs.6500/- & above	Rs 300/-	Rs.240/-	Rs.180/-	Rs.120/-

Necessary action to implement the above provisions may be taken

Distribution:

- 1. All Members & Alternate Members of JBCCI-VI
- 2. Chairman-MD, SCCL, PO:Kothagudam Collys, Dist.: Khammam (A.P).
- Vice President, (HRM), TISCO, Jamshedpur

- Managing Director, IISCO, Burnpur, Dist. Burddhaman (W.B.) Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL 4.
- 5.
- 6. Director(F), CIL, Calcutta
- 7. Director(T)./Director(Marketing),CIL, Calcutta
- 8. Chief Vigilance Officer, CIL, Calcutta
- CGM, NEC, Guwahati/CGM, DCC, Dankuni
- Executive Director(IICM), Kanke Rd., Ranchi 10.
- 11. CGM, CIL, Ansal Bhawan, New Delhi
- CGM(P)/CGM(F), CIL, Calcutta 12.
- All RSMs, 13.
- GM(F)/TS to Chairman, CIL, Calcutta 14.
- 15. Dy. CME(AW), CIL, Calcutta

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED

10. NETAJI SUBHAS ROAD. CALCUTTA-700 001

No.CIL/C-5B/JBCCI/I.I.No.21/2001/ 1 6 5:1

Dated 25th May,2001

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.21

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

Sub.

Payment of City Compensatory Allowance

Please refer to this Office Implementation Instruction No.17 dated 16.3.2001.

In the meeting of Standardisation Committee of JBCCI-VI held on 22.5.2001, it was clarified that in accordance with the clarification received from DPE vide O.O. NO. 2(49)/98-DPE(WC) GL-XXXX-III dt. 2nd May 2001 the employees would be allowed to draw the earlier rates of CCA on the revised basic pay wherever the revised CCA rates are lower than earlier rates as per new classification of cities, till further orders.

This order will be effective from 1st june,2001.

(C.H.KHISTY) DIRECTOR(P&IR)&

ours faithfu!

MEMBER SECRETARY BCCI-VI

Distribution

1 All Members & Alternate Members of JBCCI VI

Chairman-MD, SCCL PO Kothagudam Collys, Dist.: Khammam (A.P) 2.

Vice President, (HPM), TISCC, Jamshecpur 3.

4. Managing Director, HSCO, Bumpur, Dist, Burddhaman (W.B.) 5 Director (Personnel), ECI/BCCL/CCL/WCL/SECI/NCL/MCI.

6 Director(F), CIL. Calcutta

7. Director(T)/Director(Marketing).CIL Calcutta

8 Chief Vigilance Officer, CIL, Calcutta

- 9 CGM, NEC Guwahati/CGM, DCC, Dankuni
- 10. Executive Director(IICM), Kanke Rd., Ranchi 11
- CGM, CIL, Arsal Bhawan, New Delhi 12 CCM(P)/CGM(F) CIL Calcutta
- 13 All RSMs.
- 14 GM(F)/TS to Chairman, ClL, Calcutta
- 15. Dy. CME(AW), CIL. Calcutta.

NCWA-II-I.I. No. 16

Sub: Implementation of provisions of JBCCI-action to be taken in the case of any doubt, difficulty in interpretation.

The above subject was considered by the JBCCI at its 11th meeting held at Calcutta on 25-10-1979 with reference to the provisions of clause 12.3.1 of NCWA-II which is reproduced below for facility of easy references:

"12.3.1 In case of any doubt or difficulty in interpretation of implementation of any clause of this agreement, the same shall be referred to the JBCCI or a Sub-Committee constituted by the JBCCI for the purpose.

In view of the above if there is any difficulty or doubt in regard to interpretation of the provisions of the JBCC1 the matter should be referred to me for placing before the JBCCI. In the meantime status quo as existing as on 31-12-1978 in regard to the particular matter involving interpretation should be maintained. The worker's representatives have emphasised that the Management should not take any unilateral decision.

If any of the local unions raise this issue the position may be explained to them with reference to the above decision taken by the JBCCI.

I have received reference from some of the establishments regarding payment of city compensatory allowance to the employees stationed at Calcutta and Nagpur who were entitled to such allowance at a rate higher than 6% at Calcutta and more than 4.5% of basic pay at Nagpur subject to certain limit. Since some of the unions have raised the question of interpretation, naturally status quo in this respect as on 31-12-1978 will be maintained untill a decision is taken by the JBCCI.

NCWA-II-I.I. No. 7

Sub: City Compensatory Allowance.

The National Coal Wage Agreement-II which was finalised by the Joint Bipartite Committee for the Coal Industry on 11-8-1979 and which has come into operation on 1-1-1979 provides as follows:—

127

"11.5.1 City Compensatory Allowances:

The employees of coal companies/Managements stationed for duty and residing in cities/town (other than towns in the coalfields areas such as Dhanbad and Asansol etc.) will be paid a City Compensatory Allowance at the rates indicated below:—

	grande de la companya	
Class of City/town	Basic pay	Rates of CCA
The state of the s		L. Sales
'A' Class i.e. Calcutta/	Rs. 390	6% of basic pay subject
Howrah, New Delhi/	and above	to a minimum of Rs.
Bombay/Madras and		16.20 and a maximum
Hyderabad		of Rs. 75/-
'Bl' Class i.e. Kanpur,	Rs. 390	4.5% of basic pay sub-
Nagpur, Lucknow,	and above	ject to a minimum of
Ahmedabad and		Rs. 16.45 and a maxi-
Bangalore		mum of Rs. 50/-
	987 987 987 987 1	
'B2' Class i.e. Patna,	Below	3.5% of basic pay subject
Jaipur and Bhopal	Rs. 7.50	to a maximum of Rs. 10/-
(only urban area)		2. 10.
	Rs. 750/-	Amount by which pay
· "	and shove	falls short of Rs. 759/-
The same of the sa		The state of the s

In case Government of India declares any other cities other than those stationed in coalfield areas as 'A', 'B1' or 'B2' Class cities and prescribes the rates of CCA, the same will be made applicable to the Coal companies employees as well."

The above provision will be deemed to have come into force from 1-1-1979. It is requested that steps may kindly be taken to implement the above decision.

As and when a fresh decision in this respect is taken by the Standardisation Committee or the IBCCI a further circular will be issued.

JOINT BEPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10. NETAJI SUBHAS ROAD. Kolkata 700 001

No.CIL/C-5B/JBCCI/I.I.No.25/2001/19 9.

Dated: 1st June,2001

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.25

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

Sub: Grant of Special leave to employees suffering from Brain Disorder
Ref No. Para 6.4.2(C) of NCWA-VI dated 23.12.2005

Your Kind attention is invited to the provisions of Para No 2.4.2(C) of Implementation Instruction No. 5 dt. 5.1 2001. In the Standardisation Committee meeting of JBCCI VI held at CIL Hors Kolkate on 22.5.2001 the issue of modalities for Brain Diseases under Para 6.4.2(C) chapter of NCWA-VI was discussed and approved as under -

"(1) Patients with chronic psychiatric disorder leading to functional impairment who has taken treatment from Specialist (Psychiatrist) of Coal Companies or any Govt Hospital having Psychiatry Department or Govt Psychiatric Hospitals and certified accordingly.

- (2) Patients with Neurological /Neuro-Surgical Brain disorders causing marked psychological impairment or intellectual impairment or functional impairment leading to marked congnitive disfunction. It should be certified by the Concerned Medicin Specialist/ Neurologist/ Neurosurgen/ Psychiatrist from Govt. Hospital or Coal Company Hospital.
 - (3) Certificate by Private Practioners will not be accepted."

You are requested to take necessary action to implement the above decision.

DIRECTOR(P&IR)&

MEMBER SECRETARY | BCCI-VI

s faithfull

Distribution:

1 All Members & Alternate Members of [BCCI-V:

Chairman-MD, SCCL, PO:Kothagudam Collys, Dist : Khammam (A.P).

Vice President, (HRM), TISCO Jamahedpur

Managing Director IISCO, Bumpur, Dist, Burddhamar (W.B.)
 Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

6 Director(F).CIL Calcutta

Director(T)/Director(Marketing) ClL. Calcutta

8 Chief Vigilance Officer, CIL, Calcutta

9 CGM, NEC, Guwahat/CGM, DCC, Dankuni

Executive Director(IICM), Kanke Rd. Ranchi

CGM, CIL. Ansal Bhawan, New Delhi
 CGM(P)/CGM(F), CIL, Calcutta

13. All RSMs.

14. GM(F)/TS to Chairman, Cil., Calcutta

15 Dy CME(AW), CIL, Calcutta

NCWA-II-LI No. 5

Sub: Grant of special leave to employees suffering from TB, Cancer, Leprosy and Paralysis.

The National Coal Wage Agreement which was finalised by the Joint Bipartite Committee for the Coal industry on 11-8-1979 and which has come into operation on 1-1-1979 provides as follows:—

"7.3.1 Grant of Special Leave to Employees suffering from TB, Cancer, Leprosy, and Paralysis.

Employees suffering from TB, Cancer, Leprosy and Paralysis shall be granted leave at 50% of basic pay, FDA and VDA and SDA upto six months on the basis of the recommendation of the Company Medical Officers or the medical authorities of Coal Mines Welfare Organisation or any other hospital to which the cases may be referred for treatment by the Management."

The above provision will be deemed to have come into force from 1-1-1979. It is requested that steps may kindly be taken to implement the above decision.

Implementation Instruction No. 64 dt. 14-7-1986

K. Cadre Scheme-basis for Promotion.

The decision of the Standardisation Committee of III JBCCI taken in its meeting held on 10th & 11th December, 1985 that promotion should be on the basis of seniority-cum-merit upto the scale of Tech. & Sup-Grade-B and on the basis of merit-cum-seniority from Grade-B to Grade-A and the note circulated about the Cadre Schemes in which amendments have to be made was discussed at the meeting of the Promotion Policy Committee held on 18th & 19th March, 1986.

2. It was decided to amend the covering note of the Cadre Schemes as per details given below:

K. Cadre Scheme-basis for Promotion-

No.	Diverpline"	I. I. No.	Existing Clause	Amended Clatter,
1	2*	3	41	
VIII ·	Cadre Schieme for Ministerial Staff	34.4 de: 17-7-84.	3.2 Selection for the post- upto Clerical Grade-I shalls be on the basis of seniority- cum-merit and-for Clerical Spl. Gr. & Above on the basis of marit-cum-seniority.	3.2 Promption for the post, upto. Tech. Grade-B. shall be on the basis of seniprity-cummerit and for post from Tech. Grade-B to. Grade-A. shall be on the basis of merit-cumseniority.
EX:	Cadre Scheme for Associate personnel	49° dt_22-7-85	3(i) Selection for the post- upto Elerical Grade-I shall, be on the basis of seniority- cum-merit and for Clerical Spl. and above on the basis, of marit-cum-seniority.	3(i) Promotion, for, the post, upto Tech. Grade-B, shall be on the basis of seniority-cummerit and, for, post from Grade-B, to Grade-A shall be on the basis of merit-cum-seniority.

Mr.	8	3	4	8
×	Cadre Scheme for Electronic Data Processing personel	48 dt. 22-7-85	3.2 Selection for the posts upto Grade-C shall be on the basis of seniority-cummerit and from Grade-C to Grade-B and from Grade-B	3,2 Promotion for the posts upto Grade-B shall be on the basis of seniority-cummerit and from Grade-B to Grade-A shall be on the basis
		1	to Grade-A shall be on the basis of skill / merit-cum-seniority.	of merit-cum-seniority.
ili	Cadre Scheine for	54	3.2 Selection/promotion for	3.2 Promotion for the posts
Ei il	Security personnel.	dt. 17-10-85	the post of Security Guard, Sr. Security Guard, Armed	of Tech. Grade-B shall be on the basis of seniority-cum-
	10 A		Guard, Head Security Guard/ Havildar, Asstt. Security Sub-Inspector and Security Sub-Inspector shall be on the	merit and from Tech. GrB to Tech. Grade-A shall be on the basis of merit cumseniority.
			basis of senierity-oum-merit and for the posts of Security Inspector and Sr. Security Inspector shall be on the basis of merit-oum-seniority.	

3. Managements have been requested to take necessary action to implement the above decision and the cade scheme may be implemented as per the above amendments.

Implementation Instruction No. 64 dt. 14-7-1986

K. Cadre Scheme-basis for Promotion.

The decision of the Standardisation Committee of III JBCCI taken in its meeting held on 10th & 11th December, 1985 that promotion should be on the basis of seniority-cum-merit upto the scale of Tech. & Sup. Grade-B and on the basis of merit-cum-seniority from Grade-B to Grade-A and the note circulated about the Cadre Schemes in which amendments have to be made was discussed at the meeting of the Promotion Policy Committee held on 18th & 19th March, 1986.

2. It was decided to amend the covering note of the Cadre Schemes as per details given below:

K. Cadre Scheme-basis for Promotion-

Cadre Sc	tanan			
No.	Discipline"	It I. No.	Existing Clause	Amended Clause
1-	2*	3	41	3, 1
VIII ·	Cadre Schisme for Ministerial Staffe	34.4 de::17-7-84.4	3.2 Selection for the post- upto Clerical Grade-I shalls be on the basis of seniority- cum-merits and for Clerical, Spl. Gr. & Above on the basis of merit-cum-seniority.	
EX.	Cadre Scheme for Associate personnels	49° dt 22-7-85°	3(i) Selection for the post- upto Clerical Grade-I shall be on the basis of seniority- cum-merit and for Clerical Spl. and above on the basis of merit-cum-seniority.	3(i) Promotion, for, the post- upto Tech. Grade-B shall be on the basis of seniority-cum- merit and, for, post from Grade-B to Grade-A shall be on the basis of merit-cum-seniority.

	2	3	4	\$
X	Cadre Scheme for Electronic Data Processing personel.	48 dt. 22-7-85	3.2 Selection for the posts upto Grade-C shall be on the basis of seniority-cummerit and from Grade-C to Grade-B and from Grade-B	3.2 Promotion for the posts upto Grade-B shall be on the basis of seniority-cummerit and from Grade-B to Grade-A shall be on the basis
		100	to Grade-A shall be on the basis of skill / merit-cum-seniority.	of merit-cum-seniority.
Xii	Cadre Scheine for Security personnel.	54 dt. 17-10-85	3.2 Selection/promotion for the post of Security Guard, Sr. Security Guard, Armed Guard, Head Security Guard/	3.2 Premotion for the posts of Tech. Grade-B shall be on the basis of seniority-cummerit and from Tech. GrB
	10 (E 1 (c)		Havildar, Asstt. Security Sub-Inspector shall be on the	to Tech. Grade-A shall be on the basis of merit cum- seniority.
			basis of seniority-oum-merit and for the posts of Security Inspector and Sr. Security Inspector shall be on the basis of merit-cum-seniority.	

3. Managements have been requested to take necessary action to implement the above decision and the cadge scheme may be implemented as per the above amendments.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10 NETAJI SUBHAS ROAD

KOLKATA-700001

No.: CIL/C-5B/JBCCI/I.I. NO. 16/162

NATIONAL COAL WAGE AGREEMENT-IX IMPLEMENTATION INSTRUCTION NO. 16

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: Cadre Schemes for Ram Car/Shuttle/Multi Utility Vehicles/Free Steered Vehicle/Drift Runner Operator (Trainee), Auto Electrician (Excavation) & (E&M), Armature Winder/Motor Winder (Excavation)&(E&M)

In the 11th meeting of Standardization Committee of JBCCI-łX held on 11th April 2015 at Guwahati, the Cadre Schemes as finalized by the Technical Sub-Committee were discussed and approved. The following Cadre Schemes, as approved, are enclosed.

Cadre Scheme for Ram Car/Shuttle/Multi Utility Vehicles/Free Steered Vehicle/drift

Runner Operator (Trainee) Annexure-XVI-1 b) Auto Electrician (Excavation) Annexure-XVI-2 c) Auto Electrician (E&M) Annexure-XVI-3 d) Armature Winder/Motor Winder (Excavation) Annexure-XVI-4 e) Armature Winder/Motor Winder (E&M) **Annexure-XVI-5**

It is requested to take necessary action to implement the above provisions.

Director (P&IR) &

Member Secretary, JBCCI-IX

Dated: 1 & May 2015

Distribution:

- 1) All members and alternate members of JBCCI-IX
- 2) Chairman-MD, SCCL, P.O. Kothagudem Collys., Distts. Khamam (AP)
- Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 4) Director (F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5) Diretor (RD&T), CMPDIL, Ranchi
- 6) Director (P/A&W), SCCL, P.O. Kothagudem Collys., Distts. Khamam (AP)
- 7) Director (F), SCCL, SCCL, P.O. Kothagudem Collys., Distts. Khamam (AP)
- 8) Director (Finance)/Director (Technical)/Director (Marketing), CIL, Kolkata
- 9) Chief Vigilance Officer, CIL, Kolkata
- 10) Executive Director, IICM, Kanke Road, Ranchi
- 11) CGM/TS to Chairman, CIL, Kolkata
- 12) General Manager, NEC, Assam
- 13) General Manager (Finance), CIL, Kolkata
- 14) General Manager (MP&IR), CIL, Kolkata
- 15) General Manager (P), CIL, Kolkata
- 16) General Manager, CIL, New Delhi
- 17) General Manager (Telecom), CIL. Kolkata with a request to kindly upload the Implementation Instruction on the website of CIL
- 18) All Regional Sales Managers, CIL, Kolkata
- 19) Chief Manager (P/IR), CIL, Kolkata

CADRE SCHEME FOR RAM CAR/SHUTTLE/MULTI UTILITY VEHICLES/FREE STEERED VEHICLE/DRIFT RUNNER OPERATOR (EXCAVATION CADRE

S. No.	Designation	Category/scale of Pay (Rs.)	Minimum Qualification (Educational/Tech nical)	Eligibility of Promotion	Mode of Promotion
1	Ram Car/Shuttle/Multi Utility Vehicles/Free Steered Vehicle/Drift Runner Operator (T)	Excv. Cat 'E'	Must be Matriculate from any recognized Board of Examination	Any permanent employee having 2 years of service with minimum qualification found suitable in selection procedures will be placed as a Trainee On successful completion of 1 Year Training found suitable will be placed in Excv. Cat. 'D'	Selection
2	Ram Car/Shuttle/Multi Utility Vehicles/Free Steered Vehicle/Drift Runner Operator	Excv. Cat'D'	-do-	On successful completion of 1 year as a Trainee in Excv. Cat 'E'	DPC
3	Ram Car/Shuttle/Multi Utility Vehicles/Free Steered Vehicle/Drift Runner Operator	Excv. Cat'C'	-do-	Total 05 Years experience (04 Years in Excv. Cat 'D' & 1 Year Training period in Excv. Cat'E')	DPC
4	Ram Car/Shuttle/Multi Utility Vehicles/Free Steered Vehicle/Drift Runner Operator	Excv. Cat-'B'	-do-	6 Years Exp. in Excv. Cat'C'	DPC
5	Ram Car/Shuttle/Multi Utility Vehicles/Free Steered Vehicle/Drift Runner Operator	Excv. Cat'A'	-do-	6 Years Exp. in Excv. Cat'B'	DPC

Note: 1) Entry into this cadre will be through selection from the departmental employees.

2) Qualification will not be a bar for existing employees.

3) For existing employees, who are working in these groups, their Category/Pay will be protected.



CADRE SCHEME FOR AUTO ELECTRICIAN (EXCAVATION)

S. No.	Designation	Category/Scale of Pay (Rs.)	Minimum Qualification (Educational/Technical)	Eligibility of Promotion	Mode of Promotion
1.	Auto Electrician Mazdoor	Cat.II	Non ITI, Matriculate	1 year service in the company	Selection
2.	Auto Electrician Helper	Excv. Cat'E'	Non ITI, Matriculate	4 years as auto electrician in Cat.II	DPC
3.	Auto Electrician	Excv.Cat'D'	Non ITI/ITI in Electrical, Matriculate	4 years as auto electrician in CatE	DPC
4	Auto Electrician	Excv.Cat'C'	Non ITI/ITI in Electrical, Matriculate	4 years as auto electrician in CatD	DPC
5	Auto Electrician	Excv.Cat'B'	Non ITI/ITI in Electrical, Matriculate	4 years as auto electrician in CatC	DPC
6	Sr. Auto Electrician	Excv.Cat'A'	Non ITI/ITI in Electrical, Matriculate	6 years as auto electrician in CatB	DPC

Note: 1) Zone of Promotion up to Excv.Cat.-'A' will be Project level

2) ITI will be guided by I.I.No.32 up to Excv. Cat.-'D'

3) Qualification will not be bar for promotion of existing employees in the Cadre



CADRE SCHEME FOR AUTO ELECTRICIAN (E&M)

S. No.	Designation	Category/Scale of Pay (Rs.)	Minimum Qualification (Educational/Technical)	Eligibility of Promotion	Mode of Promotion
1.	Auto Electrician Mazdoor	Cat.II	Non ITI, Matriculate	1 year service in the company	Selection
2.	Auto Electrician Helper	Cat.IV	Non ITI, Matriculate	4 years as Auto Electrician Mazdoor in Cat.II	DPC
3.	Auto Electrician	Cat.V	Non ITI/ITI in Electrical, Matriculate	4 years as Cat.IV Auto Electrician	DPC
4	Sr. Auto Electrician	Cat.VI	Non ITI/ITI in Electrical, Matriculate	4 years as Cat.V Auto Electrician	DPC
5	Asstt. Foreman Auto Electrician	Grade. C	Matriculate/ITI in Electrical	I) 7 years as Auto Electrician in Cat.VI ii) 5 years as Sr. Auto Electrician for ITI Personnel	DPC
6	Foreman Auto Electrician	Grade B.	Matriculate/ITI in Electrical	4 years as Asstt. Foreman Auto Electrician	DPC
7.	Foreman-incharge	Grade. A	Matriculate/ITI in Electrical	5 years as Foreman Auto Electrician	DPC

Note: 1) The required Trade test specification will be decided by the Management.

2) Promotion up to T&S Grade 'C' shall be Unit-wise

3) ITI will be guided by I.I. No.32 up to Cat.-'IV'

4) Qualification is not a bar for promotion of existing employees in the Cadre



CADRE SCHEME FOR ARMATURE WINDER/MOTOR WINDER (EXCAVATION)

S. No.	Designation	Category/Scale of Pay (Rs.)	Minimum Qualification (Educational/Technical)	Eligibility of Promotion	Mode of Promotion
1.	Armature winder/Motor winder Mazdoor	Cat.II	Non ITI, Matriculate	1 year service in the company	Selection
2.	Armature winder/Motor winder Helper	Excv.Cat'E'	Non ITI, Matriculate	4 years as Armature winder/motor winder in Cat.II	DPC
3.	Armature winder/Motor winder	Excv.Cat'D'	Non ITI/ITI in Electrical, Matriculate	4 years as Armature winder/motor winder in Cat.E	DPC
4	Armature winder/Motor winder	Excv,Cat'C'	Non ITI/ITI in Electrical, Matriculate	4 years as Armature winder/motor winder in Cat.D	DPC
5	Armature winder/Motor winder	Excv,Cat'B'	Non ITI/ITI in Electrical, Matriculate	4 years as Armature winder/motor winder in Cat.C	DPC
6	Sr. Armature winder/Motor winder	Excv.Cat'A'	Non ITI/ITI in Electrical, Matriculate	6 years as Armature winder/motor winder in Cat.B	DPC

Note: 1) Zone of Promotion up to Excv.Cat.-'A' will be Project level

- 2) ITI will be guided by I.I.No.32 up to Excv. Cat.-'D'
- 3) Qualification will not be bar for promotion of existing employees in the Cadre



CADRE SCHEME FOR ARMATURE WINDER/MOTOR WINDER (E&M)

S. No.	Designation	Category/Scale of Pay (Rs.)	Minimum Qualification (Educational/Technical)	Eligibility of Promotion	Mode of Promotion
1.	Armature winder/Motor winder Mazdoor	Cat.II	Non ITI	1 year service in the company	Selection
2.	Armature winder/Motor winder Helper	Cat.III	Non ITI	4 years as Armature winder/motor winder in Cat.II	DPC
3.	Armature winder/Motor winder	Cat.IV	Non ITI/ITI ITI in Electrical, Matriculate	4 years as Armature winder/motor winder in Cat.III	DPC
4	Armature winder/Motor winder	Cat.V	Non ITI/ITI in Electrical, Matriculate	4 years as Armature winder/motor winder in Cat.IV	DPC .
5	Armature winder/Motor winder	Cat.VI	Non ITI/ITI in Electrical, Matriculate	4 years as Armature winder/motor winder in Cat.V	DPC
6	Sr. Armature winder/Motor winder	T & S Grade-'C'	Non ITI/ ITI in Electrical, Matriculate	6 years as Armature winder/motor winder in Cat. VI	DPC

Note: 1) The required Trade test specification will be decided by the Management.

- 2) Promotion up to T& S-Grade 'C' shall be Unit-wise
- 3) ITI will be guided by II 32 upto Cat.IV
- 4) Qualification is not a bar for promotion of existing employees in the Cadre
- 5) Those who are in cadre of Armature Winder in E&M Cadre as per I. I. No. 30 dated 26.06.1984, their career growth shall be protected and further career growth will be as per this cadre scheme.
- 6) So far as their promotion to Supervisory grade is concerned, they will be considered along with others in Auxiliary Cadre (E&M)



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD, KOLKATA -- 700 001

No.CIL/C-5B/JBCCI-IX/I.I.No.13:/2014/09

Dated: 3rd June, 2014

NATIONAL COAL WAGE AGREEMENT - IX

IMPLEMENTATION INSTRUCTION NO.13

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

In the 7th meeting of Standardization Committee of JBCCI-IX held on 25th March 2014, the Cadre Schemes as finalized by the Technical Sub-Committee were discussed and approved. The following Cadre Schemes as approved are enclosed.

a) Cadre Scheme for Surface Miner/Continuous Miner Operator (Excv.)

Annexure-XIII-1

b) Cadre Scheme for Coal Sampling Personnel Annexure-XIII-2

c) Cadre Scheme for promotion of Excavation Personnel in Supervisory
Cadre (Auxiliary)
Annexure-XIII-3

d) Cadre Scheme for Para-Medical staff

Annexure-XIII-4

(1) CT Scan Technician Annexure-XIII-4 (a)

(2) MRI Technician Annexure-XIII-4 (b)

e) Cadre Scheme for Sub-Station Attendant (E&M): Cat. VI to Foreman In-Charge (T&S Gr. A)

Annexure-XIII-5

f) Cadre Scheme for Feeder Breaker Operator (E&M) Annexure-XIII-6

g) Cadre Scheme for Lift Operator (E&M) Annexure-XIII-7

h) Cadre Scheme for Security Personnel; Security Guard to Sr. Inspector
Annexure-XIII-8

You are requested to implement the above Cadre Schemes.

(R. Mohan Das)

Director (P & IR) &

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Member Secretary JBCCI-IX

Distribution :-

All members & Alternate members of JBCCI-IX.

2) Chairman-MD, SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).

3) Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

- Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 5. Director (RD&T), CMPDIL, Ranchi.
- 6. Director (P/A&W), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 7. Director (F), SCCL, P.O.-Kothagudem Collys., Distts. Khamam (AP).
- 8. Director (Finance)/Director (Technical)/Director (Marketing), CIL, Kolkata.
- 9. Chief Vigilance Officer, CIL, Kolkata.
- 10. Executive Director, IICM, Kanke Road, Ranchi.
- 11. CGM/TS to Chairman, CIL, Kolkata.
- 12. Chief General Manager, NEC
- 13. General Manager (F), CIL, Kolkata.
- 14. General Manager (MP&IR), CIL, Kolkata
- 15. General Manager (P), CIL, Kolkata.
- 16. General Manager, CIL, New Delhi.
- 17. General Manager (Telcom), CIL with a request to upload the Implementation Instruction on the website of CIL. Scanned Copy shall be emailed.
- 18. All Regional Sales Managers, CIL.
- 19. Chief Manager (IR), CIL, Kolkata
- 20. Dy. Manager (P/AW)/FM(Estt./Bill), CIL, Kolkata.

ANNEXURE-XIII-I

PROPOSED CADRE SCHEME FOR SURFACE MINER/CONTINUOS MINER OPERATOR (EXCV. CADRE)

SN	Designation	Category/ Grade	Minimum Qualification (Educational/ Technical)	Eligibility of Promotion	Mode of Promotion
1	Surface Miner /Continuous Miner Operator (TR)	Excv. Cat. D	Matriculate with valid HMV License	Any permanent employee having 02 years service with minimum qualification and found suitable in selection/aptitude test will be placed as Trainee in his existing grade. On successful completion of one year training/trade test and found successful will be placed in Excv. Cat. D	Selection/Aptitude Test
2	Surface Miner /Continuous Miner Operator	Excv. Cat. C	-Do-	02 Years experience as Surface Miner /Continuous Miner Operator in Excv. Cat. D	DPC
3	Surface Miner /Continuous Miner Operator	Excv. Cat. B	-Do-	03 years experience as Surface Miner /Continuous Miner Operator in Excv. Cat. C	DPC
4	Surface Miner /Continuous Miner Operator	Excv. Cat. A	-Do-	04 years experience Surface Miner /Continuous Miner Operator in Excv. Cat. B	DPC
5	Surface Miner /Continuous Miner Operator	Excv. Spl.	-Do-	05 yearsExperience in Cat-V Surface Miner /Continuous Miner Operator in Excv. Cat. A	DPC

Note: 1. The Zone of consideration for Promotion upto Excv. Cat "A" will be Project Level and Excv. Cat. "A" to Excv. Spl will be Area Level

2. In case of necessity/vacancy, horizontal movement at appropriate level may be considered from suitable HEMM Operators and past experience will be protected.

3. For existing employees deployed on SM/CM educational qualification will not be a bar and existing employees who are working, their grade/category will be protected.



PROPOSED CADRE SCHEME FOR COAL SAMPLING PERSONNEL

Coal Sampling Mazdoor to Chief Coal Sampling Technicians

SN	Designation	Category/Scale of Pay (Rs.)	Minimum Qualification (Educational/Technical)		Mode of Promotion
1	Coal Sampler	Cat. II	Preferably Matriculate from any recognized Board of Examination	Any permanent workmen of the company with 3 years service	Selection
2	Coal Sampling Assistant	Cat. III	-do-	3 years experience in Cat. II	DPC
3	Coal Sampling Technicians	Cat. IV	-do-	4 years experience in Cat. III	DPC
4	Coal Sampling Technicians	Cat. V	-do-	5 years experience in Cat.IV	DPC
5	Coal Sampling Technicians	Cat. VI	-do-	6 years experience in Cat. V	DPC

Note: 1. Entry into this Cadre will be through Selection/Aptitude Test from the departmental employees.

2. Above Cadre Scheme merged with the I.I. No. 50 dated 26.08.1985 (Annexure-XI-1) shall stand modified.

3. Qualification will not be a bar for existing employees on the date of implementation of this modified scheme



PROPOSED CADRE SCHEME FOR PROMOTION OF EXCAVATION PERSONNEL (SUPERVISORY CADRE) AUX.

SN	Designation	Category/Scale of Pay (Rs.)	Minimum Qualification (Educational/Technical)	Eligibility of Promotion	Mode of Promotion
1.	Foreman(Aux.Excavation)	T&S Gr.B	Must be matriculate or equivalent or ITI certificate in respective Trade	Should have the 7 years experience as Sr. Auto Electrician Excv Sr. Welder, Turner, Machinist, Armature Winder/Motor Winder Cat.A	Selection
2.	Foreman In-charge (Aux. Excv.)	T&S Gr.A	-Do-	4 years experience as Foreman in Workshop/Field	DPC

Note: 1) Zone of consideration for Foreman (Aux.) T&S Gr.B to A and onwards shall be at Area level.



PROPOSED CADRE SCHEME FOR PARAMEDICAL STAFF (CT SCAN TECHNICIAN)

SN	Designation	Category/Scale of Pay (Rs.)	Minimum Qualification (Educational/Technical)	Eligibility of Promotion	Mode of Promotion
i.	Technician- CT Scan	T&S Grade - C	 Matriculation from recognised Board/University Diploma in Radiography (2 Years Regular Course) from an institute recognised from AICTE Specialized training in CT Scan for 6 months For Departmental Candidates- 3 Years experience in the relevant field 		External/Direct recruitment/ Departmental
2.	Sr. Technician- CT Scan	T&S Grade - B	Qualification and Experience as at S. No. I above	 Permanent Radiographer in T&S Grade-C for at least 3 yrs Specialized training in CT Scan For Promotion - Min. 4 Years experience in "Technician-CT Scan" including Training Period 	Internal Selection/DPC
3	Chief Technician- CT Scan	T&S Grade - A	do	3 years experience as Radiographer in T&S Grade-B	DPC

Note:-

Entry of recognized diploma holders in Radiography will be in T & S Grade "C" as a Technician-CT Scan (Trainee) for one year. They will be entitled for Pay & Allowances as admissible in T & S Grade "C". On successful completion of one year of Training, they will be regularized as Technician-CT Scan in T & S Grade "C" and their fixation in T & S Grade "C" will be at the minimum of the Scale of T & S Grade "C".

- 1) Existing Radiographers who have worked for more than 3 years as a Radiographer in T & S Grade "C" and having specialized training in CT Scan shall be inducted/selected as Senior Technician-CT Scan in T & S Grade "B".
- 2) The seniority shall be maintained in the Cadre at company level.



PROPOSED CADRE SCHEME FOR PARAMEDICAL STAFF (MRI TECHNICIAN)

SN	Designation	Category/ Scale of Pay (Rs.)	Minimum Qualification (Educational/Technical)	Eligibility of Promotion	Mode of Promotion
1.	Technician- MRI	T&S Grade - C	 Matriculation from recognised Board/University Diploma in Radiography (2 Years Regular Course) from an institute recognised from AICTE Specialized training in MRI for 6 months For Departmental Candidates- 3 Years experience in the relevant field 		External recruitment
2.	Senior Technician- MRI	T&S Grade - B	Qualification and Experience as at S. No. 1 above	 Permanent Radiographer in T&S Grade-C for at least 4 yrs including Training Period For Promotion-Min. 4 Years experience in Radiography including Training Period 	Internal Selection
3.	Chief Technician- MRI	T&S Grade -A	do	Permanent Radiographer in T&S Grade-B for at least 3 yrs	DPC

Note:-

Entry of recognized diploma holders in Radiography will be in T & S Grade "C" as a Technician-MRI (Trainee) for one year. They will be entitled for Pay & Allowances as admissible in T & S Grade "C". On successful completion of one year of Training, they will be regularized as Technician-MRI in T & S Grade "C" and their fixation in T & S Grade "C" will be at the minimum of the Scale of T & S Grade "C".

- 1) Existing Radiographers who have worked for more than 3 years as a Radiographer in T & S Grade "C" and having specialized training in MRI shall be inducted/selected as Senior Technician-MRI in T & S Grade "B".
- 2) The seniority shall be maintained in the Cadre at company level.



PROPOSED CADRE SCHEME FOR SUB-STATION ATTENDANT (E&M) CAT-VI TO FOREMAN INCHARGE (T&S GR. A-1)

SN	Designation	Category/Scale of Pay (Rs.)	Minimum Qualification (Educational/Technical)	Eligibility of Promotion	Mode of Promotion
1.	Sub. Station Attendant	Cat.VI	Matriculate, HT permit under IE rules for mines or 550 volts mining parts permits issued by competent authority applicable	3 years experience as Sub Station Attendant in Cat. V	DPC
2.	Asstt. Foreman Sub. Station	T&S Gr.C	Electrical Supervisorship certificate as per statute	i) 6 years experience in Cat.VI as Sub. Station Attendant ii) 4 years for ITI personnel	DPC/Selection
3.	Foreman Sub. Station	T&S Gr.B	-do-	3 years as Asstt. Foreman Sub. Station in T&S GrC	DPC
4	Foreman Incharge (Sub Station)	T&S Gr.A	-do-	3 years as Foreman Sub. Station in T&S Gr.B	DPC
5	Foreman Incharge (Sub Station)	T&S Gr.A-1	-do-	5 years as Foreman Sub. Station in T&S Gr.A	DPC

Note: 1) The required Trade Test will be decided by the Management

2) Promotion/Selection upto T&S Gr.C shall be Unit-wise and T&S Garde "B" onwards at Area Level.

3) On Promotion as Asstt. Foreman Sub-Station, the incumbent shall continue to perform the duties of Sub-Station Attendant whenever necessary



ANNEXURE-XIII-6

PROPOSED CADRE SCHEME FOR FEEDER BREAKER OPERATOR (E&M)

Designation	Category/Scale of Pay (Rs.)	Minimum Qualification (Educational/Technical)	Eligibility of Promotion	Mode of Promotion
F.B. Operator Helper	Cat.II	Must be literate	Any permanent worker	Selection
F.B. Operator	Cat.IV	-Do-	3 years experience in Cat.II	DPC
F.B. Operator	Cat.V	-Do-	4 years experience in Cat.IV	DPC
F.B. Operator	Cat.VI	-Do-	5 years experience in Cat.V	DPC
	F.B. Operator F.B. Operator F.B. Operator	F.B. Operator Cat.IV F.B. Operator Cat.V	Pay (Rs.) (Educational/Technical) F.B. Operator Helper Cat.II Must be literate F.B. Operator Cat.IV -Do- F.B. Operator Cat.V -Do-	Pay (Rs.) (Educational/Technical) F.B. Operator Helper Cat.II Must be literate Any permanent worker F.B. Operator Cat.IV -Do- 3 years experience in Cat.II F.B. Operator Cat.V -Do- 4 years experience in Cat.IV



PROPOSED CADRE SCHEME FOR LIFT OPERATOR (E&M)

SN	Designation	Category/Scale of Pay (Rs.)	Minimum Qualification (Educational/Technical)	Eligibility of Promotion	Mode of Promotion
1	Lift Operator	Cat. II	8 th Pass	3 years experience in Cat-I	Selection
2	Lift Operator	Cat. III	-Do-	3 years experience in Cat-II	DPC
3	Lift Operator	Cat. IV	-Do-	3 years experience in CatIII	DPC
4	Lift Operator	Cat. V	-Do-	3 years experience in CatIV	DPC
5	Lift Operator-cum-Mechanic	Cat. VI	-Do-	3 yearsExperience in Cat-V	DPC

Note: 1. Entry into this Cadre will be through Selection/Aptitude Test for the departmental employees.

2. Existing employees operating the Lift, they may be regularised/designated as per above cadre scheme.

3. Qualification will not be a bar for existing employees

4. License from appropriate Govt. is required, wherever applicable



IMPLEMENTATION INSTRUCTION NO. 13 DATED 26.05.2014

<u>Sub</u>: Cadre Scheme for Security Personnel Annexure- XII & XII-1 (Ref: NCWA-III Implementation Instruction N. 54/85 Dated 17.10.85 & NCWA-IV Implementation Instruction No. 40 dated 31.12.92)

- Kind attention is invited to Annexure- XII & XII-1 (Ref: NCWA-III Implementation Instruction N. 54/85 Dated 17.10.85 & NCWA-IV Implementation Instruction No. 40 dated 31.12.92 wherein the Cadre Scheme for Security Personnel was circulated.
- The Standardization Committee of JBCC1 in its 7th Meeting held on 25th March 2014 discussed the following proposed amendments in the cadre schemes by the Director (P), NCL, Singrauli;
 - a. Ex-Army/Ex-BSF should be substituted by Ex-Servicemen
 - b. Sportsman of All Inia Repute should be substituted by Sportsman securing medals at national meets.
 - c. It should be clearly specified that higher age limit for Ex-Servicemen belonging to General Category will be 38 Years, SC/ST Candidates-43 Years and OBC-41 Years
 - d. The higher age limit for candidates other than Ex-Serviceman should be 30 years (General), SC/ST Candidates-35 Years and OBC-33 Years as per Govt. guidelines.

The above proposed amendments were accepted by the committee.

Accordingly, the amended Cadre Scheme for Security Personnel; Security Guard to Sr. Inspector is enclosed. The same will replace. Annexure XII-1 Ref. NCWA-III Implementation Instruction N. 54/85 Dated 17.10.85 & NCWA-IV Implementation Instruction No. 40 dated 31.12.92.



CADRE SCHEME FOR SECURITY PERSONNEL SECURITY GUARD TO SR. INSPECTOR

(I.I. No.54/85 dated 17.10.85 & I.I. No. 40 dated 31.12.92)

S. NO.	Designation	Grade/Scale of Pay	Minimum Qualification (Educational/Tech.)	Eligibility for Promotion	Mode for Promotion
1	Security Guard	Tech. & Sup. Gr. 'G' Rs. 580-16-804/-	i) Literate	i) All security personnel who are presently in Gr. 'H' irrespective of their designation will be screened out. Those who conform to the norms of appointment as Security Guard as mentioned in the Note No. I below and are already trained will be placed in Grade 'G'. Those who conform to the norms but are not trained will be sent for training for a period of 3 months and on successful completition of the same will be placed in Gr. 'G'.	DPC/Interview/Selection
			ii) VIIth Standard	ii) Any permanent employee having aptitude and physically fit for Security Guard and conform to the norms laid down in Note No. I below will be trained for a period of 6 months and on successful completion of training will be placed in Gr. 'G'.	
			iii) Matriculate or equivalent exam. from any recognized Board of Examination	iii) Direct recruitment from ex- servicemen or NCC/B&C certificate holders or sportsman securing medals at national meets. Candidates should conform to the norms laid down in No. No. I below.	Interview/Selection
2	i) Sr. Security Guard	Tech. & Sup. Gr. 'F' Rs. 605-18-857/-	VII Standard	i) 3 yrs. experience in Tech & Sup. Gr. G	DPC



	ii) Arm Guard	-do-		ii) (a) 3 yrs. experience in T&S Gr. G (b) Training of handling arms either from Army/BSF/Police/CISF or Test conducted by the Company	
3.	Head Security/ Guard Havilder	Tech. & Sup. Gr. 'E' Rs. 625-23-947/-	VIIth Standard	3 yrs. experience in T & S Gr. F	DPC
4.	Asstt. Security Sub Inspector	Tech. & Sup. Gr. 'D' Rs. 678-30-918-35- 1198/-	Matriculate or equivalent exam. from any recognized Board of Examination	3 yrs. experience in T&S Gr. E	DPC
5.	Security Sub- Inspector	Tech. & Sup. Gr. 'C' Rs. 742-40-1062-45- 1422/-	Matriculate or equivalent exam. from any recognized Board of Examination	3 yrs. experience in T&S Gr. D	DPC
6.	Security Inspector	Tech. & Sup. Gr. 'B' Rs. 810-46-1178-51- 1586/-	-do-	3 yrs. experience in T&S Gr. 'C'	DPC
7.	Sr. Security Inspector	Tech. & Sup. Gr. 'A' Rs. 892-53-1316-55- 1701/-	-do-	3 yrs. experience in T&S Gr. 'B'	DPC

Note: (1) For selection/recruitment of security personnel the following norms will be required:

(a) Height:

For General: 5'-5"

For SC/ST : 5'-3" Height for Tribal population- 5'3" (I.I. No. 40 dt. 31.12.92)

(b) Chest:

For General: 32"-34"

For SC/ST : 30"-32"

(c) Age for Ex-Service Men:

For General : 38 Years For OBC : 41 Years For ST/SC : 43 Years

(d) Age for other than Ex-Servicemen:

For General : 30 Years For SE/SC : 33 Years For SE/SC : 35 Years



- (2) (a) Educational qualification will not be a bar for the existing departmental incumbents of the Security Dept., as on the date of coming into force of this Cadre Scheme upto the post of Havildar/Head Security Guard in T &S Gr. 'E'. However, the personnel should be literate
- (b) For promotion from Hd. Security Guard/havildar in T&S Gr. 'E' to Asstt. Security Sub Inspector in Tech. & Sup. Gr. 'D' departmental incumbents of Security Deptt. must have passed class-VIIth standard.



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/ 236

Dated: 14th November, 2007

CORRIGENDUM

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

Dear Sir.

In the Cadre Scheme for promotion of EP Machinists (Annexure No.XIV-4 (Revised) forwarded vide letter No.CIL/C-5B/JBCCI/I.I.No.21/191 dated 31st August, **2007** (Implementation Instruction No.21 of NCWA-VII) the eligibility for promotion of EP Machinist Excv.Cat.B to EP Machinist, Excv.Cat.A was mentioned as "three years" due to typographical mistake which may be corrected as "FIVE YEARS".

In case the Cadre Scheme as circulated earlier has already been acted upon, the same needs to be rectified immediately.

Inconvenience caused, if any, is regretted.

Yours tailntully

(R.S. Ram)
Chief General Manager(MP&IR)

Distribution:

All Members & Alternate Members of JBCCI-

Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P.)

Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(O), CMPDIL, Ranchi

Director(Finance)/ CtL, Kolkata

Director(Technical)/Director(Marketing), CIL, Kolkata

CVO, CIL, Kolkata

TS to Chairman, CIL, Kolkata

CGM, NEC, Guwahati

Executive Director(IICM), Kanke Road, Ranchi

CGM, CIL, New Delhi

FM(Bill), CIL, Kolkata

All RSMs

Sr.P.O. (AW), CIL, Kolkata

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/ 269

Dated: 21st February,2008

CORRIGENDUM

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

Dear Sir.

In the Cadre Scheme for promotion of Sr.E.P. Mechanic to Foreman-in-charge (Annexure VII-22) forwarded vide letter No.CIL/C-5B/JBCCI/I.I.No.21/191 dated 31st August, 2007 (implementation Instruction No.21 of NCWA-VII) in the foot note it has been mentioned that zone of consideration for Foreman (Mech./Excavation) in T&S Gr.A and onwards shall be at Area level due to typographical error. The foot note shall be read as under:

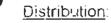
"The zone of consideration for Foreman(Mech./Excavation) in T&S Gr.B and onwards shall be at Area level."

In case the Cadre Scheme as circulated earlier has already been acced upon, the same needs to be rectified immediately.

Inconvenience caused, if any, is regretted.

Yours laithtuly

Chief General Manager (MP&IR



All Members & Alternate Members of JBCCI-VII

Chairman-MD, SCCL, PO: Kothagudam Collys, Dist. Khammam (A.P.)

Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(O), CMPDIL, Ranchi

Director(Finance)/ CIL, Kolkata

Director(Technical)/Director(Marketing), CIL, Kolkata

CVO, CIL, Kolkata

TS to Chairman, CIL, Kolkata

CGM, NEC, Guwahati

Executive Director(IICM), Kanke Road, Ranchi

CGM, CIL, New Delhi/CGM(P)/CGM(F), CIL, Kolkata

FM(Bill), CIL, Kolkata

All RSMs

Sr.P.O. (AW), CIL, Kolkata



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.21/ [9]

Dated: 31st August, 2007

NATIONAL COAL WAGE AGREEMENT-VII IMPLEMENTATION INSTRUCTION NO.21

The Chairman-cum-Managing Director,	ECL	Sanctona
The Chairman-cum-Managing Director,	BCCL	Dhanbad
The Chairman-cum-Managing Director,	CCL	Ranchi
The Chairman-cum-Managing Director,	WCL	Nagpur
The Chairman-cum-Managing Director,	SECL	Bilaspur
The Chairman-cum-Managing Director,	NCL	Singrauli
The Chairman-cum-Managing Director,	MCL	Sambalpur
The Chairman-cum-Managing Director,	CMPDIL	Ranchi

In the meeting of Standardisation Committee held on 28.07.2007 the Cadre Schemes as finalized by Technical Sub-Committee wre discussed and approved. The following Cadre Schemes as approved are enclosed.

1)	Excavation Personnel (Maintenance)	Annexure XIV-2 to XIV-6
2)	Excavation Personnel (Operation)	Annexure-XXVIII-1 to XXVIII-8
3)	Dresser/O.T. Assistant modified scheme	Annexure-VI-3
4)	Clay Cartridge Maker	Annexure-XXX
5)	Mason	Annexure-XXIX
6)	`E&M Cadre - Welder, Turner, Machinist, Moulder	Annexure-VII-21
7)	Diploma Holders in Excv. Cadre	Annexure-VII-24
8)	DG set Operator	Annexure-XXXI
9)	Dumpman, Pitman, Tripman	Annexure-XXXII
10)	Sr. EP Electrician to Supervisory cadre	Annexure- VII-23
11)	Sr. EP Mechanic to Supervisory Cadre	Annexure-VII-22

You are requested to implement the above Cadre Schemes...

(R. Mohan Das)
Director(P&IR) &

Member Secretary JBCCI-VII

Distribution:

All Members & Alternate Members of JBCCI-VII

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Chairman-MD, SCCL, PO: Kothagudam Collys. Dist. Khammam (A.P.) Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL Director(O), CMPDIL, Ranchi Director(Finance)/ CIL, Kolkata Director(Technical)/Director(Marketing), CIL, Kolkata CVO, CIL, Kolkata TS to Chairman, CIL, Kolkata CGM, NEC, Guwahati Executive Director(IICM), Kanke Road, Ranchi CGM, CIL, New Delhi GM(P)/CGM(F), CIL, Kolkata FM(Bill), CIL, Kolkata All RSMs Sr.P.O. (AW), CIL, Kolkata

CADRE SCHEME FOR EP FITTER (EXCAVATION)

ANNEXURE-XIV-2 (REVISED)

SI. No.	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/Promotion
1	EP Mazdoor	Catil	Non ITI	One year service in the company	Selection
2	EP Helper	Excv.Cat.E	Non iTi	Three years as Mazdoor in Cat.II	DPC
3	EP Fitter Gr.III	Excv.Cat.D	Non ITI/ITI	Three years as EP Helper in Excv .Cat.E	DPC
4	EP Fitter Gr.II	Excv.Cat.C	Non ITUITI	Three years as EP Fitter in Excv .Cat.D	DPC .
5	EP Fitter Gr.I	Excv.Cat.B	Non ITI/ITI	Three years as EP Fitter in Excv .Cat.C	DPC
в	Sr. EP Fitter/ Mechanic	Excv.Cat.A	Non ITI/ITI	Five years as EP Fitter in Excv. Cat.B	DPC

- (1) Zone of promotion upto Excv. Cat.A will be Project level.
- (2). I.T.I., will be guided by I.I.No.32 upto Grade-D
- (3) Qualification will not be bar for promotion of existing employees in the cadre.

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ANNEXURE-XIV-3 (REVISED)

SI. No.	Designation	Category/Gr ade	Qualification	Eligibility for Promotion	Mode of Selection/Promotion
1.	EP Electrician Mazdoor	Cat.II	Non ITI	One year service in the Company	Selection
2	EP Electrician Helper	Excv.Cat.E	Non ITI	Three years as EP Electrician Mazdoor in Cat.ii	DPC
3.	EP Electrician	Excv.Cat.D	Non ITI/ITI with Statutory Certificate as per I.E Rules,	Three years as EP Electrician in Excy.Cat.E	DPC
4	EP Electrician	Excv.Cat.C	Non ITI/ITI with Statutory Certificate as per I.E Rules.	Three years as EP Electrician in Excv.Cat.D	DPC
5	EP Electrician	Excv.Cat.B	Non ITI/ITI with Statutory Certificate as per I.E Rules.	Three years as EP Electrician in Excv.Cat.C	DPC
6	Sr. EP Electrician	Excv.Cat.A	Non IT/ITI with Statutory Certificate as per I.E Rules.	Five years as EP Electrician in Excv.Cat.B	DPC

- 1) Zone of promotion upto Excv. Cat.A will be Project level.
- 2) I.T.I., will be guided by I.I.No.32 upto Grade-D
- 3) Qualification will not be bar for promotion of existing employees in the cadre.

CADRE SCHEME FOR EP MACHINIST (EXCAVATION)

ANNEXURE-XIV-4 (REVISED)

SI. No.	Designation	Calegory/Gra de	Qualification	Eligibility for * Promotion	Made of Selection/ Promotion
1	EP Mazdoor	Cat.II	Non ITI	One year service in the Company	Selection
2	EP Helper	Excv. Cat.E	Non ITI	Three years as EP Mazdoor in Cat.II	DPC
3	EP Machinist	Excv. Cat.D	Non ITI/ITI	Three years as EP Machinist in Excv. Cat.E	DPC
4	EP Machinist	Excv. Cat.C	Non ITI/ITI	Three years as EP Machinist in Excv. Cat.D	DPC
5	EP Machinist	Excv. Cat.B	Non ITI/ITI	Three years as EP Machinist in Excv. Cat.C	DPC
6	EP Machinist	Excv. Cat.A	Non ITI/ITI	Three years as EP Machinist in Excv. Cat.B	DPC

- 1) Zone of promotion upto Excv. Cat.A will be Project level.
- 2) I.T.I., will be guided by I.I.No.32 upto Grade-D
- 3) Qualification will not be bar for promotion of existing employees in the cadre.

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CADRE SCHEME FOR EP WELDER (EXCAVATION)

ANNEXURE-XIV-5 (REVISED

St. No.	Designation	Category/ Grade	Oualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	EP Welder Mazdoor	Cat.II	Non ITI	One year service in the Company	Selection
2	EP Helper	Excv. Cat.E	Non ITI	Three years as EP Welder in Cat.II	DPC
3	EP Welder	Excv. Cat.D	Non ITI/(T)	Three years as EP Welder in Excv.Cat.E	DPC
4	EP Welder	Excv. Cat.C	Non (TI/ITI	Three years as EP Welder in Excv,Cat.D	DPC
5	EP Welder	Excv. Cat.B	Non ITI/ITI	Three years as EP Welder in Excv.Cat.C	DPC
6	EP Welder	Excv. Cat.A	Non ITI/ITI	Five years as EP Welder in Excv.Cat.B	DPC

- 1) Zone of promotion upto Excv. Cat.A will be Project level.
- 2) [.T.I., will be guided by I.I.No.32 upto Grade-D
- 3) Qualification will not be bar for promotion of existing employees in the cadre

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CADRE SCHEME FOR EP TURNER (EXCAVATION)

ANNEXURE-XIV-6 (REVISED)

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ŞI.	Designation	Category/	Qualification	Eligibility for	Mode of
No.		Grade		Promotion	Selection/ Promotion
1	EP Turner Mazdoor	Cat.II	Non ITI	One year service in the Company	Selection
2	EP Turner Helper	Excv. Cat.E	Non ITI	Three years as Turner Helper in Cat.II	DPC
3	EP Turner	Excv. Cat.D	Non ITI/ITI	Three years as Turner in Excv. Cat.E	DPC
4	EP Turner	Excv. Cat.C	Non ITI/ITI	Three years as Turner in Excv. Cat.D	DPC
5	EP Turner	Excv. Cat.B	Non ITI/ITI	Three years as Turner in Excv. Cat.C	DPC
6	EP Turner	Excv. Cat.A	Non ITI/ITI	Five years as Turner in Excv. Cat.B	DPC

- 1) Zone of promotion upto Excv. Cat.A will be Project level.
- 2) I:T.I., will be guided by I.I.No.32 upto Grade-D
- 3) Qualification will not be bar for promotion of existing employees in the cadre.

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ANNEXURE-XXVIII-

PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL DUMPER OPERATOR

SI. No.	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
Ī	Dumper Operator	Excv.Cat.D	Class-VIII with HMV License	Any permanent employee having 1 year service and Heavy Vehicle driving license with qualification of minimum class VIIIth standard found suitable for taking training in HEMM operation will be placed as Trainee in his existing Grade. On successful completion of one year training/trade test, and found successful, will be placed in Excv. Cat.D	Selection/Aptitude test
2	Dumper Operator	Excv.Cat.C	-Do-	1 year experience as Dumper Operator in Excv. Cat.D	DPC
3	Dumper Operator	Excv.Cat.B	-Do-	3 years experience as Dumper Operator in Excv. Cat.C	DPC
4	Dumper Operator	Excv.Cat.A	-Do-	4 years experience as Dumper Operator in Excv. Cat.B	DPC
5	Sr. Dumper Operator	Excv.Spl.	-Do-	5 years experience as Dumper Operator in Excy, Cat.A	DPC

Note: 1) The zone of consideration for promotion upto Excv.Cat.A will be Project level and Excv. Cat.a to Excv. Spl. will be Area level

- 2) Educational qualification for new recruitees will be Matriculation
 3) Educational qualification for existing employees will not be a bar for promotion.



ANNENURE-AXXVIII-2

PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL SHOVEL OPERATOR

ŠI.	Designation	Category/	Qualification	Eligibility for	Mode of
No		Grade		Promotion	Selection/
	_	ì			Promotion
1	Shovel Operator(T)	Excv.Cat.D	Matriculate	Any permanent employee having 2 years service with qualification of matriculate found suitable for taking training in HEMM operation will be placed as Trainee in his existing Grade. On successful completion of one year training/trade test, and found successful, will be placed in Excv. Cat.D.	Selection/ Aptitude test
2	Shovel Operator	Excv.Cat.C	-Da-	2 years experience as Shovel Operator in Excv. Cat.D	DPC
3	Shovel Operator	Excv.Cat.B	-Do-	3 years experience as Shovel Operator in Excv. Cat.C	DPC
4	Shovel Operator	Excv.Cat.A	-Do-	4 years experience as Shovel Operator in Excv. Cat.B	DPC
5.	Shovel Operator	Excv.Spl.	-Do-	5 years experience as Shovel Operator in Excv. Cat.A	DPC

NOTE:

Entry to this cadre will be from trained HEMM Operators and from the HEMM, repairs and maintenance personnel, after being found suitable.

Qualification will not be a bar for existing employees

In case of necessity/vacancy, horizontal movement at appropriate level may be considered from suitable HEMM Operators and past experience will be protected.

The zone of consideration for promotion upto Excv.Cat."A" will be Project level and Excv.Cat."A" to Excv.Spl. will be Area level

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ANNEXURE-XXVIII-3

PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL DRAGUNE OPERATOR

SI.	Designation	Category/	Qualification	Eligibility for	Mode of
No.	Designation	Grade	Quanication	Promotion*	Selection/ Promotion
1	Oragline Operator(T)	Excv.Cat.C	Matriculation/ITI	Any permanent employee having worked as HEMM Excv.Gr.D (Shovel Operator) for minimum of 2 years or having experience of repairing and maintenance of Shovel/Dragline in Cat.D for a minimum period of three years. Preference will be given to ITI trained employees meeting the above stipulation.	Selection/ Aptitude test
2	Dragline Operator	Excv.Cat.B	-Do-	2 years experience as Dragline Operator(T) in Excv. Cat.C	DPC
3	Dragline Operator	Excv.Cat.A	-Do-	4 years experience as Dragline Operator in Excv. Cat B	DPC
4	Oragline Operator	Excv.Spl.	-Do-	5 years experience as Dragline Operator in Excv. Cat.A	DPC

NOTE:

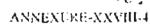
The zone of consideration for promotion upto Excv.Cat."A" will be Project level and Excv.Cat."A", to Excv.Spl. will be Area level

Qualification will not be a bar for existing employees

If required horizontal movement of Shovel Operator in Excv. Cat.A may be permitted and past experience will be protected.

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PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL PAY LOADER OPERATOR

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SI. No	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Pay Loader Operator	Excv,Cat.D	Class-VIII with HMV License	Any permanent employee with two years service and one year of successful completion of on the job training.	Selection
2	Pay Loader Operator	Excv.Cal.C	-Do-	3 years experience as Pay Loader Operatorin Excv. Cat.D	DPC
3	Pay Loader Operator	Excv.Cat.B	-Do-	4 years experience as Pay Loader Operator in Excv. Cat.C	DPC
4	Pay Loader Operator	Excv.Cat.A	-Do-	5 years experience as Pay Loader Operator in Excv. Cat.B	DPC

NOTE:

Qualification will not be a bar for existing employees

The zone of consideration for promotion upto Excv. Cat. "A" will be Project level

Educational qualification for new recruitees will be Matriculation





PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL DOZER OPERATOR

SI. No.	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Dozer Operator (T)	Excv.Cat.D	Class-VIII with HMV License and endorsement for Tractor Driving	Any permanent employee with 1 year service and found suitable for training and after one year successful completion of training in HEMM	Selection/ Trade test
2	Dozer Operator	Excv.Cat.C	-Do-	2 years experience as Dozer Operator in Excv. Cat.D	DPC
3	Dozer Operator	Excv.Cat,B	-Do-	3 years experience as Dozer Operator in Excv. Cat.C	DPC
4	Dozer Operator	Excv.Cat.A	-Do-	4 years experience as Dozer Operator in Excv. Cat.B	DPC
5	Dozer Operator	Excv.Spl.	•Do-	5 years experience as Dozer Operator in Excv. Cat.A	DPC

NOTE:

The zone of consideration for promotion upto Excv.Cat."A" will be Project level and Excv.Cat."A", to Excv.Spl. will be Area level

Qualification will not be a bar for existing employees

In case of necessity, horizontal movement for Dumper Operator may be given cognizance/protection.

Educational qualification for new recruitees will be Matriculation.

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SI. No.	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Grader Operator	Excv.Cat.D	Class-VIII with HMV License and endorsement for Tractor Driving	Any permanent employee with a minimum of three years service and having sufficient experience on the job training in Grade Operator	Selection/ Trade test
2	Grader Operator	Excv.Cat.C	-Do-	3 years experience as Grader Operator in Excv. Cat.D	DPC
3	Grader Operator	Excv.Cat.B	-Do-	4 years experience as Grader Operator in Excv. Cat.C	DPC
4	Grader Operator	Excv.Cat.A	-Do-	5 years experience as Grader Operator in Excv. Cat.B	DPC

NOTE:

If required horizontal movement for Dumper Operator may be permitted and past experience may be given cognizance/protection.

Qualification will not be a bar for existing employees

The zone of consideration for promotion upto Excv.Cat."A" will be Project level

Educational qualification for new recruitees will be Matriculation

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ANNEXURE-XXVIII-7

PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL CRANE OPERATOR *

Si. No.	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Crane Operator(T)	Excv.Cat.D	Class-VIII with HMV License	Any permanent employee with 2 years service and one year on the job training	Selection/Trade test
2	Crane Operator	Excv.Cat.C	-Do-	2 years experience as Crane Operator in Excv. Cat.D (T)	DPC
3	Crane Operator	Excv.Cat.B	-Do-	3 years experience as Crane Operator in Excv. Cat.C	DPC
4	Crane Operator	Excv.Cat.A	-Do-	4 years experience as Crane Operator in Excv. Cat.B	DPC
5	Crane Operator	Excv.Spl.	-Do-	5 years experience as Crane Operator in Excv. Cat.A	DPC

NOTE:

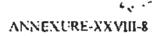
Qualification will not be a bar for existing employees

The zone of consideration for promotion upto Excv.Cat."A" will be Project level and Excv.Cat."A", to Excv.Spl. will be Area level

Educational qualification for new recruitees will be Matriculation.

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PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL DRILL OPERATOR

SI. No.	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
Ī	Drill Operator(T)	Excv.Cat.D	Class-Vilith standard	Any permanent employee with 2 years service and one year successful completion of the job training	Selection/ Aptitude lest
2	Orill Operator	Excv.Cat.C	-Do-	2 years experience as Drill Operator in Excv. Cat.D (T)	DPC
3	Drill Operator	Excv.Cat.B	-Do-	3 years experience as Drill Operator in Excv. Cat.C	DPC
4	Drill Operator	Excv.Cat.A	-Do-	4 years experience as Drill Operator in Excv. Cat.B	DPC
5	Orill Operator	Excv.Spl.	-Do-	5 years experience as Drill Operator in Excv. Cat.A	DPC

NOTE:

Qualification will not be a bar for existing employees

The zone of consideration for promotion upto Excv.Cat."A" will be Project level and Excv.Cat."A", to Excv.Spl. will be Area level

Educational qualification for new recruitees will be Matriculation

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CADRE SCHEME FOR PARA MEDICAL STAFF, DRESSER/O.T. ASSISTANT ANNEXURE-VI-3 (REVISED)

SI. Na.	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Dresser Gr.II			Coal industry	
2	Dresser Gr.1	T&S Gr.D	-Do-	Three years in T&S Gr.E	DPC
3	Sr. Dresser/ O.T. Assistant	T&S Gr.C	Matric with three years training of O.T.Assistant from recognized institute/hospital.	Five year in T&S Gr.D	DPC
4	Sr. O.T. Assistant	T&S Gr.B	-Do-	Five year in T&S Gr.C	DPC

NOTE:

Union representatives suggested that the existing Dresser in Gr.F should be placed in Gr.E. However, this will be one time arrangement.

 Qualification will not be a bar in respect of existing dresser on the date of coming into force of this revised cadre scheme.

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CADRE SCHEME FOR CLAY CARTRIDGE MAKER

SI. No,	Designation	Category/ Grade	Qualification Educational/ Technical	Eligibility for , Promotion	Mode of Selection/ Promotion
1.	Clay Cartridge Maker	Cat.I	Literate		Selection
2.	Clay Cartridge Maker	Cat.II	Literale	2 yrs. experience as General Mazdoor in Cat.I	DPC
3.	Clay Cartridge Maker	CaLill	Literate	3 yrs. experience as Clay Cartridge Mazdoor in Cat.II	DPC
4.	Ciay Cartridge Maker	Cat.IV	Literate	4 yrs, experience as Clay Cartridge Mazdoor in Cat.III	DPC
5.	Clay Cartridge Maker	Cat V	Literate	5 yrs. experience as Clay Cartridge Mazdoor in Cat.IV	DPC
6.	Clay Cartridge Maker	Cat.VI	Literate	6 yrs, experience as Clay Cartridge Mazdoor in Cat.V	OPC

Note: Qualification will not be a bar for promotion for existing employees.

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ANNEXURE-XXIX

CADRE SCHEME FOR MASON

SI. No.	Designation	Category/ Grade	Qualification Educational/ Technical	Eligibility for Promotion	Mode of Selection/ Promotion
1	Mason	Cat.I	Literate		Selection
2	Mason	Cat.II	Literate	2 yrs. experience in Cat.I	DPC
3	Mason	Cat.III	Literate	3 yrs. experience in Cat.II	DPC
4	Mason	Cat.fV	Literate	4 yrs. experience in Cat.iil	DPC
5	Mason	CatV	Literate	5 yrs. experience in Cat.IV	DPC
6	Mason	Cal.VI	Literate	6 yrs. experience in Cat.V	DPC

Note: Qualification will not be a bar for promotion for existing employees.

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ANNEXURE-VII-21

CADRE SCHEME FOR PROMOTION OF E&M PERSONNEL (Vide I.1.No.30 dated 26.6.1984/I, I.No.26 dated 28.6.1991 Annexure No.10,17,18)

SI. No.	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Assit.Foreman (Aux)	T&S Gr.C	Must be Matriculate or certificate in Welder/Turner Machinist/Moulder as Cat.VI	Must have 5 years of experience as Welder/Turner in Machinist/Moulder as Cat.VI in E&M Workshop/Field	Selection
2	Foreman (Aux)	T&\$ Gr.B	-Do-	4 years experience in T&S Gr.C in E&M Workshop/Field	DPC
3	Foreman-in- charge (Aux)	T&S Gr.A	-Do-	5 years experience in T&S Gr.B in E&M Workshop/Field	DPC
4	Foreman-in- charge (Aux)	T&S Gr.A- 1	-Do-	5 years experience in T&S Gr.A in E&M Workshop/Field	DPC

NOTE:

Zone of consideration for promotion to T&S Gr.C and onwards shall be at Area level. Such personnel will grow in E&M Cadre.

They will continue to do their existing job on their promotion in higher grade upto T&S Gr.C.

CAREER GROWTH OF DIPLOMA HOLDERS IN EXCAV CADRE FROM T&S GR.'C' TO T&S GR.'A-1

Diploma holders are posted in E&M and Excv. Cadre on selection. At present these persons are promoted on the basis of I.I.No.32 dated 15-7-92 and I.I.No.51 dated 28.3.94. In some of the subsidiaries, the persons posted in Excv. And Open Cast are not considered for promotion for want of a separate Cadre Scheme for Excavation.

After deliberation, it was agreed that the Diploma Holders posted in Excavation and Open Cast will get the same and similar mode of promotion with the same eligibility as per I.I.No.32 & 51.

However, in case of promotion to Foreman Gr.'B' (Electrical) the same will be considered after 4 years of service without mining part of Electrical Supervisory Certificate. In case they have the mining part of Electrical Supervisory Certificate also, they will be eligible for promotion after 3 years service in Gr.'C'.

For this purpose, training period of 2 years as Asstt. Foreman (Trainee) shall also be taken into account.

		CADRE SCHE	ME FOR D.G. SET OPERATOR	ANNEXURE-XXX	
SI. No	Designation	Calegory/ Grade	Qualification	Eligibility for Promotion	Made of Selection/ Promotion
1.	D.G.Set Operator Helper	Cat.II	Literate, Ability to read and write elementary English	3 years service in the company	Selection through aptitude test.
2.	D.G.Set Operator	Cat.IV	i) Matric ii) Electrician with Wireman permit	4 years experience in Cat.II	DPC
3	D.G.Set Operator	Cat.V	i) Matric ii) Electrician with Wireman permil	5 years experience in Cat.IV	DPC
4	D.G.Set Operator	Cat.Vi	i) Matric ii) Electrician with Wireman permit	6 years experience in Cat.V	DPC
5	D.G.Set Operator	T&SGr.C	i) Matric ii) Electrician with Wireman permit	4 years experience in Cat,VI	DPC
6	D.G.Set Operator	T&S Gr.B	i) Matric ii) Electrician with Wireman	4 years experience in T&S Gr.C	DPC

i) Checking of lubricating oil level, diesel and constant level

ii) Checking diesel engine and alternator, control panel and compressor.

- iii) Starting of compressor/diesel engine
- iv) Switching on the individual control panel
- v) Switching on the main control panel for parallel operator
- vi) Watching of the load distribution of one or more alternators, if any
- vii) Recording of the qurious guage
- viii) Reading at fixed time interval
- ix) General cleanliness of the place
- x) Report at in a format at the end of the shift.
- xi) Qualification will not be a bar for existing employees on the date of coming into operation of this cadre scheme
- xii) With coming into operation of this cadre scheme, the II No.42 dt.7 5.1993 shall stand repeated

Note: 1.1.No.42 dtd.7.5.1993 of NCWA-IV will stand modified.

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ANNEXURE-XXXII

CADRE SCHEME FOR TRIPMAN, DUMPMAN/PITMAN

SI. No.	Designation	Category/G rade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1.	Tripman, Dumpman/Pitman/ Pitmunsi/Traffic Munsi	Clerical Gr.III	Matriculate or equivalent	3 years service in the company	Selection
2.	Tripman, Dumpman/Pitman/ Pitmunsi/Traffic Munsi	Clerical Gr. II	Matriculate or equivalent	3 years experience in Clerical Gr.ill	DPC
3	Tripman, Dumpman/Pitman/ Pitmunsi/Traffic Munsi	Clerical Gr.I	Matriculate or equivalent	3 years experience in Clerical Gr.II	DPC
4	Sr. Tripman, Dumpman/Pitman/ Pitmunsi/Traffic Munsi	Clerical Spl.Gr.	Matriculate or equivalent	5 years experience	DPC

NOTE:

Qualification will not be a bar for promotion for existing employees upto Gr.f.

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CADRE SCHEME FOR EP ELECTRICIAN TO FOREMAN INCHARGE (SUPERVISORY CADRE)

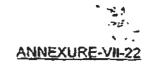
SI. No.	Designation	Category/Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Foreman (Electrical/Excavation)	T&S Gr.B	i) Must be Matriculate or equivalent OR ITI certificate in Electrical Trade. ii) Holder of Electrical Supervisory certificate of competency as per provisions of t.E. Rules without mining part.	Should have the 6 years experience as Sr. EP Electrician Excv.Cat.A	Selection.
2	Foreman In-charge (Electrical/Excavation)	T&S Gr.A	-Dø-	4 years experience as Foreman in Workshop/Field	DPC
3	Foreman In-charge (Electrical/Excavation)	T&S Gr.A-1	-Do-	5 years experience as Foreman In-charge in Workshop/Field	DPC

NOTE:

Zone of consideration for Foreman (Electrical/Excavation) T&S Gr.B to A and onwards shall be at Area level.

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CADRE SCHEME FOR Sr.EP MECHANIC TO FOREMAN IN-CHARGE (SUPERVISORY CADRE)

SI. No.	Designation	Calegory/Gra de	Qualification	Eligibility for Promotion	Made of Selection/ Promotion
1	Foreman (Mech/Excavation)	T&S Gr.B	Must be Matriculate or equivalent OR ITI certificate in Fitter/Diesel Mech./Motor Mech.	Should have the 6 years experience as Sr. EP Mechanic in Excavation Cat.A in Excv.Workshop/Field	Selection.
2	Foreman In-charge (Mech./Excavation)	T&S Gr.A	-Do-	Should have the 4 years experience as Foreman in Excv.Workshop/Field	DPC
3	Foreman In-charge (Mech./Excavation)	T&S Gr.A-1	-Do-	Should have the 4 years experience as Foreman In-charge in Excv.Workshop/Field	DPC

NOTE:

Zone of consideration for Foreman (Mech./Excavation) in T&S Gr.A and onwards shall be at Area level.

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY **COAL INDIA LIMITED** "COAL BHAWAN" 10, NETAJI SUBHAS ROAD **KOLKATA-700 001**

No.CIL/C-5B/JBCCI/I.I.No.34/2002/9/L

Dated 23rd December, 2002

NATIONAL COAL WAGE AGREEMENT-VI **IMPLEMENTATION INSTRUCTION NO.34**

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

In the meeting of Standardisation Committee of JBCCI-VI held on 12.12 2002 the Cadre Schemes as finalised by Technical Sub-Committee of JBCCI-VI in its meeting held on 12th & 13th June, 2002, 8th & 9th November, 2002 and 10.12.2002 was discussed and approved. The following Cadre Schemes as recommended by the Technical Sub-Committee of JBCCI-VI are enclosed as Annexure XXVII-1 to 17.

(1)	Cadre Scheme for Dressing (Coal) Personnel (UG)	Annexure XXVII-1
(2)	Cadre Scheme for Cable Personnel	Annexure XXVII-2
(3)	Cadre Scheme for Blasting Personnel.	Annexure XXVII-3
(4)	Cadre Scheme for Line Personnel	Annexure XXVII-4
(5)	Cadre Scheme for Mine Support Personnel (UG)	Annexure XXVII-5
(6)	Cadre Scheme for Tyndai Personnel	Annexure XXVII-6
(7)	Cadre Scheme for Tramming Personnel	Annexure XXVII-7
(8)	Cadre Scheme for Safai Karamchari	Annexure XXVII-8
(9)	Cadre Scheme for Driller	Annexure XXVII-9
(10)	Cadre Scheme for Pump Personnel	Annexure XXVII-10
(11)	Cadre Scheme for Fan Personnel	Annexure XXVII-11
(12)	Cadre Scheme for Compressor Personnel	Annexure XXVII-12
(13)	Cadre Scheme for Conveyor Personnel	Annexure XXVII-13
(14)	Cadre Scheme for Sand Stowing Personnel	Annexure XXVII-14
(15)	Cadre Scheme for Siding/Wagon Cleaning Personnel	Annexure XXVII-15
(16)	Cadre Scheme for Haulage Personnel	Annexure XXVII-16
(17)	Cadre Scheme for SDL/LHD Personnel	Annexure XXVII-17

You are requested to implement the above Cadre Schemes.

Encl: as above.

(C.H.KHISTY) DIRECTOR(P&IR) &

MEMBER SECRETARY, JBCCI-VI

Distribution:

- 1) All Members & Alternate Members of JBCCI-VI
- 2) Chairman-MD, SCCL, PO: Kothagudem Collys. Dist Khammam (A.P.)
- 3) Vice President (HRM), TISCO, Jamshedpur
- 4) Managing Director, IISCO, Burnpur, Dist.Burddhaman (W.B.)
- 5) Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 6) Director(F), CIL, Kolkata
- 7) Director(T)/Director(Marketing), CIL, Kolkata
- 8) Chief Vigilance Officer, CIL, Kolkata
- 9) CGM, NEC, Guwahati/CGM, DCC, Dankuni
- 10) Executive Director (IICM), Kanke Road, Ranchi
- 11) CGM, CIL, Ansal Bhawan, New Delhi
- 12) CGM(P)/CGM(F), CIL, Kolkata
- 13) All RSMs
- 14) GM(F)/TS to Chairman, CIL, Kolkata
- 15) Dy.CME(AW), CIL, Kolkata

PROMOTIONAL CHANNEL FOR DRESSING (Coal Personnel) (UG)

SI. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1.	Dresser(UG) (Coal)	Cat.III	Literate	3 years service	Selection
2.	Dresser(UG) (Coal)	Cat.IV	-Do-	4 yrs as Dresser(Coal). in Cat.III	DPC
3.	Dresser(UG) (Coal)	Cat.V	-Do-	5 yrs.as Dresser (Coal) in Cat.IV	DPC
4.	Dresser(UG) (Coal)	Cat.VI	-Do-	6 yrsas Dresser (Coal) in Cat. V	DPC

NOTE: \. The entry in this Cadre will be from the permanent employees with three years service through selection.

UG Piece-rated workers with three years service selected on their own Written option against the requirement of the management for the post of Dresser will be given Cat.IV with pay protection.

2. Qualification will not be a bar for the existing employees.

Flp.2/Cadreach.



PROMOTIONAL CHANNEL FOR CABLE PERSONNEL(UNDER GROUND)

SI. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1.	Cableman	Cat.III	Literate	3 yrs. service	Selection
2	Cableman	Cat.IV	-Do-	4 yrs.as Cableman in Cat.III	DPC
3	Cableman	Cat.V	-Do-	5 yrs.as Cableman in Cat.IV	DPC
4	Cableman	Cat.VI	-Do-	6 yrs.as Cableman in Cat.V	DPC

NOTE:

- 1. The entry in this Cadre will be from the permanent employees with three years experience through selection.
- $\boldsymbol{\lambda}$. Qualification will not be a bar for the existing employees.

Flp.2/Cadreeth.



PROMOTIONAL CHANNEL FOR BLASTING PERSONNEL (UNDERGROUND)

Sl. No.	Designation	Category/ Grade	Qualifi-cation	Eligibility for promotion	Mode of Selection/ Promotion
1.	Blasting Crewman	Cat.IV	Literate	4 yrs. service	Selection
2.	Blasting Crewman	Cat.V	-Do-	5 yrs.as Blasting Crowman in Cat.IV	DPC
3	Blasting Crewman	Cat.VI	-Do-	6 yrs. as Balsting Crewman in Cat.V	DPC

Note ; Qualification will not be a bar for the existing employees.

Fla.2/Codresch.

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PROMOTIONAL CHANNEL FOR LINE PERSONNEL

SI. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Line Mazdoor	Cat.il	Literate	3 yrs. in Cat.I	Selection
2	Line Helper	Cat.lll	-Do-	3 yrs.as line Mazdoor in Cat.H	DPC
3	Line Mistry	Cat.IV	-Do-	4 yrs.aşline Mistry in Cat.III	DPC
4	Line Mistry	Cat.V	-Do-	5 yrs.as line Mistry in Cat.IV	DPC
5.	Line Mistry	Cat.VI	-Do-	6 yrs as.line Mistry in Cat.V	DPC

NOTE: I. The entry in this Cadre will be from the permanent employees in Cat.I with three years experience through selection

 \mathcal{Q}_{+-} Qualification will not be a bar for the existing employees.

Flp.2/Codresch.

PROMOTIONAL CHANNEL FOR U/G MINE SUPPORT PERSONNEL

SI. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Support Mazdoor	Cat.II	Literate	3 yrs. in Cat.I	Selection
2	Support Helper	Cat.III	-Do-	3 yrs.as Support Mazdoor in Cat.II	DPC
3	Support Mistry	Cat.IV	-Do-	4 yrs.as Support Helper in Cat.III	DPC
4	Support Mistry	Cat.V	•Do-	5 yrs.as Support Mistry in Cat.IV	DPC
5.	Support Mistry	Cat.VI	-Do-	6 yrs.as Support Mistry in Cat.V	DPC

NOTE:

- 1. The entry in this Cadre will be from the permanent employees in Cat.1 with three years experience through selection
- 2 Qualification will not be a bar for the existing employees.
- Existing Timber, Roof Bolting, Roof/Side Stitching etc. personnel will be redesignated as respective support designations as above in their existing category.

J'lp.2/Cudrooch.



PROMOTIONAL CHANNEL FOR TYNDAL

SL No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Tyndal	Cat.IV	Literate	4 yrs service	Selection
2	Tyndal	CatV	Literate	5 yrs as Tyndal in Cat.IV	DPC
3	Tyndal Jamadar	Cat.VI	Literate	6 ym as Tyndal in Cat.V	DPC

NOTE: Qualification will not be a bar for the existing employees.

Fla.2/Codresch.

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PROMOTIONAL CHANNEL FOR TRAMMING PERSONNEL.

S1. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1.	Tramming Personnel	Cat.III	Literate	3 yrs service in Cat.I/II	Selection
2.	Tramming Personnel	Cat.IV	Literate	4 yrs in Cat.III	DPC
3.	Tramming Personnel	CatV	Literate	5 yrs in Cat.IV	DPC
4.	Tramming Personnel	CatVI	Literate	6 yrs in Cat.V	DPC

NOTE:

- \, In case of Transmers the entry in this Cadre will be from the permanent employees with three years service in Cat.I/II through selection
- 2 · All persons such as Pointsman, Banksman, Clipman, Coupler/Signalman, Setrider, Setman, and Loseman who are presently in Cat.IV will grow as per this Cadre Scheme beyond Cat.IV.
- 3. Qualification will not be a bar for the existing employees.

Fla.2/Cadrooch.



PROMOTIONAL CHANNEL FOR SAFAI KARAMCHARI

S!. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Genl.Mazdoor (Satai)	Cat.I	Literate	•	Selection
2	Safai Karamchari	Cat.II	-Do-	2 yrs.as Safai Mazdoor in Car.I	DPC
3	Safai Karamchari	Cat.III	-Do-	3 yrs.as Safai Kramchari in Cat.II	DPC
4	Safai Karamchari	Cat.IV	-Do-	4 yrs.as Safal Karmachari in Cat.III	DPC
5	SafaiMate/ Jamadar	Cat.V	-Do-	5 yrs.as Safai Karmachari in Cat.IV	DPC .
6.	Safai Mate/ Jamadar	Cat.VI	-Do-	6 yrs.as Safai Mate/Jamadar in Cat.V	DPC

NOTE: 1 This is in replacement of Cadre Scheme formulated under I.I.No.35 dated 06.11.1980.

Qualification will not be a bar for the existing employees. Safai Karamchari engaged in Underground Mines, will be placed in Cat.II

Flp.2/Codresch.

PROMOTIONAL CHANNEL FOR DRILLER (UNDERGROUND)

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Driller	Cat.IV	Literate	4 yrs service	Selection
2	Driller	Cat.V	Literate	5 yrs as Driller in Cat.IV	DPC
3	Driller	Cat.VI	Literate	6 yrs as Driller in Cat.V	DPC

- Note: (1) PR Workers with 5 (five) years experience if selected as Driller will be placed directly in Cat. IV with pay protection.
 - (2) Qualification will not be a bar for existing employees.



CADRE SCHEME FOR PUMP PERSONNEL

SL No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Pump Operator	II	Literate	Permanent workers with 2 years of service	Selection
2	Pump Operator	111	Literate	3 years as Pump Operator in Catll.	DPC
3	Pump Operator	Cat.IV	Literate	4 years as Pump Operator in Cat.III	DPC
4	Pump Operator	Cat.V	Literate	5 years as Pump Operator in in Cat.1V	DPC
5	Pump Operator	Cat.Vl	Literate	6 years as Pump Operator in Cat. V	DPC

NOTE:

- 1.Entry into this Cadre will be through selection/ aptitude test from the departmental employees.
- 2.In case any Pump Operator who Opertes more than one pump simultaneously he will get wages of one higher category limited to Cat.VI
- 3. Qualification will not be a bar for existing employees.



CADRE SCHEME FOR FAN PERSONNEL

SI. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Fan Operator	п	Literate	Permanent workers with 2 years of service	Selection
2	Fan Operator	m	Literate	3 years asFan Operator in Cat.II	DPC
3	Fan Operator	Cat.IV	Literate	4 years as Fan Operator in Cat.III	DPC
4	Fan Operator	Cat.V	Literate	5 years as Fan Operator in Cat.IV	DPC
5	Fan Operator	Cat.VI	Literate	6 years as Fan Operator in Cat. V	DPC

- NOTE: |. Entry into this Cadre will be through selection from the departmental employees.
 - 2. Qualification will be a bar bar for existing employees

Annexure-XXVII-12

CADRE SCHEME FOR COMPRESSOR PERSONNEL

SI. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Compressor Operator	Ш	Literate	Permanent workers with 3 years of service	Selection
2	Compressor Operator	Cat.[V	Literate	4 years as Compressor Operator in Cat.III	DPC
3	Compressor Operator	Cat.V	Literate	5 years as Compressor Operator in Cat.IV	DPC
4	Compressor Operator	Cat.VI	Literate	6 years as Compressor Operator in Cat.V	DPC

NOTE:

1.Entry into this Cadre will be through selection/ aptitude test from the departmental employees who are able to read Volt Meter, Pressure Guage and Oil Guage and able to interpret the reading, take remedial measure and able to carryout and enter log books.

2. Qualification will not be a bar for existing employees.



CADRE SCHEME FOR CONVEYOR PERSONNEL

SL NO.	DESIGNTION	CATEGORY/ GRADE	QUALIFICATION	ELIGIBILITY FOR PROMOTION	MODE OF SELECTION/ PROMOTION
1	Conveyor Operator	Cat-Ill	Leterate	Permanent worker with 3 years of service.	Selection
2.	Conveyor Operator	Cat-IV	Literate	4 years as Conveyor Opt in Cat-III	DPC
3	Conveyor Operator	Cat-V	Literate	5 years as Conveyor Opt.in Cat.IV	DPC
4.	Conveyor Operator	Cat.VI	Literate	6 years as Conveyor Opt.in Cat.V	DPC

Note. 1. Entry into this Cadre will be through selection from the departmental employees.

2. Qualification will not be a bar for existing employees.



CADRE SCHEME FOR SAND STOWING PERSONNEL

Sl no.	Designation	Category /Grade	Qualificatin	Eligibility for Promotion	Mode of Selection/Promotion
1.	Sand Stowing Mazdoor	Cat-II	Literate	Permanent worker with 2 years of service in Cat.I	Soloction
2.	Sand Stowing Crewman	Cat-III	Literate	3 years as Sand Stowing Crewman in Cat.II	DPC
3.	Sand Stowing Crewman	Cat-[V	Literate	4 years as Sand Stowing Crewman in Cat.III	DPC
4	Sand Stowing Crewman	Cat-V	Literate	5 years as Sand Stowing Crewman in Cat.IV	DPC
5	Sand Stowing Crewman	Cat-VI	Literate	6 years as Sand Stowing Crewman in Cat.V	DPC

Note. 1.Entry into this Cadre will be through selection from the departmental employees. 2.Qualification will not be a bar for existing employees.



CADRE SCHEME FOR SIDING /WAGON CLEANING PERSONNEL

Sl no.	Designation	Category /Grade	Qualificatin	Eligibility for Promotion	Mode of Selection/Promotion
1.	Siding /Wagon Mazdoor	Cat-⊞	Litorate	Permanent worker with 2 years of service in Cat.1	Selection
2.	Siding /Wagon Cleaning Crewman	Cat.III	Literate	3 years as Siding Wagan Cleaning Mazdoor in Cat.II	DPC
3.	Siding /Wagan Cleaning Crewman	Cat.IV	Literate	4 years as Siding Wagan Cleaning Crewman in Cat.III	D P C
4	Siding /Wagan Cleaning Crewman	CAT.V	Literate	5 years as Siding Wagan Cleaning Crewman in Cat.IV	DPC
5	Siding /Wagan Cleaning Crewman	Cat.VI	Literate	6 years as Siding Wagan Cleaning Crewman in Cat.V	DPC

Entry into this Cadre will be through selection from the departmental employees. Qualification will not be a bar for existing employees. Note.1)

2)

CADRE SCHEME FOR HAULAGE PERSONNEL

Sl no.	Designation	Category / Grade	Qualificatin	Eligibility for Promotion	Mode of Selection/Promotion
1.	Haulage Operator	Cat.Ⅲ	Literate	Three years Service	Selection
2.	Haulage Operator	Cat.TV	Litorate	4 years as Haulage Operator in Cat.III	DPC
3.	Haulage Operator	Cat.V	Literate	5 years as Haulage Operator in Cat.IV	DPC
4.	Haulage Operator	Cat.VI	Literate	6 years as Haulage Operator in Cat.V	DPC

Note: 1) Entry into this Cadre will be through selection from the departmental employees.

2) Qualification will not be a bar for promotion.

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CADRE SCHEME FOR SDL/LDH PERSONNEL

SL No.	Designation	Category/ Grade	Qualifi-cation	Eligibility for promotion	Mode of Selection/ Promotion
1	SDL/LHD Helper	Cat.IV	Literate	Any permanent workers with 4 years of service	Selection
2	SDL/LHD Operator(T)	Cat.V	Literate	4 years as SDL/LHD helper in Cat.IV	DPC
3	SDL/LHD Operator	Cat.VI	Literate	On completion of one year as SDL/LHD Operator (T) in Cat. V	DPC
4	SDL/LHD Operator	Excv. Cat.'C'	Must have passed Class VIIIth	6 years in Cat.VI as SDL/LHD Operator	DPC
5	SDL/LHD Operator	Excv. Cat.'B'	Must have passed Class VIIIth	6 years in Excavation Cat.'C'as SDL.LHD Opt	DPC

NOTE:

1. Entry into this Cadre will be through selection from the departmental employees

2. Qualification will not be a bar for existing employees.



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD, CALCUTTA-700 001

No.CIL/C-5B/JBCCI/LI.No.23/2001/ / 7 /

Dated: 30th May, 2001

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.23

The Chairman cum Managing Director	EÇL	Sanctoria
The Chairman-cum-Managing Director	BCCL	Dhanbad
The Chairman-cum-Managing Director	CCL	Ranchi
The Chairman-cum-Managing Director	WCL	Nagpur
The Chairman-cum-Managing Director	SECL	Bilaspur
The Chairman-cum-Managing Director	NCL	Singrauli
The Chairman-cum-Managing Director	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi

Sub Cadre Scheme for Translators(OL)

Ref: Implementation Instruction No.47 dated 21.12.1999 of NCWA-V

Your kind attention is invited to the provision of LL-No. 47 dt. 21.12.99 of NCWA-V enclosing therewith Cadre Scheme for Hindi Translators (OL)- Hindi Cadre (Annexure No. XVI-III) of NCWA-V. The issue for revision of the above Cadre Scheme was discussed in the Standardisation Committee meeting of JBCCI-VI in its 3rd meeting held at CIL (HQ). Calcutta on 22.5.2001.

The revised Cadre Scheme for Hindi Translators (OL)- Hindi Cadre as approved by the Standardisation. Committee in the above meeting is enclosed. (Annexure XVI-III).

DIRECTOR(P&IR)&

MEMBER SECRETARY JBCCI-

You are requested to take necessary action to implement the above decision.

Encl. as above

Distribution:

- All Members & Alternate Members of [BCCI-VI
- Chairman-MD, SCCL, PO:Kothagudam Collys, Dist. Khammam (A.P).
- Vice President. (HRM), TISCO Jamshedpur
- 4. Managing Director iISCO Burnpur Dist Burddhaman (W.B.)
- 5 Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- Director(F) ClL, Calcutta
- Director(T) /Director(Marketing), CIL. Calcutta
- Chief Vigilance Officer, CIL, Calculta
- 9 CGM, NEC. Guwahati/CGM, DCC. Dankuni
- 10 Executive Director(IICM), Kanke Rd., Ranchi
- 11 CGM, CIL, Ansal Bhawan New Delhi
- 12 CGM(P)/CGM(F) CIL Calcutta
- All RSMs.
- 14 GM(F)/TS to Chairman ClL, Calcutta
- 15 Dy CME(AW), CIL Calculta

CADRE SCHEME FOR IN-PIT CRUSHER OPERATOR IN EXCAVATION CADRE (PIPARWAR PROJECT OF CCL)

Designation	Grade/Category	Minimum qualification (Educational/ Tecnical)	Experience	Mode of Selection/Promotion
In - Pit Crusher Operator- Helper	Excv. Grade 'E'	Matric with ITI	Any permanent employee of the company with 2 years experience	Selection
Jr. In-Pit crusher Operator	Excv.Grade 'D'	-Do-	3 years experience in Grade 'E'	-DPC-
In- Pit Crusher Operator Grade -III	Excv.Grade 'C'	-Do-	4 years experience in Grade 'D'	-Do-
In- Pit Crusher Operator Grade -II	Excv.Grade'B'	-Do-	4 years experience in Grade 'C'	-Do-
In- Pit Crusher Operator Grade I	Excv.Grade'A'	-Do-	5 years experience in Grade 'B'	-Do-

- 1) This Scheme will be applicable to incumbents of In- Pit-Crusher Operator Personnel of Piparwar Area of CCL only
- 2) Educational Qualification will not be bar for promotion of the existing employees.

P.M (J. Becc 1)

PROPOSED REVISED CADRE SCHEME FOR HINDI TRANSLATORS (OL) - HINDI CADRE

Sl. No.	Designation	Category/ Grade	Minimum Qualification (Educational/Technical)	Eligibility for promotion	Mode of selec- tion/Promotion
1	Translator(Trainee) OL	Clerical Gr.III	B.A. or equivalent with Hindi & English. Govt. Diploma Holder in Hindi translation preferred	Any permanent employee with one year service in the company	Selection through Written Test followed by interview
2	jr. Translator(OL)	Clerical Gr.II	-Do-	3 years expenence as Translator (Trainee) OL	DPC
3	Asstt. Translator (OL)	Clerical Gr.I	-Do-	3 years experience in Clerical Gr.II	61
4	Translator (OL)	Clencal Spl. Gr.	-Do-	5 years expenience in Clerical Gr.1	ė .
5	Sr. Translator (OL)	T&S Gr.'A'	-Do-	3 years experience in Clerical Spl. Gr.	

NOTE:

1)

- Existing Jr Translators(OL) in Clerical Spl. Gr. will be designated as Translator (OL) in Hindi Cadre.
- Preference will be given to incumbents working in Hindi Cell with above qualification and experience.
- Existing incumbents working in Clerical Gr.II and who are Graduates with English & Hindi and knowledge of Hindi translation will also be inducted in this cadre through Written Test followed by interview and after completion of 3 years experience as Jr. Translator (OL) will have career growth in Clerical Grade-I as Asstt. Translator (OL) through DPC.
- Existing incumbents in Clerical Gr.III may be inducted in this cadre as Translator (Trainee)OL through written test followed by interview. After completion of 3 years experience as Translator Trainee (OL) they will be ebgible for their promotion in the grade of Clerical Gr.II as Jr. Translator (OL) through DPC.
- 5) TISCO & IISCO will have their own Cadre Scheme in consultation with their umon.





JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD, CALCUTTA-700 001

No.CIL/C-5B/JBCCI/I.I.No.47/99/ (1)

Dated: 21st December., 1999

NATIONAL COAL WAGE AGREEMENT-V IMPLEMENTATION INSTRUCTION NO.47

The Chairman-cum-Managing Director,	ECL	Sanctoria
The Chairman-cum-Managing Director,	BCCL	Dhanbad
The Chairman-cum-Managing Director,	CCL	Ranchi
The Chairman-cum-Managing Director,	WCL	Nagpur
The Chairman-cum-Managing Director,	SECL	Bilaspur
The Chairman-cum-Managing Director,	NCL	Singrauli
The Chairman-cum-Managing Director,	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi
The Director-in-Charge,	NEC	Guwahati

Sub: Cadre Scheme for employees working in

Hindi Cell (Official Language) - Cadre Scheme for Translator (OL)-Annexure No.XVI-III

Ref: Implementation Instruction No.39 dated

31st December, 1992 of NCWA-IV

Your kind attention is invited to Implementation Instruction No.39 dated 31st December, 1992 relating to Cadre Scheme for Translator (OL) Hindi -Annexure No.XVI-III.

In the 21st meeting of Standardisation Committee of JBCCI held on 16.11.99 at CIL(HQ), Calcutta the report of the Technical Sub.committee of JBCCI to modify the Cadre Scheme for Translator (OL) -Annexure No.XVI-III was discussed and approved.

The revised Cadre Scheme for Translator (OL) Annexure No.XVI-III is enclosed.

You are requested to take necessary action to implement the above decision.

Encl: As above.

(C. H. KHISTY) *
MEMBER SECRETARY

JBCC!

Distribution:

- Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MC!.
- Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL.

...../2..

- Director(Operations), CMPDIL, Ranchi
- Director(F)/Director(T), CIL, Calcutta
- CGM(Finance), CMPDIL, Ranchi
- General Manager(Finance), CIL, Calcutta
- CGM(S&M)/CGM(P), CIL, Calcutta
- Director(PA&W), SCCL, PO:Kothagudam Collys. Dist.: Khammam (A.P).
- Vice President, HRM, TISCO, Jamshedpur
- GM(P&A), IISCO, Burnpur, Dist. Burddhaman (W.B.)
- TS to Chairman, CIL, Calcutta
- All Regional Sales Manager, CIL
- All Members of JBCCI/Standardisation Committee.
- General Manager, IICM, Ranchi
- Dy. CME(AW), CIL, Calcutta
- Dy.CPM(IR), CIL, Calcutta

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Annexure XVI-III Revised vide I.I.No.47 dated 21.12.99

CADRE SCHEME FOR TRANSLATOR (OL) - HINDI CADRE

SI	Designation	Cat./Grade	Minimum qualification (Educational/Technical)	Minimum experience	Mode of promotion	Remarks
No. 1	Jr. Translator (OL)	Scale of pay Clerical Spl.Grade	B.A. or equivalent with Hindi and English. Govt.	5 years experience as Clerk Grade-I in General Clerical Cadre or 8 years combined experience as Clerk Grade-I and Clerk Grade-II, in General Clerical Cadre out of which 3 years must be in Clerical Grade-I	***	Selection/ Test
2.	Sr. Translator (OL)	T&S Grade "A"	Same as above.	3 years experience as Jr. Translator (OL)in Clerical Special Grade.	DPC	
				<u>'</u>		

NOTE:

- 1) Preference will be given to those incumbents who are having experience in Hindi Cadre (OL)
- 2) Clerk (OL) Gr.I will have opportunity to grow either as Special Grade Clerk/Sr.Clerk or as Jr.Translator (OL) provided he possesses the prescribed qualifications and experience.
- 3) TISCO, IISCO & SCCL will have their own Cadre Scheme in consultation with their unions.

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY **COAL INDIA LIMITED** 10, NETAJI SUBHAS ROAD.

CALCUITA-700 001

No.CIL/C-5B/JBCCI/I 1.No.22/2001/ 1 72 .

Dated: 29th May, 2001

NATIONAL COAL WAGE AGREEMENT-VI **IMPLEMENTATION INSTRUCTION NO.22**

The Chairman-cum-Managing Director,	ECL	Sanctoria
The Chairman-cum-Managing Director,	BCCL	Dhanbad
The Chairman-cum-Managing Director,	CCL	Ranchi
The Chairman-cum-Managing Director.	WCL	Nagpur
The Chairman-cum-Managing Director,	SEC1.	Bilaspur
The Chairman-cum-Managing Director,	NCL	Singrauli
The Chairman-cum-Managing Director,	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi

Sub: Cadre scheme for Electronic Data Processing personnel

Ref No. 11. No. 48 date. 22.7.1985 of NCWA-III Annexure No. X-1, X-2, X-III

Your kind attention is invited to 11 No. 48 dt. 22.7.1988 of NCWA- III enclosing therewith cadre Scheme for Electronic Data Processing Personnel (Annexure No X-I , X-2 X-III)

In the meeting of Standardisation Committee of JBCCI -VI held on 22.5.2001 the modification in the Cadre Scheme for EDP Personnel (Annexure No X-I_X-2,X-III) was discussed and modified

The following Cadre Scheme as modified by the Standardisation Committee of JBCCI-VI are enclosed

- Cadre Scheme for EDP Personnel Data Entry Operator Annexure-X-I
- 2. Cadre Scheme for Computer Operation Annexure X-II
- 3. Cadre Scheme for Input Output Operator Annexure X-III

You are requested to take necessary action to implement the above decesion.

DIRECTOR(F&IR)&

Encl: as above

MEMBER SECRETARY/BCCI-VI

Distribution:

- All Members & Alternate Members of JBCCI-VI
- 2 Chairman-MD SCCL, PO:Kethagudam Collys. Dist.: Khammam (A.P).
- 3 Vice President (HRM), TISCO, Jamshedpur
- Managing Director, HSCO, Burnpur, Dist, Burddhaman (W.B.)

contd.2/-

- 5. Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- Director(F), CIL, Calcutta
- 7. Director(T),/Director(Marketing),Cll. Calcutta
- 8 Chief Vigilance Officer, Cll., Calcutta
- 9 CGM NEC, Guwahati/CGM, DCC, Dankum
- 10. Executive Director(IICM), Kanke Rd., Ranchi
- 11. CGM CIL, Ansal Bhawan, New Delhi
- 12. CGM(P)/CGM(F), CIL. Calcutta
- 13. All RSMs,
- 14. GM(F)/TS to Chairman. CIL, Calcutta
- 15. Dy CME(AW), ClL, Calcutta.

PROMOTIONAL CHANNEL FOR ELECTRONIC DATA PROCESSING PERSONNEL - DATA ENTRY OPERATOR

ANNEXURE X-I

SL	Designation	Grade/	Minimum	Eligibility for promotion	Mode of Slection/
No.		Scale of pay	Qualification		promotion
	Jr. Data Entry Operator (Trainee)	T&S Gr.'E'	Matriculate or equivalent certificate	Any permanent employee having matriculate or equivalent certificate with 3 years service in the Company	Aptitude Test for Computer Application and having typing speed of 30 words per minute.
2.	Jr. Data Entry Operator	T&S Gr. 'D'	-Do-	On completion of 1 years as Data Entry Operator (Trainee) in T&S Gr.'E' the candidates will be placed in T&S Gr. 'D' as Jr. Data Entry Operator.	DPC
3.	Data Entry Operator	T&S Gr. 'C'	-Do-	3 years experience as Jr. Data Entry Operator in T&S Gr.'D'	DPC/Proficiency test of 8000 KDPH
4.	Sr.Data Entry Operator Grade-II	T&S Gr. 'B'	-Do-	3 years experience as Data Entry Operator in T&S Gr.'C'	DPC/Proficiency test of 10000 KDPH
5	Sr.Data Entry Operator Grade-I	T&S Gr. 'A'	-Do-	3 years experience as Sr. Data Entry Operator in T&S Gr.'B'	DPC

Note: 1) Entry in this cadre will be from departmental candidates.

2) TISCO & IISCO will have their own Cadre Scheme in consultation with their unions on the same lines.



ANNEXURE X-2

CADRE SCHEME FOR ELECTRONIC DATA PROCESSING PERSONNEL COMPUTEER OPERATION - CONSOLE

SL No.	Designation	Grade/ Scale of pay	Minimum Qualification	Eligibility for promotion	Mode of Selection/ promotion
1	Jr. Console Operator Magnetic Tape/Media Librarian	T&S Gr. 'B'	B.Sc./B.Com./B.A.	Any permanent employee of Data Processing Deptt. possessing the requisite qualification and having put in 3 years in Technical-C	Any employee passing 'O' level Exam from DOEACC for direct induction.
2	Programmer Asstt/ Console Operator	T&S Gr. 'A'	B.Sc./B.Com./B.A. with '0' level Exam. from DOEACC	3 years experience as Jr. Console Operator/Magnetic Tape/Media Librarian in T&S Gr.'B'	DPC

Note: 1) Entry in this cadre will be from departmental candidates.

2) TISCO & IISCO will have their own Cadre Scheme in consultation with their unions on the same lines.



ANNEXURE - X-3

CADRE SCHEME FOR ELECTRONIC DATA PROCESSING PERSONNEL (INPUT/OUTPUT SECTION)

SL No.	Designation	Grade/ Scale of pay	Minimum Qualification	Eligibility for promotion	Mode of promotion
1	Jr. Input/Output Control Asstt.	T&S Gr. 'C'	B.Sc./B.Com./B.A	3 years experience as Jr. Data Entry Operator in T&S Gr. 'D'	DPC
2	Input/Output Control Asstt.	T&S Gr. 'B'	B.Sc./B.Com./B.A	3 years experience as Jr. Input/ Output Control Asstt. in T&S Gr. 'C'	DPC
3	Input/Output Control Supervisor	T&S Gr. 'A'	B.Sc./B,Com./B.A	3 years experience as Input/ Output Control Asstt in T&S Gr. 'B'	DP©

Note: 1) Entry in this cadre will be from departmental candidates.

2) TISCO & IISCO will have their own Cadre Scheme in consultation with their unions on the same lines.



JOINT BIPARTITE COMITTEE FOR THE COAL INDUSTRY, COAL INDIA LIMITED, 10, NETAJI SUBHAS ROAD CALCUTTA

No.CII/C-5B/JBCCI/I.I.No.39/98/ 665 Dated: 16.09.1998.

NATIONAL COAL WAGE AGREEMENT IMPLEMENTATION INSTRUCTION NO.39

The Chairman-cum-Managing Director,	ECL,	Sanctoria
The Chairman-cum-Managing Director,	BCCL,	Dhanbad
The Chairman-cum-Managing Director,	CCL,	Ranchi
The Chairman-cum-Managing Director,	WCL,	Nagpur
The Chairman-cum-Managing Director,	SECI,	Bilaspur
The Chairman-cum-Managing Director,	NCL,	Singrauli
The Chairman-cum-Managing Director,	MCL,	Sambalpur
The Chairman-cum-Managing Director,	CMPDI	L _s Ranchi
The Director Incharge	NEC	Guwahati

Sub: Grant of one Additional SPRA to underground Piecerated Workers who have remained in the same group for a period 7 years or more and 8 years or more for surface PR Workers.

Your kind attention is invited towards the provisions of LLNo.32 Dt.12.06.98.

In this Standardisation Committee of JBCCI, it was clarified that as per provision of Para 3.12.0, of NCWA-V one Additional SPRA is to be granted after the employee has put in required years of service in the same group. There is no bar in granting the benefit of one Additional SPRA for more than once subject to the condition that the employee fulfills the conditions as laid down in LLNo.32 dt: 12.6.98 circulated vide this office letter No. CIL/C-5B/JBCCI/LLNo.32/98/270 dt: 12.6.98.

You are requested to take necessary action to implement the above decision.

(C.H. KHISTY)

MEMBERS SECRETARY JBCCI & DIRECTOR (P&IR)

Distribution: as per Mailing list.

- Shri MA Rawal, President, ABKMS (BMS),
 Manhar Bhai Mehta Bhwan, 303, Satyam Appartment, 3rd floor, Nehru Road, Dhantoli, Nagpur 440 012.
- 24. Shri Kumar Arjun Singh, AGS ABKMS (BMS), Dhanbad.
- 25. Shri HL Samaria, Director (PA&W), SCCL,

PO Kothagudam, Dist. Khammarn, AP

26. Shri S. Pandey; Vice President, HRM,

TISCO, Jamebedpur, Bihar. 27. Shri G. Ojha, GM(P&A), SAIL (IISCO)

Industry House, 10, Cammac Street, Calcutta, Pin - 700 017

- 28. Chief of Marketing, CIL, 15 Park Street, Calcutta 16
- 29. General Manager, Dankuni Coel Complex., Dankuni (WB)
- 30. Chief General Manager, NEC, Guwahati.
- 31. Dy. CPM (IR), CIL, Calcutta.
- 32. Dy. CME (AW), CIL, Calcutta.
- 33. GM (MP&IR), CIL, Calcutta.
- 34. TS to D(P&IR), CIL, Calcutta.
- 35. Exe. Secy. to D(P&IR).

- 36. TS to Chairman, CIL, Calcutta.
- 37. All Regional Sales Manager, CIL.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED "COAL BHAWAN" 10. NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCVLLNo.37/ 203

Dated: 28th November, 2003

NATIONAL COAL WAGE AGREEMENT-VI OVER EMENTATION INSTRUCTION NO.37

The Chairman-cum-Managing Director

Sub: Cadre Scheme for Coal Handling Personnel

In the meeting of Standardisation Committee of JBCCI-VI, held on 6th August, 2003, the introduction of Cadre Scheme for Coal Handling Plant Personnel was discussed and approved as per AnnexurerXVII

You are requested to take necessary action to implement the same

Encl: As above.

(C.H. KHISTY)
DIRECTOR(P&IR) &
MEMBER SECRETARY, IBCCI-VI

Distribution:

All Members & Alternate Members of IBCCI-VI
Chairman-MD, SCCL, PO: Kothagudem Collys., Dist. Khammam (A.P.)
Vice President (HRM), TISCO, Jamshedpur
Managing Director, IISCO, Bumpur, Dist. Burddhaman (W.B.)
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
Director(F), CIL, Kolkata
Director(T)/Director(Marketing), CIL, Kolkata
Chief Vigilance Officer, CIL, Kolkata
CGM, NEC, Guwahati/CGM, DCC, Dankuni
Executive Director(IICM), Kanke Road, Ranchi
CGM, CIL, Ansal Bhawan, New Delhi
CGM(P)/CGM(F), CIL, Kolkata
All RSMs
GM(F)/TS to Chairman, CIL, Kolkata
Sr.PO. (AW), CIL, Kolkata.

Cadre scheme for CHP Operating Personnel

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for	Mode of selection/
110.		,		Promotion	Promotion
01	CHP Operator	Cat.III	Literate	3 years service in CHP	Selection
02	CHP Operator	Cat.IV	Literate	4 years experience as CHP Operator Cat.III	DPC
03	CHP Operator	Cat.V	Literate	5 years experience as CHP Operator Cat.IV	DPC
04	CHP Operator	Cat.VI	Literate	6 years experience as CHP Operator Cat. V	DPC

Note :-

- Employees working in CHP handling 4 Million tons & above per annum will be placed one grade higher than the above stipulated category up to Category VI.
- Some of the willing employees having Matriculation or higher qualification (in respect of Electrical Personnel with statutory certificate/license as per Electricity Rules not applicable for Mechanical personnel) may be considered for placement as "Fitter-cum-operator" based on trade test and will be placed in one higher category/grade limited to Category-VI.
- 3) ITI trained employee's cadre will be guided as per Implementation Instruction No.32 dated 22.01.2002 at the entry level.
- 4) There will be no bar for deserving and qualified C.H.P. opening personnel to grow in Supervisory grade.

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY
COAL INDIA LIMITED
"COAL BHAWAN"
10, NETAJI SUBHAS ROAD.
KOLKATA-700 001

No.CIL/C-5B/JBCCVI.I.No.38/ 204

Dated: 28th November, 2003

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.38

The Chairman-cum-Managing Director

Sub: Modification in the Cader Scheme for E&M Personnel (Operational)
General Mazdoor to Sub Station Attendant Annexure No VII-7
Circulated videLI No 30 dated 26.6.1984 and LLNo 27dated 27.02.1998

In the meeting of Standardisation Committee of JBCCI-VI, dated on 6th August 2003 and report of the Technical Sub-committee regarding modification in the Cadre Scheme tox Sub-Station Attendants was discussed and approved as per Annexure- VII-7

You are requested to take necessary action to implement the above Cadre Scheme.

Encl: As above.

(C.H. KHISTY)

DIRECTOR(PAIR) &

MEMBER SECRETARY, JBCCI-VI

Distribution:

All Members & Alternate Members of JBCCI-VI Chairman-MD, SCCL, PO: Kothagudem Collys., Dist. Khammam (A.P.) Vice President (HRM), TISCO, Jamshedpur Managing Director, HSCO, Bumpur, Dist. Burddhaman (W.B.) Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL/Director(P), CIL, Kolkata Director(T)/Director(Marketing), CIL, Kolkata Chief Vigilance Officer, CIL, Kolkata Com, NEC, Guwahati/CGM, DCC, Dankuni Enseutive Director(HCM), Kanke Road, Ranchi CGM, CIL, Ansal Bhawan, New Delhi CGM(P)/CGM(F), CIL, Kolkata All RSMs CM(F)/TS to Chairman, CIL, Kolkata Sr. P.O. (AW), CIL, Kolkata.

ह्यान्त्र त्रिक्षिक प्रति । स्थान्त्र । स

Promotional channel of E&M Personnel

Sub Station Attendant

(Revised)

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Sl.	Designation	Category/	Qualification	Eligibility for	Mode of
No.	· ·	Grade		promotion	selection/
			<u> </u>		promotion
1.	Sub-station	Cat.III	Literate. Must be able	3 years service as	DPC/
i	Attendant/		to read and write in	General Mazdoor,	Aptitude
	Switch Board		Hindi/English/Regiona	Cat.I or Helper	Test
	Attendant		I language and able to	Cat.II of Engineer-	
			maintain prescribed	ing Department.	
			Log Book and statutory		
			records.		
2.	Sub-Station	Cat.IV	Matriculate or	4 Years as Sub-	DPC/
•	Attendant		equivalent. Holder of	station Attendant in	Aptitude
[Wireman Permit.	Category-III.	Test
3,	Sub-station	Cat.V	Matriculate or	5 years as SSA	DPC
	Attendant		equivalent. Holder of	Cat.IV	
			Wireman Permit		
			(HT/LT as required		
			under I.E. Rules)		
4.	Sub-station	Cat. VI	-do-	6 years as SSA	DPC
	Attendant			Cat. V	

Note:-

For Sub-station of 11 KV and above with an installed capacity of 3 MVA & above eligibility for promotion will be one year less.

Qualification will not be a bar for existing employees in this cadre on the date of coming into force of this cadre scheme.

ITI Trained employees cadre will be guided as per Implementation Instruction No. 32 dated 22.01.2002 at the entry level.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD CALCUTTA-700 001

No.CIL:C-5B:JBCCI:1.1.No.25:98: \C\C

Dated, 2nd March, 1998

NATIONAL COAL WAGE AGREEMENT IMPLEMENTATION INSTRUCTION NO.25

The Chairman-cum-MD, ECL, Sanctoria. The Chairman-cum-MD, BCCL, Dhanbad. The Chairman-cum-MD, CCL, Ranchi. The Chairman-cum-MD, WCL, Nagpur. The Chairman-cum-MD, SECL, Bilaspur. The Chairman-cum-MD, NCL, Singrauli. The Chairman-cum-MD, MCL, Sambalpur. The Chairman-cum-MD, CMPDIL, Ranchi. The Director-In-Charge, NEC, Guwahati.

Sub: Modification in the Cadre Scheme for E&M Personnel(Operational) Pump Khalasi/Driver/Operator.

Ref: 1.1. No. 30 of 26.6.1984.

Your kind attention is invited to Promotional channel for E&M Personnel(Operational) Pump Khalasi/Driver/Operator as per Annexure No.VII-2.

In the meeting of the Standardisation Committee of JBCCI held on 7.12.1997, the report of Technical/Non-Technical Subcommittee regarding modification in the categorisation of Pump Khalasi/Driver/Operator was discussed in detail and the following recommendations were approved:-

Pump Khalasi/Driver/Operator.

The categorisation of Pump Khalasis/Driver/Operator will be as under:-

- (1) Pump Khalasi/Driver/Operator operating pumps below 35 H.P. ... Cate.II
- (2) Pump Khalasi/Driver/Operator operating pumps of 35 H.P. to 125 H.P. ... Cat.III
- (3) Pump Operators operating pumps of above 125 H.P. but below 275 H.P. ... Cat.IV
- (4) Pump Operators operating pump of 275 H.P. and above. ... Cat.V

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Note: Pump Khalasi/Driver/Operator operating more than one pump will get a category higher.

Accordingly a revised scheme for categorisation of Pump Operators is enclosed as per Annexure-VII-2.

You are requested to take necessary action to implement the above dicision.

Encl: As above.

(C.H. KHISTY)

MEMBER SECRETARY,

JBCC1

Distribution:-

Director(P), ECL/BCCL/CCL/WCL/SECL/NCL/MCL.

Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL.

Director(O), 'CMPDIL, Ranchi.

Director(T)/Director(F), ClL, Calcutta.

GM(Fin), ClL, Calcutta.

Director(P), SCCL, PO: Kothagudem, Dist: Khammam, (A.P.).

Vice President, HRM, TISCO, Jamshedpur.

GM(P&A), IISCO, SAIL, Industry House, 10, Camac St., Calcutta.

All Members of JBCCI/Standardisation Committee.

IS to Chairman, ClL, Calcutta.

All RSms, ClL.

PROMOTIONAL CHANNEL OF E&M PERSONNEL (OPERATIONAL) PUMP KHALASI/DRIVER/OPERATOR

\$1. No.	Designation	Cat.	Minimum Qualification (Educational/Technical)	Wilgibility for Promotion/Selection	Made of promotion
1.	Pump Khalasi/ Driver/Operator Below 35 H.P.	Cat.II	Must be literate	Any permanent worker	DPC/Aptitude test.
2.	Pump Khalasi/ Driver/Operator 35 H.P.& upto 125 H.P.	Cat.III	-do-	Must have been working as Pump Khalasi/Driver/Operator.	-do-
3.	Pump Khalasi/ Driver/Operator above 125 H.P. & below 275 HP	Cat.IV	-do-	-do-	-do-
4.	Pump Khalasi/ Driver/Operator Above 275 H.P.	Cat.V	-do-	- do-	*do-

Note: Pump Khalasi/Driver Operator operating more than one pump will get a category higher.

Dated, 02.03.98.

JOINT BIPARTITE COMITTEE FOR THE COAL INDUSTRY. COAL INDIA LIMITED, 10, NETAJI SUBHAS ROAD CALCUTTA

No.CIL/C-5B/JBCCI/LLNo.27/98/ 10 9 2/

Dated: 27th February, 1998

NATIONAL COAL WAGE AGREEMENT IMPLEMENTATION INSTRUCTION NO.27

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

The Director-in-Charge, NEC, Guwahati

Sub: Modification in the Cadre Scheme for E&M personnel (Operational) General Mazdoor to Sub-Station Attendant Annexure No.VII-7 circulated vide 1.1.No.30 dated 26.6.1984

Your kind attention is invited to the provisions contained in the Implementation Instruction No.30 dated 26.6.1984 in respect of Cadre Scheme for E&M personnel (Operational) General Mazdoor to Sub-Station Attendant Annexure No.VII-7

In the Technical & Non-Technical Sub Committee of JBCCI meeting held on 5.12.97 at CIL(HQ), Calcutta, the issue of modification in the Cadre Scheme for Sub-Station Attendants was deliberated in detail and the following recommendations were made.

The existing Sub-Station Attendants who are operating different Sub-stations will be categorised as per the installed capacity of Sub-stations as agreed and approved under 1.1. No.30 dated 26.6.1984 (as mentioned in existing Cadre Scheme). Qualification prescribed will not be a bar for them.

This is one time relaxation given to the existing employees who have remained stagnated for more than three years in the same grade on account of not having HT/I T permit or qualification prescribed. They will however, be encouraged to obtain HT%.) permit.

For new incumbents, job nomenclature and qualification as prescribed in the Cadre Scheme circulated vide L.I.No.30 dated 26.6.1984, Annexure No.VII-7 will remain .

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The above report of Technical & Non-Technical Sub-committee was discussed and approved in the Standardisation Committee meeting held on 7.12.1997 at CIL(HQ), Calcutta.

You are requested to take necessary action to implement the above decision. The Scheme shall be operative from the date of issue of this Implementation Instruction.

(C.H. KHISTY)
MEMBER SECRETARY
JBCCI

Distribution

Director(Per.)SECL/BCCL/CCL/WCL/ECL/NCL

Director(Fin.), .SECL/BCCL/CCLAVCL/ECL/NCL

Director(T), MCL, Sambalpur

Director(O), CMPDIL, Ranchi

Director(T)/Director(F), CIL, Calcutta.

CGM(F), CIL, Calcutta.

Director(P), SCCL, PO: Kothagudam, Dist.Khammam, Andhra Pradesh.

Vice President, HRM, TISCO, Jamshedpur

GM(P&A), HSCO/SAH, Industry House, 10, Camac Street, Calcutta.

General Manager, Dankuni Coal Complex, Dankuni (W.B.)

Chief General Manager, NEC, Guwahati, Assam

Chief Personnel Manager(IR), CIL, Calcutta.

Dy.CME(AW), CIL, Calcutta.

Exe. Director, HCM, Kanke Road, Ranchi

Executive Secretary to Director(P&IR), CIL, Calcutta.

TS to Director(P&IR), CIL, Calcutta.

GM(IR), CILCalcutta.

Dy. CPM(IR), CIL, Calcutta.

Shri Rajendra Prasad Singh, MLA(INTUC),

General Secretary INMWF, 5, Chhajubagh, Patna.

Shri S. Dasgupta, Adviser, INMWF, Rajendra Path, Dhanbad.

Shri S.Q. Zama, .General Secretary,

INMWF, Behind Giripeth, Nagpur-440 010

Shri PK Pradhan, INTUC, OCMS PO: Balanda, Dist.Angul (Orissa)

Shri O.P. Lal, MLA, & Vice President, INMWF, Dhanbad

Shri Provat Goswami, Geni Secretary, Colly Mazdoor Union,

27, G.T.Road, Bastin Bazar, Asansol, Dist. Barddhaman.

Contd...3



Shri Shafique Khan, Jt.General Secretary,

IMWF, PO: PO: Jaridih Bazar, Area No.IV, Bermo, Distt. Bokaro (Bihar)

Shri Y. Gattiah, GS, SCWU (AITUC), Kothagudam Andhra Pradesh.thg.SCC1

Shri Sunil Sen. AITUC, Chellydanga, Near Municipality Market, G.T.Road, Asansol

Shri Jayanta Poddar, Genl. Secretary, 11KMF(HMS),

Bengal Hotel, 2,Md. Hussain Street, Asansol, Dist. Burdwan (W.B.)

Shri Nathulal Pandey, Gen. Secy., MPKS, HMS, South Jhagarkhand Colly,

Dist.Surguja (M.P.)- through Director(P) SECL

Dr. M.K. Pandhe, General Secretary, CITU,

15, Talkatora Road, New Delhi.

Shri SK Bakshi, CITU, BCKU, Poddar Para, Dhanbad

Dr. B.K. Rai, General Secretaryt, ABKMS, (BMS.)

Manahar Bhai Mehta Bhawan, 303, Satyam Apartment, 3rd floor

Nehru Road, Dhantoli, Nagpur-440 012

Shri MA Rawal, President, ABKMS, Nagpur

Manahar Bhai Mehta Bhawan, 303, Satyam Apartment, 3rd floor

Nehru Road, Dhantoli, Nagpur-440 012

Shri Kumar Arjun Singh, AGS, ABKMS, (BMS), Dhanbad

TS to Chairman, CIL, Calcutta

(July Jar

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD, CALCUTTA-700 001

No.CIL/C-5B/JBCCI/I.1.No.43/99/ 352 -

NATIONAL COAL WAGE AGREEMENT-V IMPLEMENTATION INSTRUCTION NO.43

The Chairman-cum-Managing Director,	ECL	Sanctoria
The Chairman-cum-Managing Director,	BCCL	Dhanbad
The Chairman-cum-Managing Director,	CCL	Ranchi
The Chairman-cum-Managing Director,	WCL	Nagpur
The Chairman-cum-Managing Director,	SECL	Bilaspur
The Chairman-cum-Managing Director,	NCL	Singrauli
The Chairman-cum-Managing Director,	MCL	Sambalpure
The Chairman-cum-Managing Director	CMPDIL.	Ranchi
The Director-in-Charge,	NEC	Guwahati

Sub: Cadre Scheme for Electronics Personnel in E&M Cadre. Annexure - VII - 20

In the Standardisation Committee meeting of JBCCI held on 10.6.99 at CIL(HQ), Calcutta the report of the Technical Sub.committee of JBCCI on the introduction of the Cadre Scheme for Electronics Personnel in E&M Cadre was disscussed and approved.

Accordingly, the Cadre Scheme for Electronics Personnel in E&M Cadre (Annexure-VII-20) as approved by the Standardisation Committee is enclosed.

It may be noted that with the enforcement of this Cadre Scheme all the existing instructions/orders, if any, shall be deemed to have been replaced simultaneously.

You are requested to take necessary action to implement the above decision.

Encl: As above.

(C. H. KHISTY)
MEMBER SECRETARY
JBCCI

Dated: 20th July, 1999

Distribution:

- Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

- Director(Operations), CMPDIL, Ranchi
- Director(F)/Director(T), CIL, Calcutta
- CGM(Finance), CMPDIL, Ranchi
- General Manager(Finance), CIL, Calcutta
- CGM(S&M)/CGM(P), CIL, Calcutta
- Director(PA&W), SCCL, PO:Kothagudam Collys. Dist.: Khammam (A.P).
- · Vice President, HRM, TISCO, Jamshedpur
- GM(P&A), IISCO, SAIL, Industry House, 10, Camac Street, Calcutta
- TS to Chairman, ClL, Calcutta
- All Regional Sales Manager, CIL
- All Members of JBCCI/Standardisation Committee.
- General Manager, IICM, Ranchi
- Dy. CME(AW), CIL, Calcutta
- Dy.CPM(IR), CIL, Calcutta

Annexure-VII-20

CADRE SCHEME FOR ELECTRONICS PERSONNEL IN E&M CADRE

SI. No.	Designation	Grade	Minimum Qualification (Educational & Technical)	Eligibility for promotion	Mode of entry/ Promotion
1	Asstt. Foreman (Electronics)	T&S Gr.'C'	Diploma in Electronics Engineering from an Institute recognised by the Govt.(minimum 3 years course)		Selection
2	Foreman (Electronics)	T&S Gr.'B'	-do-	3 years experience in T&S Gr.'C' plus one year experience as Trainee in T&S Gr.'C'	DPC
3	Foreman In-Charge (Electronics)	T&S Gr.'A'	-do-	3 years experience in T&S Gr.'B'	DPC

Note:

- 1) Entry of Recognised Diploma Holders in Electronic Engineering in this cadre will be in T&S Gr.'C'as Asstt. Foreman(Trainee) for one year. They will be entitled for pay & allowances as admissible in T&S Gr.'C'. After successful completion of one year training they will be regularised in T&S Gr.'C' as Asstt. Foreman(Electronics)
- 2) TISCO, IISCO & SCCL will have their own cadre scheme in consultation with their trade unions.

CHAPTER-XII

IMPLEMENTATION OF THE AGREEMENT

1. PROMOTION POLICY COMMITTEE

Implementation Instruction No. 30 dt. 26-6-1984

A. Cadre Scheme/Promotional rules for Electrical & Mechanical disciplines:

The Promotion Policy Committee of III JBCCI finalised that Cadre Scheme / Promotional Rules for Electrical and Mechanical discipline employees, at its meetings held on 8th & 9th May, 84 and 18th June, 1984. It was also agreed that the implementation instructions in this respect may be issued with a copy to the members of JBCCI for their information.

- 2. Accordingly, the same was forwarded as Cadre Scheme No. VII and managements have been requested to take necessary steps to implement the same with the following amendments:
 - (i) In cadre scheme No. VII-1, regarding promotional channel for Haulage Khalasis to Winding Engine Khalasis, at Sl. No. 8, for the words '600 HP and above', the words '550 HP and above' will be substituted.

The amended designation will appear as under:
Koope Winder Operator
(upto 5000 BOB i.e. 550 HP and above).

- 3. Further, the Cadre Scheme as per Annexure-VII-11 regarding Carpenters, will follow as the same is still under discussion.
- 4. It will be noted that with the enforcement of these Cadre Schemes all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.

CADRE SCHEME No.-VII

Cadre Scheme for Electrical and Mechanical Discipline Employees

1. Short title, Coverage and classification:

- (a) This scheme formulated under Coal Wage Agreement shall be called the Cadre Scheme for Electrical and Mechanical discipline employees.
- (b) The scheme shall apply to the entire worker in E & M Cadre which has been classified into four groups:
- (i) Diploma Holders: Those who have successfully completed and passed 3 years diploma in Electrical / Mechanical from recognised Institute/ University after matriculation.

(ii) ITI Certificate Holders :

- (a) Those who have obtained ITI Certificate after Matriculation in respective trades from a recognised Institute.
- (b) ITI Certificate Holders: Those who have obtained ITi certificate in respective trade from a recognised institute but not having matriculation or SSLC Certificate.
 - (iii) Matriculate: Those who have passed Matric from recognised Institute/Board/University.
 - (iv) Others: Below Matric and illiterate.

(c) E & M Cadre has been further divided as under:

- (i) Operational: This covers the category of personnel as per details given below:—
 - (1) Haulage Khalasi and Winding Engine Khalasi: (Scrapper slusher Khalasi/Driver/

Operator Cat.-III to Haulage Khalasi/Winding Engine Khalasi/Operator/Drivet/Koope winder operator Gr.-B.

Annexure-VII-1

- (2) Pump Khalasi: (Pump Khalasi/Driver/ Operator Cat.-II to Pump Khalasi/Driver/ Operator Cat.-III). Annexure-VII-2
- (3) Fan Khalasi: (Fan Khalasi/Driver/Operator Cat.-II to Fan Khalasi in Cat.-IV)

 Annexure-VII-3
- (4) Boiler Personnel: (Beiler Fireman Cat.-IV to Boiler Fireman 1st Class Cat.-V)

 Annexure-VII-4
- (5) Lamp Room Personnel: (Lamp Mazdoor Cat.-I to Lamp Room Incharge Clerical Gr.-I)

 Amnexure-Vii-5
- (5) Compresser Personnel : (Compresser Khalasi/Operator/Driver Gr.-III)
 Annexure-VII-6
- (7) Sub-Station Personnel: (Genl. Mazdoor Cat.-I to Sub-Station Attendant Cat.-V)

 Annexure-VII-7
- (8) CCM Crew and Driller: (Genl. Mazdoor Cat.-I to CCM Driver Gr.-I in Cat.-VI)

 Annexure-VII-8
- (ii) Maintenance: This covers the category of personnel as per details given below:

(X) Mechanical:

- (1) Moulder: (Heiper Cat.-H to Moulder Gr. (w)
 Amnexure-VII-9
- Welder: (Helper Cat.-II to Welder Cat.-VI)

 Annexure-VII-10
 - (3) Carpenter: (Helper Cat.-II to Pattern Maker Cat.-VI) Annexume-VH-12

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- (4) Tub-Repairing/Making Personnel: (Tub Res. ring/Mazdoor Cat.-II to Black Smith Cat.-II) (Grade (w)

 Annexure-VI:12
- (5) Mech. Fitter: (Helper Cat.-II to Forenau Incharge Gr.-A)

 Annexure-VI-13

(Y) Electrical:

- (1) Armature Winder: (Helper Cat -II to Armature Winder Cat.-VI)

 Assexure-VI-14
- (2) Electrical/Fitter: (Helper Cat.-II to Foreman Incharge Gr.-K)

 Assexure-VE-15
 - (3) Assit.: Foreman/Chargeman Gr.-C to Foreman Incharge Gr.-A (Diploma Holders)

2. Definition:

In this Scheme unless there is anything repignation in the subject or context:

- (a) 'Competent Authority' means the Chief Executive of the Company or Area General Manager as the case may be or a..., other authority who may be delegated with such powers by them from time to time.
- (b) 'Educational qualification' means qualifications as recognised by the Central Government or State Govt. or qualification/test as prescribed and conducted by the companies.
- (c) 'Service' means service in the posts as shown in Annexure hereto.
- (d) General Mazdoor: All mazdoors who are in Category-I.

3.0 Promotional Channel:

3.1 The promotional channel for various categories of Electrical and Mechanical discipline shall be as per Aanexures.

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experience to be possessed by the Departmental lidates included, in the Cadre from time to time for the control of candidates as ed in this scheme

Selection for the posts upto Category-V shall be on the of seniority-cum-merit and from Category-V to VI on the of merit-cum-seniority. Selection to Supervisory Gr. 'C' be on the besis of Selection on merit from employees in egory-VI.

Similarly promotion from Grade 'C' to 'B' and from Gr. B' 19 'A' shall be on the basis of Skill/Merit-cum-Saniority.

3.3 The promotional zone for filling the Vacancy in Category-I to Category-VI will be Unit/Project. As regards Technical and Supervisory grades 'C' to 'A' to promotional zone would be Area, unless otherwise specifically provided in the scheme itself.

4.0 Departmental Promotion Committee:

The selection/promotion of candidates for filling vacancies in higher entegories shall be made on the recommendations of the Departmental Promotion Committee to be constituted by the Competent Authority or any other Officer who may be delegated with such powers by him from time to time. The decision of the Competent Authority on such recommendations shall be final.

5. Direct Recruitment;

Direct Recruitment shall be resorted to only if there is some of departmental candidates to fill all the vacant hin a period of 6 months.

Repeal, Savings etc.

All existing Cadre Schemes for this discipline shall in operation simultaneously with the coming into force . this scheme.

4.8. Within the following conditions that since the Usdire Schemes has been framed on the basis of the organisational set-up previling in Coal India and its subsidiaries, we shall be allowed the modification wherever required to suit the local conditions in consultation with the Union Representatives at their level. (For Singareni, TISCO & IISCO)

Promotional Channel of E & M Personnel (Operational)

Anexure---VII-1

(Haulage Khalasi & Winding Engine Khalasi)

Scraper Slusher Khalasi/Driver/Operator to Haulage Khalasi/Winding Engine Khalasi

Sl. No	- Designation	Scale of pay/ Category	Minimum qualification (Educational/Tech.)	Eligibility for Promotion	Mode of Premotion
1	2	3	4	5	6
1. Sen	per Slusher Kha- Driver Operator.	Rs. 22,70-0.85- 31.80 Cat. III	Literate. Must be able to read and write Regional Language/	Any permanent worker	D.P.C. and apti- tude test.



6 - 3				
1 2	3		\$	6
log Plant inchr- iler/Greader Hoist Screeners belt etc.	Ra. 22.70-0.65- 31.80 Cat, IN	COMPANY OF THE CONTRACTOR	-do-	4do4
4. Haulage Khalasi/Driver/Operator (75 HP to 125 HP Haulage)	Rs. 24.10-0,80- 35.30 Cat. IV	Same as (1) above.	Preferably 3 years experience as Haulage Khalasi or as Sl. Nos. 1 and 3.	DPC and Apti- tude Test.
5. Haulage Khalasi/Driver/(above 125 HP Haulage)	Ra.26.04-1.00- 40.04 Cat. V		3 years expérience de Haulage Khalesi in Cat. IV.	idos

1	2	Jr. Chaiffigei	Shall and Landing to some	\$. 4
7.	Winding Engine Khalasi	Ra. 29.24-1.35-48.14 Cat. VI.	(i) Same as (6) above. (ii) Same as (6) above. (iii) Must be literate and maintain statutory records as per rule and carry out and enter in prescribed Log book and daily maintenance schedule.	3 years experience as Winding Engine Khalasi in Cat V and having 1st Class Certificate of Com- petency issued by the DGMS.	Same # (6)
8.	Koope Winder Operator (Upto 5000 BOB i.e, 550 HP and above.	Grade 'B' Rs. 810-46- 1178-51-1585	Preferably Matriculate	3 years experience as Winding Engine Khalasi/ Driver/Operator Cat. VI.	Same as (6)
	Koope Winder Opera- tor (K-6000) (Above	Grade 'B'	do	3 years experience as	Same as (6)
	5000 BOB)	with 3 days abva- increments.	ICO	Koope Winder Operator Grade-'B'	abovi
		Rs. 948-46-	Legislation of Messy		Decision
	To-String.	1178-51-1586.	AND THE PARTY OF THE PERSON	Children Link Small -	- 12 Holes

Note:—1, The required aptitude test specification will be decided by the Management.

2. The Union representative recommended, that K-6000 operators should be placed in Gr. 'A'.

The Management representatives indicated that the matter should be placed before the Standardisation Committee.

Promotional Channel E & M Personnel (Operational) Pump Khalaai/Driver/Operator

Annexure-VII-2

SI. No.	Designation	Scale of pay/ Category	Minimum qualification (Educational/Tech.)	Eligibility for promotion	Mode of Promotion
1.	Pump Khalasi/Driver Operator upto (35 HP)	Cut. 17 Rs. 21.65-0,53- 29.07	Must be literate.	Any permanent worker.	DPC/Antitude Test,
2.	Pump Khalasi/Dri- ver/Operator (35 HP	Cat. III Rs. 22.70-0.65-	-do-	Must have been working as Pump Khalasi/Driver	-do-
P X	and above)	31.80	Angeliette Afterteiler Perin materialister Perin materialister	Operator Cat. 11, if available.	2775.0000

- N.B.: 1. Khalasi/Driver/Operator, operating more than one pump will get a category higher,
 - 2. The Committee was informed that higher capacity pumps have been introduced in the industry and workmen have already been placed in Cat. IV and V, while driving two pumps.
 - 3. The question of categorisation of Pump Operator/Driver/Khalasi, operating pumps of higher capacities should be examined by Standardisation Committee.



Promotional Channel of E & M Personnel (Operational) Fan Khalasi/Driver/Operator

Annexure-VII-3

Fan Mazdoor To Fan Khalasi:

Sl. No.	Designation	Scale of pay/ Category	Minimum qualification (Educational/Fech.)	Eligibility for promotion	Mode of Promotion
1.	Fan Khalasi/Driver/ Operator (Below 75 HP)	CatII Rs. 21.65-0.53- 29.07	Must be literate. Must be capable of operating fan of requisite H.P. and discharge duties as pro- vided under Coal Mines Regulation.	Any permanent Worker.	DPC/Aptitude Test.
2.	Fan Khalasi	CatIII Rs. 22,70-0.65- 31.80	-do- Capable of operating Fan of 75 HP and above.	Must have been working as Fan Khalasi/Driver/Operator in CatII.	-do-
3.	Fan Khalasi (600 HP and above)	CatIV Rs. 24.10-0.80- 35. 30	Same as Sl. No. 2 Capable of operating Fan of 600 HP and above.	3 years experience as Fan Khalasi in Category III.	•do-

Promotional Channel of E & M Personnel (Operational) Fan Khalasi/Driver/Operator

Annexure-VII-3

Fan Mazdoor To Fan Khalasi :

SI. No.	Designation	Scale of pay/ Category	Minimum qualification (Educational/Tech.)	Eligibility for promotion	Mode of Promotion
1.	Fan Khalasi/Driver/ Operator (Below 75 HP)	CatII Rs. 21.65-0.53- 29.07	Must be literate. Must be capable of operating fan of requisite H.P. and discharge duties as provided under Coal Mines Regulation.	Any permanent Worker.	DPC/Aptitude Test.
2.	Fan Khalasi	CatIII Rs. 22,70-0.65- 31.80	-do- Capable of operating Fan of 75 HP and above.	Must have been working as Fan Khalasi/Driver/ Operator in CatII.	-do-
3.	Fan Khalasi (600 HP and above)	CatIV Rs. 24.10-0.80- 35. 30	Same as Sl. No. 2 Capable of operating Fan of 600 HP and above.	3 years experience as Fan Khalasi in Category III.	-do-

Promotional Channel of E & M Personnel

Annexure-VII-4

(Operational)
BOILER

Boiler Fireman :

SI. No.	Designation	Scale of pay/ Category	Minimum qualification Bducaffonal/Tech.	Eligibility for promotion	Mode of Promotion
	Boiler Eireman (2nd Class) Steam Loco Fireman	CatIV Rs. 24.10- 0.80-35.30	Must possess 2nd Class Certificate of Competency under Boiler Act and Rules framed thereunder.	Any permanent worker	DPC/Aptitude Test.
2.	Boiler Fireman (1st Class)	Cat.+V Rs. 26.04- 1.00-40.04	Having 1st Class Certi- ficate of Competency under Boiler Act and	do do do do de	I do
Mile	atematical)	Company and A	Rules framed thereunder.	Europe in tenenties	- Smeant.

N. B.—1. On attaining (1st Class) certificate of compatency; Boiler Fireman (2nd Class) shall be placed in Category—V.

^{2.} This shall not apply to Powerhouse Boiler.

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Promotional Channel of E & M Personnel (Operational)

Annexure-VII-5

Dille.

(Operational)
LAMP ROOM PERSONNEL

Lamp Mazdoor to Lamp Fitter:

Designation 2	Scale of pay/ Category 3	Minimum qualification (Edscational/Tech.)	Eligibility for Promotion 5	Mode of Promotion 6
Group-A				
amp Mazdoor	Cat. I Rs. 21.16-0.43- 27.18	Preferably literate must be able to read and write in Hindi-English or both.	-	Through Selec- tion on Apti- tude Test.
amp Cleaning lazdoor	Cat. 1I Rs. 21.65-0.53- 29.07	do	-	D.P.C.
afety Lamp Charger/ amp Mistri	Cat. III Rs. 22.70-0.65- 31.80	(i) Must be able to test the level and Specific Gra- vity of the electrolyte and topping up Electric Safety	3 years experience as Lamp Cleaning Mazdoor in Cat. Il	D.P.C.
and July	tona (k* Its 27 tudoko 18.5)	Lamps and Placing them in a charging rack. (ii) Must be able to carry out entry in the pres-		0.000
	Group-A amp Mazdoor amp Cleaning lazdoor afety Lamp Charger/	2 Category 3 Group-A amp Mazdoor Cat. I Rs. 21.16-0.43- 27.18 amp Cleaning Cat. II Rs. 21.65-0.53- 29.07 afety Lamp Charger/ Cat. III Rs. 22.70-0.65-	Group-A amp Mazdoor Rs. 21.16-0.43- 27.18 Cat. II Rs. 21.16-0.43- 27.18 Cat. II Amp Cleaning Iazdoor Rs. 21.65-0.53- 29.07 Afety Lamp Charger/ Cat. III Rs. 22.70-0.65- 31.80 Redentional/Fech.) Referably literate must be able to read and write in Hindi-English or both. (i) Must be able to test the level and Specific Gravity of the electrolyte and topping up Electric Safety Lamps and Placing them in a charging rack. (ii) Must be able to carry	Category 3 (Editational/Teth.) Promotion 5 Group-A amp Mazdoor Cat. I Preferably literate must be able to read and write in Hindi-English or both. amp Cleaning Cat. II do Ass. 21.65-0.53-29.07 Afety Lamp Charger/ Cat. III Rs. 22.70-0.65-31.80 (i) Must be able to test 3 years experience as the level and Specific Gravity of the electrolyte and topping up Electric Safety Lamps and Placing them in a charging rack. (ii) Must be able to carry out entry in the pres-

1		3		3	
4	Lamp Pitter	Cat. IV Rs. 24,10-0.80- 35.30	(i) and (ii) deg. (as in Sl. No. 3 above) (iii) Must have preferably knowledge of battery and	3 years experience as Safety Lamp Charger/	
	Contract of	ACT SOURCE	oil safety lamp and thor- ough knowledge of Cap Lamp and Oil Safety	Lamp Mistry Cat. III.	16.60
		des sierstra-	Lamp Circuit.	The same of	harri
		St. In	(iv) Must know the FLP Features of Cap Lamp and should maintain them		DS: List
Sk.	tely pycoline is	Care I	properly and able to detect the defect and re-		To-san Star
T.	in determ	reduc-	pair the battery and to fill up the statutory records as per rule.	(philomes children	Standards -
\$.	Lamp Fitter	Cat. V Rs. 26.04-1.00-	As per Sl. No. 4 above,	3 years working experi ence as Lamp Fitter in	

	1	2	3	4	5	6
	6.	Group B Lamp Issue and Return Clerk Group A & B	Clerical Gr. III Rs. 625-23-947	Matriculate or equivalent Examination from any recognised Board of Examinations or non Matriculate who have passed departmental written & practical test.	3 years service in the Company.	Selection/Test
	7.	Asstt. Lamp Room Incharge/Junior Lamp Room Incharge	Tech. Gr. D Rs. 678-30-918- 35-1198	(i) Matriculate or non- Matriculate who have pa- ssed the departmental written and practical test. (ii) Should have know- ledge of repair and main- tenance of Safety lamps, both Elec. and Oil. (iii) Should have know- ledge of testing the level	(i) 3 years experience as Lamp Room Fitter in Cat. V. (ii) Lamp Issue and Return Clerks in Clerical Gr. III who have 6 years experience as Cap. Lamp Fitter Cat. IV/V together.	Selection post from amongst
-1 435	8.	Lamp Room Incharge	Tech. Gr. C Ra. 742-40-1062 -45-1422	and S.C. of the electro- lyte and in topping up electric Safety Lamps & placing them in a char- ging rack.	3 years experience as Asstt. Lamp Room In- charge/Junior Lamp Room In-charge Clerical Gr. II. Tech. Gr. D.	D.F.C.

Note : (1) Job description/Responsibilities!

- (a) Asett. Lamp Room Incharge/ Junior Lamp Room Incharge Cl. Gr. II.
- 1. Supervising the job of Lamp issuers/fitters and other lamp room personnel working under him.
- 2. Maintenance of all registers and records which are required to be maintained in the Lamp room.
- 3. He will be responsible to get the spares for repairs and maintenance of Lamps in good working order.
- 4. He will be responsible for general up-keep and maintenance of Lamp room.
- 5. Any other job which is required to be performed by him by his superior or under the Mines Act, Regulation etc.

1. (b) Lamp Room Incharge Clerk Grade I He will be overall Incharge of the Lamp room and will also be responsible for all the jobs mentioned for the Asstt. Lamp Room Incharge/Junior Lamp Room Incharge.

W. S. CALL STRUCTURE OF

2. Lamp Room issuer and return Clerks in Clerical Gr. III without experience of Fitter will be considered in the clerical cadre along with Grade-III clerks.

Note: TISCO, IISCO, SCCL agreed subject to modification to suit local conditions.

Promotional Channel of E & M Personnel

Annexure-VII-6

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(Operational)

Compressor Khalasi/Operator/Driver

SI.		Scale of pay/ Category	Minimum qualification Educational/Tech.	Eligibility for Promotion	Mode of Promotion
1.	Compressor Khalasi/ Operator/Driver Gr. III	Cat. III Rs. 22.70-0.65- 31.80	Literate and able to read AMME Meter. Volt Me- ter, Pressure Gauge and	Any permanent worker in Cat. II	Through Selection and aptitude test.
0	mandales, _	THE STREET	Oil Gauge and able to interpret the readings and take remedial mea- sures and able to carry	Coperation of the second	Tale of the same o
L			out and enter in prescribed Log-Books.	3	110-142-2

N.B.: In case a Compressor Operator operates more than one or battery of Compressor simultaneously he will be placed in Category-IV.

Note: TISCO, IISCO, SCCL agreed subject to modification to suit local conditions.

Promotional Channel of E & M Personnel (Operational) General Mazdoor To Sub-Station Attendant

Annexure-VII-7

SI. No 1		Scale of pay/ Category	Minimum qualification (Educational/Tech.) 4	Eligibility for Promotion 5	Mode of Promotion 6
1.	General Mazdoor (Engineering Department)	Cat. I Rs. 21.16-0.43- 27.18		Any permanent worker preferably literate.	Through Sciention/Aptitude test.
2.	Sub-station Attn./ Switch Board Attendant.	Cat. 111 Rs. 22.70-0.65- 31,80	Literate, Must be able to read and write in Hindi/ English/Regional Langu- age or all. Must be able to maintain the prescrib-	3 (three) years total ex- perience as General Maz- door Category-I or Helper Category-II of Engineering Department.	DPC/Aptitude test.
	gradingen -	Extract.	ed Log Books and statu- tory records as per rules.	Annual con	\$5 - 0.00 20070-016
3.	Sub-station Attendant/Switch Board Attendant.	Cat. IV Rs. 24.10-0.80- 35.30	Matriculate or equivalent. Holder of Wireman's permit (HT/LT as requir- ed under rules.)	4 (four) years total experience as General Mazdoor Category-I or Helper Cat. II of Engineering Department.	-do-

Must be capable of handling / working substation of 11 KV and and the second s above but with an mention of the same of the sam installed capacity below THE RESERVE THE PARTY OF THE PARTY OF THE PARTY. 3 M.V.A. must be able to maintain the prescribed Log Books etc. Must be able to maintain statutory records as per rules. Matriculate or equival- 3 (three) years total ex-4. Sub-Station Atten- Cat. V perience as General Mazdoor Category-I or Rs. 26.04-1.00- ent. Holder of Wiremen's dant permit (HT/LT as requir-40.04 Helper Category-II of ed under rules.) Engineering Department. Must be capable of Handling/Working in Sub-Station of 11 KV and above THE RESIDENCE OF THE PARTY OF T and with an installed capacity above 3 M.V.A. Note: i) The above scheme will not be applicable to captive Power Houses operating in Coal Mines. ii) Duties and responsibilities of Switch Board Attendant shall be as per Annexure 'A'.

iii) Existing S.B. Attendants who are already in Category-IV & V should be encouraged to obtain LT/HT

permits if they do not possess the same.

TISCO, SCCL & IISCO agreed subject to modification required to suit local conditions.

DUTIES AND RESPONSIBILITIES OF SWITCH BOARD ATTENDANT

The Sub-Station Attendant/Switch Board Attendants placed in Category IV and V should be required to perform duties as specified below:

- (a) To operate Switch gears in the electrical Sub-Stations and to put circuits into commission and restores electric current in case the Switch trips.
- (b) Be constantly vigilant and observe with a view to ensure that the transformers are not overloaded.
- (c) To determine the reason of failure of switches either in earth fault or in overload,
- (d) To report to his superior as and when switch gears and transformers behave abnormally i.e. constant tripping due to failure on earth fault on short circuiting of transmission line or abnormal sound circuit the transformers etc. and to follow up rectification of defects till normalcy is restored.
- (e) To undertake routine maintenance of Switch gears and transformers.
- (f) To assit the supervisors and other technical staff in all possible ways at the time of major maintenance Gr. repairs to transformers, Switch gears and other electrical equipments.
- (g) To maintain Log Books as per prescribed proforms in respect of voltage, frequency KWA Armsture, maximum demand etc.
- (h) To carry out such office duties as may be entrusted to him by the supervisor in connection with electrical power supply system.

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Promotional Channel of E & M Personnel (Operational)

Annexure-VII-8

CCM Crew and Driller (other than Excavation & Exploration)

SI.	Designation	Scale of pay/ Category	Minimum qualification (Educational/Tech.)	Eligibility for Promotion	Mode of Promotion
1.	General Mazdoor	CatI Ra. 21.16-0.43- 27.18	Literate	Any permanent worker	Selection Committee
2.	CCM Helper	Cat1[I Rs. 22.70-0.65- 31.80	-do-	3 years experience as General Mazdoor	•do•
3.	Driller	CatIV Rs. 24.10-0.80- 35.30	*do*	3 years experience as CCM Helper Cat-III.	•do⁴
4.	CCM Driver GrII	CatV Rs. 26.04-1.00- 40.04	-do-	5 years experience as CCM helper CatIII or 2 years experience as Driller Cat -IV	
5.	CCM Driver GrI	CatVI Rs. 29.24-1.35- 48.14	-do-	3 years experience as CCM Driver GrII in CatV.	

Note: -TISCO, IISCO, SCCL agreed subject to modification to suit local conditions.

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Promotional Channel of E & M Personnel (Moulder) Helper to Moulder

Annexure-VII-9

Helper to Moulder:

SI. No.	Designation	Scale of pay/ Category	Minimum qualification Educational/Tech.	Bligibility for promotion	Mode of Promotion
1.	Helper	Cat-I Rs. 21.16-0.43- 27.18	(b) ITI	 (a) 3 years as Genl. Mazdoor CatI for literate. (b) 2 years training as CatII for III. 	Through Selection and Aptitude test.
2.	Moulder GrII (W)	CatV Rs. 26.04-1,00- 40.04		(a) Non ITI—4 years as Helper CatII (b) For ITI—2 years as Helper CatII	DPC/Trade test,
3.	Moulder GrI (W)	CatVI Rs. 29 24-1.35- 48.14	•do-	years as Moulder CatV.	- Landag

N.B.:—So far as their promotion to Supervisory grade is concerned they will be considered along with others in Auxiliary Cadre (E & M).

Note: -TISCO, IISCO & SCCL agreed subject to modification to suit local conditions.

Promotional Channel of E & M Personnel (Welder)

Annexure-VII-10

Helper-Welder

Sl. No.	Designation	Scale of pay/	Minimum qualification (Educational/Tech.)	Eligibility for Promotion	Mode of Promotion
1.	Helper	Cat. 11 Rs. 21.65-0.53- 29.07	Literate	3 years experience as General Mazdoor in Cat1	Through DPC/ Aptitude test.
2:	Welder GrII (W)	CatV Rs. 26,01-1.00- 40.04	(a) Literate (b) Skill as required under Wage Board and Trade Test specification.	(a) 4 years experience as Welder Helper in CatII. (b) Experience of 2 years in case of ITI and Matriculate as trainee or Helper CatII.	Through DPC/ Trade Test. -do-
3.	Welder Gr1 (W)	CatVI Rs. 29.24-1.35- 48.14	-do-	3 years experience as Welder CatV.	-do-

N. B.;—i) Matriculate with ITI in Welding Trade will be taken as Trainee/Helper Cat.-II for two years only in case departmental candidates are not available.

ii) So far as their promotion to Supervisory grade is concerned they shall be considered along with others in Auxiliary Cadre 'E & M'.

Note; TISCO, IISCO, SCCL agreed subject to modification to suit local conditions.

Promotional Channel of E & M Personnel

Annexure-VII-12

(Hammerman/Pick Sharpener/Blacksmith)
Tub Repairing Making/Mazdoor to Blacksmith Grade-I (W)

SL No 1		Scale of pay/ Category	Minimum qualification (Educational/Tech.) 4	Eligibility for Promotion 5	Mode of Promotion 6
1.	Tub Repairing Making/Mazdoor	II Rs. 21.65-0.53- 29.07	(i) Preferably literate, ITI Certificate Holder only in case of new recruits (in Trade of Blacksmith.)	(i) 3 years experience in Category-I Mazdoor.(ii) 1 year training as Category-I Mazdoor.	DPC/Aptitude Test.
2.	a) Hammerman b) Pick Sharpener	III R ₄₇ 22.70-0.65- 31.80	Preferably literate.	3 years experience as Tub Repairing Mazdoor.	DPC
3.	Bit Sharpener	IV Rs. 24.10-0.80- 35.30	-do-	3 years experience as Pick Sharpener in CatIII.	DPC/TT
4.	a) Blacksmith	IV Rs. 24.10-0.80- 35.30	-do-	3 years experience as Hammerman in CatIII or	DPC/TT

1	2	3	4	5	6
	b) Tub Repairing Making/Mistry	-do-	-do-	or 4 years experience as Tub Repairing/Making/ Mazdoor as CatII for ITI Certificate Holders.	-do-
5.	Blacksmith GrII (W)	V Rs. 26.04-1.00- 40.04	-do-	3 years experience as Blacksmith or Tub Repa- irring/Making/Mistry Category-IV.	DPC
6.	Blacksmith GrI (W)	VI Rs. 29.24-1.35- 48.14	-do-	3 years experience as Blacksmith CatV.	DPC/TT

N. B.:-(1) Skills to be acquired as per Trade Test specifications decided by the Management.

(2) In any company, if there is any training scheme for ITI boys the same shall not be affected by this scheme.

Note; -TISCO, SCCL & IISCO agreed subject to local conditions.

Promotional Channel of E & M Personnel (Mechanical Fitters)

Annexure-VII-13

SI. No.	Designation 2	Scale of pay/ Category 3	Minimum qualification (Educational/Tech.)	Eligibility for Promotion 5	Mode of Promotion 6
1.	Helper	fj Rs. 21.65-0.53- 29.27	i) Literate ii) Matric with ITI	 i) 3 years experience as General Mazdoor in CatI. ii) 1 year training as CatI for Matriculate with ITI. 	DPC/Aptitude Test.
2.	Mechanical Fitter	IV Rs. 24.10-0.80- 35.30	-do-	i) 3 years experience as Helper in CatII.ii) 2 years for Matriculate with ITI.	DPC/TT
3.	Mechanical Fitter	V Rs. 26.04-1.00- 40.04	-do-	3 years experience as Mechanical Fitter in CatIV.	-do-
4.	Mechanical Fitter Grade-I (W)	VI Rs. 29.24-1.35- 48.14	-do-	3 years experience as Mechanical Fitter in CatV.	-do-

1	2	3	4	5	6
5.	Asstt. Foreman (Mech.)	Gr. 'C' Rs. 742-40-1062- 45-1422	-do-	 i) 6 years experience as Mech. Fitter CatVI. ii) 4 years experience as Mech. Fitter Cat -VI. 	DPC/Selection Test.
6.	Foreman (Mech.)	Gr'B' Rs. 810-46-1178- 51-1586	Same as Asstt. Foreman (Mech.)	3 years experience as Asstt. Foreman (Mech.)	DPC
7.	Foreman Incharge	Gr. 'A' Rs. 892-53-1316- 55-1701	Same as Foreman (Mech.)	3 years experience as Foreman (Mech.)	DPC

N. B.:—(1) The required Trade Test specification will be decided by the Management.

(2) Promotion/Selection upto Cat.-VI shall be unitwise.

Note: TISCO, SCCL & HSCO agreed subject to local conditions

Promotional Channel of E & M Personnel (Armature Winder)

Annexure-VII-14

Helper to Armature Winder

SI. No.	Designation 2	Scale of pay/ Category 3	Minimum qualification (Educational/Tech.) 4	Eligibility for Promotion 5	Mode of Promotion 6
1.	Helper	CatII Rs. 21.65-0.53- 29.07	i) Literate ii) Skill requirement as per Wage Board and Trade Test specifica- tion	3 years experience as General Mazdoor in CatI	Through DPC/ Aptitude Test
2.	Armature Winder Grade-II (W)	CatV Rs. 26.04-1.00- 40.04	-do-	a) 4 years experience as Armature Winder Helper in case of Non-ITI and non-Matriculate. b) Two years experience as Armature Winder/ Trainee/Helper CatII in	Through DPC/ Trade Test
1		11000		case of Matric with ITI.	

1 2 3 4 5 6

3. Armature Winder Cat.-VI -do- 3 years experience in -doGr.-I (W) Rs. 29.24-1.35- Cat.-V as Armature
48.14 Winder.

- N. B. :—i) New incumbent with ITI and Matriculate will be taken as Trainees/Helper in Cat.-II fof 2 years only in case departmental candidates are not available.
 - ii) So far as their promotion to Supervisory grade is concerned they will be considered along with others in Auxiliary cadre (E & M).
- Note: -TISCO, IISCO, SCCL agreed subject to modification to suit local conditions.

Promotional Channel of E & M Personnel (Electrician/Fitters) Helper (Elect.) to Foreman Incharge

Annexure-VII-15

SI. No	Designation 2	Scale of Pay/ Category	Minimum qualification (Educational Tech.)	Eligibility for Promotion 5	Mode of Promotion 6
1.	Helper Elect.	CatII Rs. 21. 65-0.53- 29.07	i) Literate ii) Matric with ITI	i) 3 years experience as General Mazdoor CatI. ii) 1 year experience in CatI for Matriculate with ITI.	DPC/Trade Test.
2.	(a) Electrician (b) Fitter Elect.	Cat_1V Rs. 24.10-0.80- 35.30	i) Literate ii) Matriculate with ITI iii) L. T. Permit under IE Rules for Mines, or 550 Volt mining parts permit issued by competent authority applicable for mines.	3 years experience as Helper in CatII for literate and 2 years for Matriculate with ITI.	- 40 *
3.	Electrician/Pitter Elect.	CatV Rs. 26.04-1.00- 40.04	i) Literate or Matriculate with ITI.	3 years experience as Electrician CatIV or Electrical Fitter in Cat-IV.	-da-

1	2	3	4	5	6
	2 m/	-do-	ii) L. T. Permit under IE Rules for Mines, or 550 Volt. mining parts permit issued by compe- tent authority applicable for Coal Mines.	odellin a o s	
4.	Electrician/Fitter Elect.	Cat. VI Rs. 29.24-1/35- 48/14	i) Literate or Matric with ITI. ii) H.T. Permit for cable Joining and overhead lines issued by the competent authority applicable to mines.	3 years experience as Electrician in CatV/ Fitter Elect,	-do•
5.	Asstt. Foreman/ Chargeman	Grade-'C' Rs. 742-40- 1062-45-1422	Electrical Supervisorship Certificate valid for Mines	See Note-1	*doi=
6.	Foreman/Elect.	Grade B' Rs. 810-46- 1178-51-1586	As of Assitt. Fereman/ Chargemen.	3 years experience as Asstt. Foreman/Charge- man.	DPC/Trade Test:

Note:—(1) In case an Electrician in Cat.-V obtains Supervisorship Certificate valid for working as Supervisor in Mines under the Elec. Rules, he will be eligible for promotion directly to Technical and Supervisory Grade-'C' provided he has put in 3 years of services in Cat.-V.

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- (2) An Electrician before reaching Cat.-VI, in case obtains Supervisorship Certificate valid for Mines, will be placed in the next higher category irrespective of the vacancy.
- (3) The above norms are only for eligibility. Promotions will be effective only against available vacancy save & except what has been stated at 2 above.
- (4) Skills to be acquired are as laid down by Act/Rules/Awards/Orders etc.

VIIIII PERMINE

(5) The required Trade Test specification will be decided by the Management.

Note: -TISCO, IISCO & SCCL agreed subject to modification required to suit local condition.

Promotional Channel of E & M Personnel

Annexure-VII-16

Asstt. Foreman/Chargeman to Foreman Incharge (Diploma Holders)

SI. No. 1	Designation 2	Scale-of pay/ Category	Minimum qualification (Educational/Tech.)	Eligibility for Promotion 5	Mode of Promotion 6
1.	Asstt. Foreman/ Chargeman(Trainee) (Elect. or Mech.)	Grade-'C' Rs. 742-40- 1062-45-1422	Diploma in Mech. or Elect. Engineering (Minimum 3 years course)	Departmental candidate having 3 years experience of working in Coal Mining Industry in any capacity prior to obtaining diploma.	Selection & Interview/ DPC
T	1 4 4 1 (2 7)			10.	
2.	Asstt. Foreman/ Chargeman (Elec. or Mech.)	-do-	•do-	Passing of prescribed Test/ Examination after success- ful completion of 2 years	Selection/ DPC
-	o se ugali	the series		training as Asstt. Foreman/ Chargeman (Trainces) as Elec. or Mech.	

1	2	3	4	5 AL AL 5	6
3.	Foreman (Mech.)	Grade-'B' Rs. 810-46-1178- 51-1586	•do-	(i) 3 years experience as Asstt. Foreman/Charge- man in Gr-'C'	D.P.C
	14.00	1	-	(ii) In/company certificate of competency.	OSC .
4.	Foreman (Elect.)	-do-	-do-	(i) -do- (ii) Elect. Supervisor Cer-	D.P.C
	in the	111251915	Maritime 1 10	tificate of Competency valid for Mining.	Bro
5.	Foreman Incharge (E&M)	Grade- ⁴ A' Rs. 892-53-1316- 55-1701	-do-	3 years experience as Foreman as Grade-'B'	D.P.C

Note:—(1) In/company certificate of competency test syllabus will be decided by the Management. For the subsidiaries of Coal India, the word Management means Coal India Limited, Calcutta.

(2) TISCO, SCCL and IISCO agreed subject to modification required to suit local conditions.

Cadre Scheme/Promotional rules for Electrical & Mechanical discipline

Implementation Instruction No. 33 dt. 17-7-1984

Ref.: JBCCI office circular letter No. NCWA-III (I.I. No. 30/84) 684 dated 26th June, 1984.

The Promotion Policy Committee of III JBCCI at its meeting held on 10th and 11th July, 1984 finalised the following two Cadre Schemes in respect of Electrical & Mechanical discipline.

- (i) Helper to Machinist
- -Annexure-VII-17
- (ii) Helper to Turner/Latheman-Annexure-VII-18
- 2. It was also agreed that the implementation instruction in this respect may be issued.
- 3. Accordingly, the above Cadre Schemes are being forwarded and the same will form part of the Cadre Scheme No. VII under the head "(C) (ii) (x) Mechanical", circulated by the Member Secretary, JBCCI vide Implementation Instruction No. 30. Managements have been requested to take necessary action to implement the same.
- 4. It will be noted that with the enforcement of these Cadre Schemes all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.

Promotional Channel of E & M Personnel (Machinist) Helper to Machinist

Annexure-VII-17

SI. No.	Designation	Scale of pay/ Category	Minimum qualification (Educational/Tech.)	Eligibility for Promotion	Mode of Promotion
1.	Helper	Rs. 21.65-0.53- 29.07 CatII	Matriculation with ITI or literate.	(i) 1 year training as Cat1 for ITI with Matriculation. (ii) 3 years as General Mazdoor in Cat1 for literate.	DPC/Aptitude Test.
2.	Workshop Machinist.	Rs, 24-10-0.80- 35.30 CatIV	Literate. Skills as per Wage Board.	3 years experience as Helper in Category-II.	DPC/TT
3.	Workshop Machinist/ Machineman GrII (W)	Rs. 26.04-1.00- 40.04 Cat -V	-do-	3 years experience in CatIV	-do-
4.	Workshop Machinist (W).	Rs. 29.24-1.35- 48.14	-do-	3 years experience in CatV.	-do-

N. B.—(!) Trade Test specifications as decided by the Management.

(2) Skill as per Trade Test specification and Wage Board.

(3) TISCO, IISCO, SCCL agreed subject to modification to suit local conditions.

Helper to Turner/Latheman

Sl. No.	Designation	Scale of pay/ Category	Minimum qualification (Educational/Tech.)	Eligibility for promotion	Mode of Promotion
1.	Helper	Re. 11,63-0.53- 29.01	Matriculate with TTI or literate.	(i) 1 year training as CatI for ITI with Mathematica. (ii) 3 years as General Mazdoor in CatI for literate.	DPC/Apithon Tests
2.	Turner/Latheman Grade-II (W).	CatV Rs. 26.04-1.00- 40.04	(a) Literate. (b) Skills as required in Wage Board and Trade		DPC/TT
			Test specifications.	case of ITI and Matri- culate as Trainee Helper in CatII.	-do-
3.	Turner/Latheman Grade-I (W)	Cata-VI Rs. 29.24-1.35- 48.14	-do-	3 years experience as Turner/Latheman in Category-V.	-do-

Note:—(1) Matriculate with ITI in Turner/Latheman trade will be taken as Traince-Helper in Cat.-II for 2 years only in case departmental candidates are not available.

- (2) Trade Test specifications as decided by the Management.
- (3) Skill as per Trade Test specification and Wage Board.
- (4) TISCO, IISCO, SCCL agreed subject to modification to suit local conditions.

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Q circles you

CO.L INDIA LIMITED

COAL BHAWAN

10, Netaji Subhas Road,

Calcutta-700001.

No. CIL/U-U3/FBeca/4576

DATED 9th August, 1993.

丁) Chairman-cum-Managing Director, ECL, Sanctoria 2) Chairman-cum-Wanaging Director, SCCL, Dhanbad 3 Chairman-cum-Managing Director, CCL, Chairman-cum-Managing Director, WCL, Nagpur Chairman-cum-Managing Director, SECL, Bilaspur Chairman-cum-Managing Director, NCL, Singrauli 5) Chairman-cum-Managing Director, MCL, Sambalpur Chairman-cum-Managing Director, CMPDI, Ranchi 7) 8) 9) Director-in-Charge, NEC, Lachitnagar, Guwahati 70) General Mamager Incharge, D.C.C.,

Sab: Rectification of anomaly in seniority in respect of Foreman.

Dear Sir,

The Promotion Policy Committee of the JBCCI formulated a cadre scheme for E&M personnel and the same was circulated to all the subsidiary commanies vide I.I.No. 30 dated 26th June 1984.

Consequent upon the implementation of the correspondence for diploma holders, mashtriya Koyla Khadan Mazdoor bangh raised an industrial dispute in WCL on 25.7.1990 demanding maintaining uniformity in appointment of Trainee Diploma holders in E&M and Excavation Cadre. This matter was taken up for consideration and finally a Tripartite Settlement was arrived at. Since the mines/establishments of SCL were earlier under the administrative control of WCL, SECL had also implemented the terms of settlement as contained in the Tripartite Settlement referred to above.

The trade unions and the concerned employees working in ISL, ISCL, CGL & NCL brought the afore-mentioned settlement to the notice of CIL and demanded that as per the cadre scheme for-mulated by Promotion Policy Committee of JBCCI and circulated vide I.I.No. 30 of 1984, the diploma holders were being appointed as Asst. Foreman Trainee in T&S Grade-C in ECL, BCCL, CCL & NCL whereas the diploma holders appointed prior to 31.12.1988 in MCL & SECL were notionally placed in T&S Grade-B and therefore, this anomaly need be rectified. They contended that in case such anomaly is not rectified, the diploma holders appointed upto 31.12.1985 in MCL & SECL will become seniors and therby, their

NEC, assam action. G.M. (IR/M), CIL, Calcutta P.M., DCC, Dapkuni All union representatives (by name) in eligibility for the standar disamiclose maidleding to the executive cadre post, will be earlier than the diploma holders appointed in ECL, BCCL, SECL & NCL. held at CCL on 22.5.1993. It was decided therein that such anomaly in seniority amongst the concerned diploma holders recruited in different subsidicry companies prior to 31.12.1988 should be rectified by giving notional seniority at par with their counterparts appointed in WCL. Iltris therefore, decided that --(1) Foreman (Truinees) subsject to their qualification as laid down in the cadre scheme circulated vide I.I.No.30 dated 26th June, 1984, shall be placed in T&S Grade-B after their successful initial training period of two years. This will apply to only such of the Foreman (Trainees) who were appointed prior to 31st December, 1988 but were not placed in T&S Grade-B, prior to 31st December, 1988. (2) Such diploma holders who were placed in T&S Grade-C prior to 31.12.1988 would be placed in T&S Grade-B with immediate effect and they would be given notional seniority in Grade-B from the date they have-been-confirmed-as regular employees in T&S Grade-C. They will, however, not be given the benefit of any backvages, but they would be eligible for notional fixation. You are requested to take appropriate action. Party Library

Yours faithfully,

(H. P. SINGH)

DIRECTOR (PRIR)

Chairman, CIL, Calcutta.

Director(T)/Director(F), CIL, Calcutta

Director (P); ICL/BJCL/JUL/JCL/JECL Director (O), CMPDI, Ranchi

C.G.M. (P), NGL/MCL

J.G.M., NEC, Assam

G.M. (IR/W), CIL, Calcutta

P.M., DCC, Dankuni .

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2) 3)

4)

All union representatives (by name) in the Standardisation Committee.

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ंभूजो भूभाष सेंद्र, इलकता - 200001 ाव : २२० १९३०, हाम : कोलङ्गणस्मा ंन्वेतमः : १६-७१४०, सीआईएल इत



Coal India Limited

10, HETAJI SUBHAS ROAD, CALCUTTA-769 GO PHONE: 220-9980, GRAMS: COALINDIA **TELEX : 21-7180 CILIN**

Edirin Rer. No. C.M.; C=50: 53190/2789-98

The Chairman-gum-Managing Director, wenymenyeen/neryakahahan/amenum The Chief General Manager, NEC, Guwahati The General Manager, DCC, Dankuni.

Dear Sir,

Further to this Office circular No.CIL:C-5B:JBCCI-IV/4576 dated 9.8.1993, it has been decided that the benefit indicated in the circular shall be extended to the Diploma Asstt.Foreman(T)/Foreman(T) holders appointed as 31.12.1990.

It is further clarified that although these employees shall be entitled for 'notional seniority and benefit of notional fixation of salary', but they will not get actual monetary benefit.

You are requested to take action accordingly.

Yours/faithfully,

(C. H. KHISTY) DIRECTOR (P&IR)

I. Chairman, CH., Calcutta

- Director(P), ECL/BCCL/CCL/NCL/SECL/WCL/ECL
- Director(O), EMPDIE, Ranchi
- Dir(T)/Dir(F), CIL, Calcutta
- 5. CGM(MP&IR)/CGM(P), CIL, Calcutta
- 5. P.M., DCC, Dankuni.
- All union representatives(by mame) in the Standardisation Committee.

11

COAS INDIA CUMUTED "COAL BHAVAN" 10, NETAJI SUBHAS ROAD, CALCUTTA-700 001

No.CIL:C-5B:5314V: 2823-

Dated, 15th March, 1996

To i

The Chairman/MD, . ECL/BCCL/CCL/WCL/ SECU/NOW/MOW/CMPDIL

The Chief General Manager, NEC. Guwahati.

The General Manager, DCC, Dankuni.

Dear Sir,

Further to this office circular no.CIL:C-5B:53190:2789-98 dated 11th March, 1996, it is hereby clarified that seniority of such Diploma Holders shall, be notionally fixed upto Tech. & Sup. grade 'A' from the due date. They shall be entitled for notional seniority and notional fixation of salary but not the benefit of actual Wages.

You be requested to take necessary action accordingly.

(B. N. JHA) CHIEF GENERAL MANAGER(MOVIR)

Conty to:-

1. TS to Chhirman, CIL/Calcutta,

18. Director(?) LOB/BCCL/CCL/SECL/NOL/WOLLMOL.

Director(F)/Director(T), GIL/Calcutta.

OGM(P), CML/Cabatta. Sr.ES to Dir(P) CML/Calcutta. Cy.CPM(AW) CML/Calcutta.

हा विक्रिक्त

া বিচিত্র । এ**খ, জনগল্লা-700 001**

धील : 220-99/10, सम्म : बोलद्रण्डिया

हैदेहर : 21-7180, मीआईएव हव



Coal India Limited

10. NETAJI SUBHAS HOAD, CALCUI 0001 PHONE 220 2020, GRAMS : CCALINDIA

15LEX 1 21-7180 C/L IN

Rel'No.CIL/C-5BJBCCI 5/3

Date, 13th Aug/98

The Chairman/MD, ECL, Sanctoria.
The Chairman/MD, BCCL, Diambad.

The Chairman/MD, CCL, Ranchi.

The Chairman/MD, WCL, Nagpur.

The Chairman'MD, SECL, Bilaspur.

The Chairman/MD, NCL, Singrauli,

The Chairman/MD, MCL, Sambalpur

The Chairman/MD, CMPDI Ranchi

The Director Incharge NEC, Guwahati

Dear Sir,

Pursuant to the discussions held in the Standardisation Committee of JBCCI and Directors(P) of the subsidiaries, to have uniformity in the cut off date for the purpose of fixation of notional semiority amongst the Diploma Holders of Civil Lingingering. F&M and Excavation Discipline, it has been overded that the cut off date for fixing the notional seniority in respect of all the three isciplines will be effective from the date of issue of circular No CILIC-512/JBCCI/4576 dated 9/08/1993, i.e. 9th August,1993 subject to the following conditions:

- The provisions as contained in the circular No. CIL/C-5B/JBCCI/4576 dated:9th August, 1993 shall remain unaltered.
- ii) This will be a one time prrangement and shall be personal to such incumbments who satisfy the conditions laid down in the circular referred to at (i) above.

The notional fixation of seniority of Diploma holders of Civillingg in T& S Gr.'A' shall also be in line with the Diploma holders of E&M & Excavation disciplines.

These orders shall be in supersession of circular No. CIL/C-5E/JBCCI/929 dated 15.01.98

You are therefore requested to send the revised seniority list to this office latest by 25th August, 1998 to comply with the orders of the Honble High Court of Calcutta

(C.H. KHISTY) DIRECTOR (P & IR)

Yours faithfully

Copy to:-

Director(P), ECL/BCCL/CCL/WCL/SECL/MCL/NCL.

PIT

Cadre Scheme/Promotional rules for Electrical & Mechanical discipline

Implementation Instruction No. 33 dt. 17-7-1984

Ref.: JBCCI office circular letter No. NCWA-III (I.I. No. 30/84) 684 dated 26th June, 1984.

The Promotion Policy Committee of III JBCCI at its meeting held on 10th and 11th July, 1984 finalised the following two Cadre Schemes in respect of Electrical & Mechanical discipline.

- (i) Helper to Machinist
- -Annexure-VII-17
- (ii) Helper to Turner/Latheman—Annexure—VII-18
- 2. It was also agreed that the implementation instruction in this respect may be issued.
- 3. Accordingly, the above Cadre Schemes are being forwarded and the same will form part of the Cadre Scheme No. VII under the head "(C) (ii) (x) Mechanical", circulated by the Member Secretary, JBCCI vide Implementation Instruction No. 30. Managements have been requested to take necessary action to implement the same.
- 4. It will be noted that with the enforcement of these Cadre Schemes all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.

Promotional Channel of E & M Personnel (Machinist)

Annexure—VII-17

		,		, i	
Si. No.	Designation	Scale of pay/ Category	Minimum qualification (Educational/Tech.)	Eligibility for Promotion	Mode of Promotion
1.	Helper	Rs. 21.65-0.53- 29.07 CatII	Matriculation with ITI or literate.	(i) 1 year training as CatI for ITI with Matriculation. (ii) 3 years as General Mazdoor in CatI for literate.	DPC/Aptitude Test.
2.	Workshop Machinist.	Rs. 24-10-0.80- 35,30 CatIV	Literate. Skills as per Wage Board.	3 years experience as Helper in Category-II.	DPC/TT
3.	Workshop Machinist/ Machineman GrII (W)	Rs. 26.04-1.00- 40.04 Cat -V	-do-	3 years experience in CatIV	-do-
4.	Workshop Machi- nist (W).	Rs. 29.24-1.35- 48.14	-do-	3 years experience in CatV.	-do-

N. B.—(1) Trade Test specifications as decided by the Management.

(2) Skill as per Trade Test specification and Wage Board.

(3) TISCO, IISCO, SCCL agreed subject to modification to suit local conditions.

Helper to Turner/Latheman

Sl. No.	Designation	Scale of pay/ Category	Minimum qualification (Educational/Tech.)	Eligibility for promotion	Mode of Promotion
1.	Helper	Cat11 Rs. 21.65-0.53- 29.07	Matriculate with ITI or literate.	(i) 1 year training as CatI for ITI with Matriculation. (ii) 3 years as General Mazdoor in CatI for literate.	DPC/Apitude Test.
2.	Turner/Latheman Grade-II (W).	CatV Rs. 26.04-1.00- 40.04	(a) Literate. (b) Skills as required in Wage Board and Trade		DPC/TT
		17.7	Test specifications.	case of ITI and Matri- culate as Trainee Helper in CatII.	-do-
3.	Turner/Latheman Grade-I (W)	CatVI Rs. 29.24-1.35- 48.14	•do•	3 years experience as Turner/Latheman in Category-V.	-do-

Note:—(i) Matriculate with ITI in Turner/Latheman trade will be taken as Trainee-Helper in Cat.-II for 2 years only in case departmental candidates are not available.

- (2) Trade Test specifications as decided by the Management.
- (3) Skill as per Trade Test specification and Wage Board.
- (4) TISCO, IISCO, SCCL agreed subject to modification to suit local conditions.

Cadre Scheme for E & M Personnel-Carpenter helper to Pattern maker and. Conveyor Shifting Mazdoor to Conveyor. Fitter/Conveyor Mover

Implementation Instruction No. 37 dt. 25-9-1984

The Promotion Policy Committee of III-JBECD at its-meetings held on 21st and 22nd August, 84 and on 14th-September, 84 discussed and finalised the Cadre Schemes as-detailed below:

Eadre Scheme of E & M Personnel :

(i) Carpenter helper to pattern maker Gs.-F.

Annexure-VII-18

(ii) Conveyor Shifting mazdoor to Conveyor Fitter/Conveyor Moves.

Annexure-VII-19

- The above Cadre schemes will form part of the Cadre Scheme for E & M Personnel circulated in Implementations Instruction No. 30 (vide circular No. NCWA-III (I.I. No. 30/84)/684 dated 26th June, 84), Annexure VII-19 will appear under the head '(C) (ii) (X) Mechanical'.
- 3. The above Cadre schemes were sent to the managements with a request to take necessary action to implement the same.
- 4. It will be noted that with the enforcement of these Cadre Schemes all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.

Attnexure-VII-11

Promotional Channel of E & M Personnel

(Carpenter)

Carpenter Helper to Asstt, Pattern Maker

SI. No.	Designation	Scale of pay/ Category	Minimum qualification (Educational/Tech.)	Eligibility for Promotion	Mode of Promotion
1.	Carpenter Helper	CatII Rs. 21.65-0.53- 29.07	i) Literate. ii) Matric with ITI in respective trade.	 a) 3 years as Cat1 for literate. b) 1 year training as Cat1 for Matriculate with ITI. 	DPC/Aptitude Test.
2.	Carpenter	CatIV Rs. 24.10-0. 5 0- 35.30	⁴do⁴	a) 3 years as Carpenter Helper.	DPC/Trade Test.
3.	Carpenter/Pattern Maker (Grade II)	CatV Rs. 26.04-1.00- 40.04	-do-	a) 3 years as Carpenter CatIV.	-do-
4.	Pattern Maker (Grade-I)	CatVi Rs. 29.24-1.35- 48.14	-do-	a) 3 years as Carpenter/ Pattern Maker CatV.	-do4

N. B.:—I) Trade Test specification as decided by the Management.
2) Skill as per Trade Test specification and Wage Board.

Note:-TISCO, SCCL & IISCO agreed subject to local conditions.

Promotional Channel of E & M Personnel

Annexure-VII-19

Conveyor Shifting Mazdoor to Conveyor Fitter/Conveyor Mover

SI. No.	Designation	Scale of pay/ Category		m qualification tional/Tech.)	Eligibility for Promotion	Mode of Promotion
1.	Conveyor Shifting Mazdoor.	CatII Rs. 21,65-0.53- 29.07	(a) Lite (b) Mat	erate. criculate with ITI.	(a) 3 years as General Mazdoor in CatI. (b) 1 year's training as Category-I for Matri- culate with ITI.	DPC/Aptitude Test -do-
2.	Conveyor Khalasi.	CatIII Ra. 22.70-0.65- 31.80	(a) (b)	-do-	(a) 3 years experience as Conveyor shifting Maz- door Cat. II for non. ITI.	-do-
					(b) 2 years experience as conveyor shifting Maz- door CatII for Matri- culate with ITI.	-do-
3.	Conveyor Fitter/ Conveyor Mover.	Cat1V Rs. 24.10-0.80- 35.30	(a) (b)	-do-	(a) 3 years experience as Conveyor Khalasi in CatIII for non. ITI.	-do-
					(b) 2 years experience as Conveyor Shifting Maz- door in Category-II for Matriculate with ITI.	•do•

Note:—(1) Conveyor Fitter/Conveyor Movers on putting 3 years service in Category-IV will be eligible for consideration for promotion along with others as Mechanical Fitter in Cat -V (Mech. Fitter Cadre—Annexure-VII-13).

(2) TISCO, SCCL & IISCO agreed subject to modification to suit local conditions.

Implementation Instruction No. 53 dt. 17-10-1985

M. Cadre Schemes/Promotional rules for Electrical and Mechanicai discipline employees.

Ref.; JBCCI office circular letter No. NCWA-III (I.I. No. 30/84/684 dated 26th June, 1984.

In the 19th meeting of the Promotion Policy Committee of III JBCCI held on 15th & 16th October '85, certain errors/ omissions noticed/pointed out in the Cadre schemes of Electrical & Mechanical discipline employees circulated earlier in the office letter under reference (i.e.) Implementation Instruction No. 30 dated 26th June 1984, were discussed and it was decided to rectify the same as under :-

- (i) Annexure-VII-7. to Attendant.
- In the colum "Mode or Promo-General Mazdoor tion", against Sl. No. 4-Sub-Sub-Station Station Attendant, the word D.P.C. shall be added.
- (ii) Annexure-VII-8. Gr.-I.
 - In the colum "Mode of Promo-General Mazdoor tion", against Sl. No. 4-CCM to CCM Driver Driver Gr. II and Sl. No. 5-CCM Driver Gr.-I, the word DPC shall be added.
- (iii) Annexure-VII-9. Helper to Moulder.
- In the colum "Scale of Pay/ Category" against Sl. No. 1, Helper the existing Cat.-I and the scale of pay Rs. 21.16-0.43-27.10 will be substituted by Category-II and scale of Rs. 21,65-0.53-29.07.
- In the colum "Mode of Promo-(iv) Annexure-VII-15. Helper (Elec.) to tion" against Sl. No. 3-Electri-Foreman-Incharge. cian/Fitter Electrical, the word "DPC/Trade Test" will be added.

Managements have been requested to note the above corrections and implement the decision accordingly.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED "COAL BHAWAN" 10. NETAM SUBHAS ROAD. KOLKATA-100 001

No.CHLC-5B/JBCC1/11No.39. **205**

Dated, 28° November, 2003

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO 39

The Chairman-cum-Managing Director

Sub-Promotion policy for promotion from Tech.& Sup. Gr "A" to Tech.& Sup. Gr "A-1" as per provision of Para 12.60(a) of NCWA-V!

The Standardisation Committee of JBCCI-VI in its meeting held on 21 02,2003 at NCL(EQ). Singrauli has approved the recommendations of Technical Sub, committee on the above subject as under

"Promotion policy for promotion from Tech & Sup. Gr."A" to Tech & Sup. Gr."A-1"

The minimum expenence for eligibility for promotion from Tech.& Sup. Gr."A" to Tech & Sup. Gr."A-1" for Technical and non Technical personnel will be as under:

ST	Nature of Personnel	Qualification	Meuman qualifying experience	Mode of promotion
1.	Technical personnel	(i) Matneulate with Diploma (ii) Marneulate without Diploma (iii) Non-Matneulate	4 years 5 years 5 years	DPC J
2	Non-Technical personnel	(i) Graduate (ii) Under Graduate but Matriculate	S years 6 years	DPC DFC

You are requested to take necessary action to implement the above provision

(CH KHISTY) DIRECTORPEIR) &

MEMBER SEČRETARY, JBCCI-VI

Distribution:

All Members & Alternate Members of IBCCI-VI

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Chairman-MD, SCCL, PO: Kothagudem Collys., Dist. Khammam (A.P.) Vice President (HRM), TISCO, Jamshedpur Managing Director, HSCO, Bumpur, Dist. Burddhaman (W.B.) Director(Personnel), ECL-BCCL-CCL-WCL-SECL-NCL-MCL-Director(F), CHL, Kolkata Director(T)-Director(Marketing), CHL, Kolkata Chief Vigilance Officer, CHL, Kolkata CGM, NEC, Guwahati/CGM, DCC, Dankuni Executive Director(HCM), Kanke Road, Ranchi CGM, CHL, Ansal Bhawan, New Delhi CGM(P)/CGM(F), CHL, Kolkata All RSMs
GM(F)/TS to Chairman, CHL, Kolkata

Dy. CME(AW), CIL, Kolkata.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10,NETAJI SUBHAS ROAD, KOLKATA – 700 001

No.CIL/C-5B/JBCCI/I.I.No.44/2 95

Dated,9th August,2004

NATIONAL COAL WAGE AGREEMENT – VI IMPLEMENTATION INSTRUCTION NO.44

The Chairman-cum-Managing Director, ECL, Sanctona. The Chairman-cum-Managing Director, BCCL, Dhanbad. The Chairman-cum-Managing Director, CCL, Ranchi. The Chairman-cum-Managing Director, WCL, Nagpur. The Chairman-cum-Managing Director, SECL, Bilaspur. The Chairman-cum-Managing Director, NCL, Singrauli.

The Chairman-cum-Managing Director, MCL, Sambalpur. The Chairman-cum-Managing Director, CMPDIL, Ranchi.

Sub: Policy for promotion from T&S Grade-'A' to T&S Grade-"A-I'

Kind attention is invited towards the provisions of in I.I No.39 dated 28th November,2003 circulated vide letter No.CIL/C-5B/.JBCCI/I.I.No.39/205 dated 28th November,2003.

In the meeting of Standardisation Committee of JBCCI held on 30.06.2004 the report of Technical Sub-Committee on the issue of designating the incumbents on promotion from T&S Grade-'A' to T&S Grade-'A-1' was deliberated and decided as under:-

"The term "A-1" will be added with their existing designation."

For example, on promotion from 'T&S Gr.A to T&S Gr.A-1' the designation of Sr. Overman will be designated as 'Sr. Overman A-1'

You are requested to take necessary action to implement the above decision.

(Md. SALIM UDDIN)
DIRECTOR(P&IR) &
MEMBER SECRETARY, JBCCI

Distribution :-

- All Members & Alternate Members of JBCCI.
- (2) Chairman-MD, SCCL, P.O.-Kothagudam Collys., Distts. Khamam (AP).

- Vice President(HRM), TISCO, Jamshedpur.
- (4) Managing Director, IISCO, Burnpur, Dist. Burddhaman (W.B.).
- (5) Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- (6) Director(Operation), CMPDIL, Ranchi.
- (7) Director(Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
- (8) Chief Vigilance Officer, ClL, Kolkata.
- (9) Chief General Manager, NEC/DCC.
- (10) Chief General Manager(F)/General Manager(F), CIL, Kolkata.
- (11) General Manager(P), CIL, Kolkata.
- (12) Executive Director, IICM, Kanke Road, Ranchi.
- (13) Chief General Manager, CIL, Ansai Bhawan, New Dethi.
- (14) TS to Chairman, ClL, Kolkata.
- (15) All Regional Sales Managers, CIL.
- (18) FM(Estt./Bili)/Sr.Po(AW)/, CIL, Kolkata.
- (18) All Members of the Standardisation Committee of JBCCI.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED "COAL BHAWAN" 10. NETAJI SUBHAS ROAD. KOLKATA-700 001

No.CIL/C-5B/JBCCI/LINo.41/ 244

Dated: 12th April, 2004

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.4)

The Chairman-cum-Managing Director

Sub: Modification in the Cadre Scheme for Care taker Personnel (Guest House) Room Boy to Cook

Your kind attention is invited towards to the provision of I.I. No.61 dated 19.12.1994 of NCWA-IV. In the 18th meeting of Standardisation Committee of JBCCI-VI held on 16.03.2004 at CIL(HQ), Kolkata the following modification in the Cadre Scheme for Care taker Personnel (Guest House) Room Boy to Cook was discussed and approved as under:

"Note 4. Educational qualification will not be a bar for promotion of employees who are working in Guest House and appointed prior to issue of I.I. No.61 dated 19.12.1994. However, this will be personal to them."

You are requested to take necessary action to implement the above decision.

(MD SALEM UDDIN)
DIRECTOR(P&IR) &

MEMBER SECRETARY, JBCCI-VI

Distribution:

All Members & Alternate Members of JBCCI-VI

Chairman-MD. SCCL, PO: Kothagudem Collys., Dist. Khammam (A.P.)

Vice President (HRM), TISCO, Jamshedpur

Managing Director, IISCO, Burnpur, Dist. Burddhaman (W.B.)

Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

Director(F), CIL, Kolkata
Director(T)/Director(Marketing), CIL, Kolkata
Chief Vigilance Officer, CIL, Kolkata
CGM, NEC, Guwahati/CGM, DCC, Dankum
Executive Director(IICM), Kanke Road, Ranchi
CGM, CIL, Ansal Bhawan, New Delhi
CGM(P)/CGM(F), CIL, Kolkata
All RSMs
GM(F)/TS to Charman, CIL, Kolkata
Sr P.O. (AW), CIL, Kolkata

IMPLEMENTATION INSTRUCTION NO- 61

No. CIL: C-5B: JBCCI-IV: I.I. No. 61/4211
Dated the 19th Dec., 94

Sub: Cadre Scheme for Caretaker Personnel.

In the Standardisation Committee meeting held on 25-10-1994 at New Delhi, the report of Non-Technical Sub-Committee, regarding introduction of the Cadre Scheme for Caretaker Personnel (Guest House)—Room Boy to Cook and Caretaker Personnel (Guest House) to Caretaker Guest House Supervisor was discussed in detail and was approved with following amendment:

1) ANNEXURE NO. 1

Cadre scheme for Guest House-Personnel

—Room Boy to Cook.

2) ANNEXURE NO. II

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- (a) The words "Office etc.", will have added after the words 'Guest House' and this Cadre scheme will be extended to office employees also.
- (b) In the eligibility for promotion column against Sl. No. 1 of Annexure-II the following will be mentioned.
 - i) 3 (three) years in the next below grade,

Ot

ii) Matriculate with 5 (five) years experience in the next below grade for existing employees.

Accordingly, following approved cadre scheme for Caretaker Personnel are enclosed:-

(1) Cadre Scheme for Guest House Personnel—
Room Boy to Cook Cat-I to T & S Grade-'E'

Annexure-I

Cadre Scheme No. XXIV-I

Note: 1) Selection to this cadre will be from amongst the Departmental candidates, based on their aptitude for the post.

2) Seniority will be at Area level.

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3) TISCO, IISCO and SCCL will have their own Cadre Scheme on the taken lines in consultation with their Unions.

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PROPOSED CADRE SCHEME FOR CARETAKER PERSONNEL (GUEST HOUSE)/ OFFICE ETC.—CARETAKER TO GUEST HOUSE SUPERVISOR. SUPERVISOR OFFICE BUILDING

Sl. No.	Designation	Category/ Scale of pay	Minimum Qualification		Eligibility for promotion	Mode of promotion
1.	Care-taker	T&S Grade-C	Graduate with aptitude for the job and OR	i)	3 (three) yrs. experience in next below grade. OR	Selection/ Aptitude test
		one pages	Diploma in Hotel Management.	ii)	Matriculate with 5 yrs. experience in next below grade for existing employees.	DPC
2.	Sr. Care-taker	T&S Grade-B	-do-		5 yrs. experience in next below grade. Matriculate with 7 yrs. experience is next	DPC
-	1	to the time of the same			below grade.	No. dec-

1	2	3	4	5	6
3.	Guest House Supervisor/	T&S Grade-A	do	5 yrs. experience in next below Grade.	DPC
	Supervisor Office Building	1 2 2 2 2	11111	Matriculate with 7 yrs. experience in next below grade.	

- NOTE: 1) Selection to this grade will be from amongst the departmental candidates based on their aptitude for the job.
 - 2) Seniority will be at Company level.
 - 3) Existing employees who are matriculates and above will also be considered
 - 4) TISCO, IISCO & SCCL will have their own Cadre Scheme on the same lines in consultation with their unions.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED "COAL BHAWAN" 10. NETAJI SUBHAS ROAD, KOLKATA-700 001

No.CIL/C-5B/JBCCVLLNo.42/24分

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.42

The Chairman-cum-Managing Director ECL Sanctoria
The Chairman-cum-Managing Director CCL Ranchi
The Chairman-cum-Managing Director WCL Nagpur
The Chairman-cum-Managing Director SECL Bilaspur
The Chairman-cum-Managing Director NCL Singrauli
The Chairman-cum-Managing Director MCL Sambalpur
The Chairman-cum-Managing Director CMPDIL Ranchi

Sub: Modification in the Cadre Scheme for Press Personnel -- Assit. Foreman to Foreman-in-Charge circulated vide I.I.No.71 dated 30.12.1986 (Annexure No.XVII-) of NCWA-III

In the 18th meeting of Standardisation Committee of JBCCI-VI held on 16.03.2004 at CIL(HQ), Kolkata the following modification in the Cadre Scheme for Press Personnel – Asstt. Foreman to Foreman-in-Charge circulated vide I.I.No.71 dated 30.12.1986 (Annexure No.XVII-) of NCWA-III was discussed and approved:

Note.2 Educational qualification will not be a bar for promotion of employees who are working in this Cadre prior to issue of I.I. No.71 dated 30.12.1986. However, this will be personal to them."

You are requested to take necessary action to implement the above modification

(MID SALIM UDDIN)
DIRECTOR(P&IR) &
MEMBER SECRETARY, JBCCI-VI

Dated: 12th April, 2004

Distribution:

All Members & Alternate Members of JBCCI-VI

Chairman-MD, SCCL, PO: Kothagudem Collys., Dist. Khammam (A.P.)

Vice President (HRM), TISCO, Jamshedpur

Managing Director, IISCO, Burnpur, Dist. Burddhaman (W.B.)

Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

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Director(F), CIL. Kolkata
Director(T)/Director(Marketing), CIL., Kolkata
Chief Vigilance Officer, CIL, Kolkata
CGM, NEC, Guwahati/CGM, DCC, Dankuni
Executive Director(IICM), Kanke Road, Ranchi
CGM, CIL., Annal Bhawan, New Deihi
CGM(P)/CGM(F), CIL., Kolkata
All RSMs
GM(F)/TS to Chairman, CIL., Kolkata
Sr. P.O. (AW), CIL, Kolkata.

T. Job description and Cadre Scheme for Press Personnel.

- 1. At the 27th Meeting of the Promotion Policy Committee of III JBCCI held on 19th December, 1986, the report of the Sub-Committee constituted earlier to examine the cadre scheme for Press Personnel along with their job description was discussed and approved. It was agreed that the Member Secretary may issue implementation instruction in respect of the same.
- 2. Accordingly, the Cadre Scheme and job description of Press Personnel as detailed below is enclosed:—

i)	Covering note of the	4 五 五 五 五
	cadre scheme for Press	-Cadre Scheme No.
	Personnet	хуц
ii)	Book Binding Section	-Annexures-XVII-1& XVII-2
iii)	Composing Section	
	a) Mechanical composing	-Annexure-XVII-3&4
	b) Hand Composing	-Annexure-XVII & 6
iv)	Process Section	—Annexure XVII 7, 8, 9, 10 & 11
v)	Printing Section	ALCES :
	a) Letter Press	-Annexure-XVII 12
	b) Off-set	-Annexure-XVII 13
vi)	General	-Annexure-14, 15 & 16
vii)	Supervisory	-Appexure-XVII-17

- 3. It will be noted that with the enforcement of this cadre scheme, all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.
- 4. Managements have been requested to take necessary action to implement the above Scheme with immediate effect.

JOB DESCRIPTION, NOMENCLATURE AND CATEGORISATION OF PRESS PERSONNEL

A. Book Binding Section:

1. General Mazdoor (Press) - Category-I:

A workman who lifts raw materials/finished goods, printed forms from different sections to place of work/ stores including assistance in packing, loading and unloading and other miscellaneous jobs.

2. Packer, Grade-H:

A workman who lifts raw materials/finished goods, printed forms from different section to place of work/ stores including packing and maintenance of printed materials, up-keep of ware house and despatch of materials.

3. Book Binder, Grade-E ;

A workman who operates paper cutting machine, rulling machine, wire stitching machine, thread sewing machine, varnishing machine, gold blocking machine, perforating and spiral printing machine and numbering machine and does binding job of register/books/pads etc. including related functions pertaining to finishing of printed materials as per programme.

4. Senior Book Binding, Grade-D:

A workman who in addition to normal book binding work done by Binder is responsible for operating including maintenance of various binding machines required in book-binding operation.

5. Head Binder/Section Holder- Grade-C:

A workman who supervises/distributes day to day work to individuals in the book binding section as per programme. He also prepares, makes challens of finished goods and maintains official rocords relevant to the department including submission of office report and assistance in the preparation of programme.

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B. Composing Section :

Mechanical Composing:

6. Mono Key Board Operator - Grade-D:

A workman who operates mono key board punching machine in Hindi, English and/or in any one of the regional language in which printing is done in the press as per specific technical instructions maintaining stipulated speed.

7. Senior Mono Key Board Operator - Grade-C:

A workman who in addition to the operation done by Mono Key Board Operator undertakes quality and complicated composition of tabular work.

8. Mono Caster - Grade-D:

A workman who operates short-type casting and composition casting machine in Hindi, English and/or in any one of the regional language in which printing is done in the press as per specific technical instructions maintaining stipulated speed.

9. Senior Mono Caster - Grade-C:

A workman who in addition to the operation done by Mono Caster is responsible for quality casting of intricate jobs.

10. Hand Composing:

A workman who distributes, text & display type matter including spacing materials in type case after cleaning, proof pulling, and supply composition materials to compositors. He also lifts printed matters from Machine Section and keeps them in proper places, cuts rules & lead in different sizes and also keeps all the printed blocks properly.

11. Senior Distributor - Grade-E:

A workman who in addition to cleaning, maintenance of printing jobs and assisting compositor in relevant

composing work shall be responsible for identifying short-type, lead & rules casting as well as assist compositor in short composing.

12. Compositor - Grade-D:

A workman who composes in Hindi, English and/or in any of the regional languages from print/hand-written/typed manuscript as per specific instruction. He also maintains stipulated speed, carries out galley/machine correction, page make-up, colour insertion, block insertion, compiling of the proof of the composed materials including distribution of printed matters/display type etc. as and when required.

13. Senior Compositor - Grade-C:

A workman who in addition to the job performed by Compositor should be capable of composing quality technical, mechanical and similar such intricate composition work.

C. Process Section:

14. Junior Artist - Grade-D:

A workman who assists the Artist in preparation of all the work including letter designing, colour composition.

_ 15. Artist - Grade-C:

A workman who prepares visual/art work for display and for printing.

16. Senior Artist - Grade-B:

A workman who prepares lay out model and art work for reproduction/display.

17. Assistant Cameraman - Grade-E :

A workman who assists in the preparation of negative/ positive and processing.

18. Cameraman - Grade-D:

A workman who prepares negative/positive including processing and chemical preparation.

19. Senior Cameraman - Grade-C:

A workman who in addition to normal negative/positive making work done by the Cameraman shall be responsible also for quality jobs requiring higher skill.

20. Assistant Engraver - Grade-E :

A workman who assists in the preparation of block making including imposition and other related block making work

21. Fngraver - Grade-D :

A workman who prepares block including imposition, finishing and chemical preparation etc.

22. Senior Engraver - Grade-C:

A workman who in addition to normal block making work done by Engraver thall be responsible for quality jobs requiring higher skill.

23. Assistant Off-set Plate Maker - Grade-E;

A workman who assists in the preparation and maintenance of off-set plate including imposition and other related plate making work.

24. Off-set Plate Maker - Grade D:

A workman who prepares off-set plate including imposition and chemical preparation etc.

25. Senior Off-set Plate Maker - Grade-C:

A workman who in addition to normal plate making work done by off-set plate maker shall be responsible for quality jobs requiring higher skill.

26. Assistant Off-set Plate Grainer Grade-F ;

A workman who assists in maintaining and running of the graining machine for preparation of off-set plate and other related work.

27. Off-set Plate Grainer - Grade-E:

A workman who operates plate graining machine

including surface preservation of off-set plate and its maintenance.

28. Senior Off-set Plate Grainer - Grade-D:

A workman who in addition to normal graining operation done by Off-set Plate grainer shall be responsible for maintenance, adjustment and undertaking of minor repairs for upkeep of graining machine.

D. Printing Section:

Letter Press

29. Assistant Machineman (Letter Press) - Grade-E:

A workman who assists the Machineman (Letter Press) and operates the letter press printing machine as and when required including oiling, cleaning, inking, packing-changing, imposing of the form of printing machine, rollers setting.

30. Machineman (Letter Press) - Grade-D :

A workman who operates letter press machine, including imposition and all other relevant operation and minor maintenance/adjustment.

31. Senior Machineman (Letter Press) - Grade-C:

A workman who in addition to normal operation of the printing machine done by the Machineman (Letter Press) shall be responsible for maintenance of letter press machine in proper order and printing of quality jobs requiring higher skill.

Off-set :

32. Assistant Machineman (Off-set), Grade-D:

A workman who assists the Machineman (Off-set) and operates the off-set printing machine as and when required, including oiling, cleaning, inking of off-set machine, rollers setting.

33. Machineman (Off-set) - Grade-C:

A workman who operates and handles automatic off-set

printing machines, looks after all relevant information like, make-ready, ink-mixing, registration, file printing including preventive maintenance.

34. Senior Machineman (Off-set) - Grade-B:

A workman who in addition to normal off-set printing operation done by Machineman (Off-set) shall be responsible for proper maintenance of the machine including undertaking machine adjustment. He shall be undertaking printing of quality jobs requiring higher skill.

E. General t

35. Assistant Estimator - Grade-D:

A workman who segregates work order receipts, maintains documents relating to work order, enter into bulking register and prepares job estimates and maintains relevant documents.

36. Estimator - Grade-C !

A workman who in addition to bulking of indents and maintenance of relevant register etc. as done by Asstt. Estimator shall also assist for preparation of production programme according to priority list and follow-up estimate approval.

37. Assistant Proof Reader - Grade-D:

A workman who makes proof correction in Hindi, English and one of the regional languages in which work is done in the press.

38. Proof Reader - Grade-C:

A workman who in addition to general proof reading work done by Assistant Proof Reader shall arrange submission of proof of indenter as per priority display.

39. Assistant Mechanic - Grade-E:

A workman who assist mechanic as a helper in the maintenance of printing and book-binding machine.

40. Mechanic - Grade-D:

A workman who maintains various printing and book binding equipment and machine on the press log.

41. Senior Mechanic - Grade-C:

A workman who repairs & maintains spares including operation of leg, welding and other related machines.

F. Supervisors:

42. Foreman Incharge - Grade-A:

A workman who draws production programme as per priority list and coordinates production amongst composing, processing, printing and book binding sections in both shifts for maintenance of smooth job floor and implementation of the programme. Maintains machines, discipline, scrutinises and submits shift and monthly progress reports and other related jobs to his superiors.

43. Foreman - Grade-B:

A workman who allocates daily work to different relevant sections, maintains efficient production flow, production targets, cleanliness and upkeeps the machines and floor, submits shifts progress report, maintains job dockets/machine log books and ensures correctness of printing as per manuscript/approved proofs.

44. Asstt. Foreman - Grade-C:

A workman who distributes day to day jobs to Compositors, Machineman etc. in accordance with weekly production programme. He is also responsible for drawing of materials, maintenance of smooth production floor, maintenance of machines, job dockets and machine log books, preparation of shift progress reports and assisting in preparation of weekly progress programmes and other allied jobs.

Cadre Scheme No. XVII

CADRE SCHEME FOR PRESS PERSONNEL

- Short title, Coverage and Classification:
 - (a) This scheme may be called the Cadre Scheme for Press Personnel.
 - (b) This Scheme shall apply to entire workers of Press Cadre who have been classified into the following six categories:
 - (1) Book Binding Section— (Annexure-1 & 2)
 - (2) Composing Section— (a) Mechanical Composing (Annexure-3&4)
 - (b) Hand Composing (Annexure-5&6)
 - (3) Process Section— (Annexure-7, 8, 9, 10 & 11)
 - (4) Printing Section— (a) Letter Press

(Annexure-12)

(b) Off-set (Annexure-13)

- (5) General— (Annexure-14, 15 & 16)
- (6) Supervisory— (Annexure-17)

2. Definition :

In this Cadre Scheme unless there is anything repugnant in the subject or context-

- (a) 'Competent Authority' means the Chief Executive of the Company or Director (Personnel) as the case may be or any other authority who may be delegated with such power by them from time to time.
- (b) 'Educational Qualification' means qualification as recognised by the Central Government or State Government or qualification/test as prescribed and conducted by the Company.
- (c) 'Service' means service in the post as shown in Annexure hereto.

(d) 'Test' means evaluation of standard by Examination, written/oral/practical for adjudging the skills as prescribed in the Cadre Scheme by the Management from time to time.

3. Promotional channels:

- (i) Promotional channel for various categories of Press
 Personnel shall be as per Annexures hereto. Such
 Annexures only indicate the qualification and
 experience to be possessed by the departmental
 candidates included in the Cadre from time to time
 for the purpose of eligibility for selection/promotion
 of the candidates as prescribed in the Scheme.
- (ii) Selection/Promotion upto Technical 'C' shall be on the basis of Aptitude-cum-Seniority-Merit and for Technical 'A' on the basis of Merit-cum-Seniority.
- (iii) Promotional zone for filling of the vacancies will be the Press unless otherwise specifically provided in the scheme itself.
- (iv) Departmental Promotion Committee-

The Selection/Promotion of candidates for filling vacancy in higher categories shall be made on the recommendation of DPC to be constituted by the Competent Authority or any other Officer who may be delegated with such powers by him from time to time. The decision of the Competent Authority on such recommendation shall be final.

(v) Direct Recruitment-

Direct Recruitment shall be resorted to only if there is no suitable departmental candidates to fill the vacant posts.

4. This Cadre Scheme has been framed on the basis of the organisational set up prevailing in Central Coalfields Limited which is the largest Press in Coal India and its

Subsidiaries. TISCO, IISCO & SCCL will be allowed to make modification in the same wherever required to suit the local condition in consultation with the Union representatives at their level.

- 5. The present serving personnel will be brought under the scheme immediately and regularised on the following manner:—
 - (a) Where the pay scale is the same, the designation if different be changed to the ones given in this scheme.
 - (b) Where designation is in confirmity with this scheme, the job descriptions along with the pay scale to be applied.
- 6. Repeal, Savings etc. :

All existing Cadre Schemes for Press Personnel, if any, shall become inoperative simultaneously with coming into force of this Scheme.

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Cadre Scheme for Press Personnel

Annexure-XVII-1

(Book Binding Section)

SI. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	General Mazdoor (Press)	Category-I Rs. 21.16-0.43- 27.18	Literate	Any permanent employee of the company.	DPC/ Trade Test.
2.	Packer	Grade-H Rs. 567-14-763/-	Literate	3 years experience as General Mazdoor (Press) in Category-1.	DPC

Note: General Mazdoor having put in more than 5 years service along with Packers who have put in at least 3 years service as Packer will have further growth opportunity as Distributor/Assistant Machineman (letter press), Book Binder, Assistant Plate Grainer.

(Book Binding Section)

Sl. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Binder	Grade-B	Literate	5 years experience as Packer	
		Rs. 625-23-947/-	or	in GrH subject to passing	
			4 years experience as	of qualifying Trade Test.	100
		STEED OWN.	Distributor in Grade-F.	mp/destator (power in-	
	Bi 254	country	1777-15	Taraka e rentamen da rena	Dec
				5 years experience as Binder	DPC/
		Ve manager		in a Commercial Printing Press subject to qualifying	Trade
	Principle	e selfort, v	THE PARTY OF THE P	Trade Test.	Test.
		100		(for fresh recruits),	DPC
2.	Sr. Binder	Grade-D	Literate	5 years experience as Binder	DPC
		Rs. 678-30-918-35-	They wan	in Technical & Supervisory	
		1198/-	The second section of	Grade-B.	

1 2	.	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	5	6
3. Head Binder	Grade-C Rs. 742-40-1062- 45-1422/-	Literate Preferably Matriculate.	5 years experience as Sr. Binder,	DPC

Note: 43% of the sanctioned post of Binder may be converted into Sr. Binder in Grade-'D'. Head Binder/Section Holder after putting in at least 5 years service in Grade-'C' will have further growth in supervisory cadre as Foreman and Foreman-in-charge along with others depending upon the aptitude and qualification required for other post.

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(Composing Section - Mechanical Composing)

SI. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for promotion	Mode of Promotion
1.	Mono key Board Operator	Technical & Supervisory Grade-'D' Rs. 678-30-918-35- 1198/-	Matric or equivalent or Certificate of successful completion of apprenti- ceship under Apprenti- ceship Act, 1961.	5 years experience of the trade. Should be able to give prescribed out-turn of English, Hindi and one of the regional language in which printing is done in the Press.	DPC/Trade Test
2.	Sr. Mono key Board Operator	Technical & Supervisory Grade-'C' Rs. 742-40-1062-45- 1122/-	do	5 years experience as Mono key Board Operator in Technical & Supervisory Grade-'D'	DPC

Note: Sr. Mono key Board Operators after putting in at least 5 years service in Grade-'C' will have further career growth in Supervisory cadre as Foreman and Foreman-in-charge along with others depending upon the aptitude and qualification required for the post.

Cadre Scheme for Press Personnel (Composing Section - Mechanical Composing)

SL No	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Mono Caster	T & S Grade-'D' Rs. 678-30-918.35- 1198/-	Matric or equivalent or Certificate of successful completion of apprenti- ceship under Apprentice- ship Act 1961.	5 years experience of the trade Should be able to give out-turn in English, Hindi and one of the regional language in which printing is done in the Press:	o I-Pape
	er grann en	le series alvanero		or 5 years experience in the Press jobs out of which at least 3 years must be in Grade-B subject to passing of qualify- ing trade test.	Test.
2.	Sr. Mono Caster	T & S Grade-'C' Rs. 742-40-1062-45- 1422/-	do	5 years experience as Mono Caster in T & S Gr'D'.	DPC

Note: Sr. Mono Casters after putting in at least 5 years service in Gr.-'C' will have career growth in supervisory cadre as Foreman and Foreman-in-charge along with others depending upon the aptitude & qualification required for the post.

(Composing Section - Hand Composing)

Sl. Designation	Category/Grade/ Scale of pay	Minimum Qu (Educational/		Mode of Promotion
1. Distributor	T & S Grade-F Rs, 605-18-857/-	Literate	3 years experience as Packer in T & S Grade-H subject to passing of qualifying trade test.	DPC/Trade Test.
2. Sr. Distributors	T & S Grade-E Rs. 625-23-847/-	Literate	3 years experience as Distri- butor in T & S Grade-F.	DPC

Note: Sr. Distributors after putting at least 3 years service as Sr. Distributor in Tech.-E will have further growth opportunity as Compositor in Grade-D. He may also opt for the post of Asstt. Machineman (L/P) in the same grade if he so desires. Distributor will have career growth either as Sr. Distributor in Grade-E or as Asstt. Machineman (L/P) in Grade-E depending upon the aptitude & qualification required for the post.

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SI. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Compositor	T&S Grade-D Rs. 678-30-9)8-35- 1898/-	Matric or equivalent or successful completion of apprenticeship under Apprenticeship Act, 1961.	3 years experience of Composition and Proof correction in Hindi, English and one of the regional language in which printing is done in the Press.; (For fresh recruitments)	DPC/ Traga Test.
2.	Se Compositor	T&S,GradeC	Ann and Julie 64	or 5 years experience as Sr. Distributor in T&S Grade-E subject to qualifying trade test. 5 years experience as	DPC/ Trade Test,
4.	St. Compositor	Re. 742,40-1062-45		Compositor in T&S GrD.	DPC

Note: (i) 33% of the sanctioned post of Compositor may be converted in Sr. Compositor in Grade-C.

(ii) Sr. Compositor after putting in at least 5 years service in Grade-C will have further career growth in Supervisory Cadre as Foreman and Foreman-in-phasge along with others depending upon the aptitude & qualification required for the post.

Cadre Scheme for Press Personnel Process Section (Artist)

Annexure—XVII-7

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SI.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)		ode of
1.	Jr. Artist	T&S Grade-'D' Rs. 678-1198/-	Diploma in Fine Arts from any Government recognised institute.	(i) 5 years experience in any job of the press in Gr'E' subject to passing of the qualifying trade test.	DPC/ Trade Test.
			William I	(ii) 5 years experience in the trade subject to passing of the qualifying trade test. (For fresh recruits).	DPC/ Trade Test-
2.	Artist	T&S Grade-,C' Rs. 742-1422/-	-do-	5 years experience in Gr-'D' as Jr, Artist.	DPC
3.	Sr. Artist	T&S Grade-'B' Rs. 810-1586/-	-do-	5 years experience in Gr'C' as Artist.	DPC

Process Section (Camera)

Sl. No.	Designation	Category/Geade/ Scale of Pay	Minimum Qualification (Educational/Technical)	Eligiblity for promotion	Mode of promotion
1. Assistant Cameraman	T&S Grade 'E' Rs. 625-947/-	Matriculate or equivalent	(i) 5 years experience in any capacity in Press in Gr. 'F' subject to qualifying in Trade Test.	DPC/Trade Test	
				(ii) 5 years experience in the Trade subject to qualifying in Trade Test (For fresh recruits.)	Trade Test
2.	Cameraman	T&S Grade 'D' Rs. 678-1198/-	Matriculate or equivalent	5 years experience in Grade 'E' as Assistant Cameraman.	DPC
3.	Sr. Camera- man	T&S Grade 'C' Rs. 742-1422/-	Matriculate or equivalent	5 years experience in Grade 'D' as Cameraman.	DPC

Note: Sr. Cameraman after putting in at least 5 years service in Grade 'C' will have further career growth in a Supervisory Cadre as Foreman and Foreman-in-charge along with others depending upon the aptitude and qualifications required for the post.

Cadre Scheme For Press Personnel Process Section (Camera)

Annexure-XVII-9

SI. No.	Designation	Gategory/Grade/ Scale of Pay	Minisom Qualification (Educational/Technical)	Eligibility for promotion	Promotion
1.	Assistant Engraver	T&S Grade-'E' Rs. 625-947/-	Matriculate or equivalent	capacity in the Press subject to passing in the	DPC/Trade Test.
	alpean (con-	TACKDAR II	viail viail-	qualifying trade test. or (ii) 5 years experience in the Trade subject to passing in the qualifying trade test (for fresh recruits.)	DPC/Trade Tets.
2.	Engraver	T&S Grade-'D' Rs. 678-1198/-	Matriculate or equivalent	S.years experience in Grade-1B as Asst. Engagever.	DPC
3.	Sr. Engraver	T&S Grade-'C' Rs. 742-1422/-	Matriculate or equivalent		DPC

Note: Se. Engraver after putting in at least 5 years service in Grade C will have further career growth in Supervisory Cadre as Foreman and Foreman-in charge along with others depending upon the aptitude and qualifications required for the post.

Cadre Scheme for Press Personnel Process Section (Offset Plate Making)

Annexure-XVII-10

SI. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for promotion	Mode of Promotion
1.	Assistant Offset Plate Maker	T & S Grade-'E' Rs. 625-947/-	Matriculate or equivalent	(i) 5 years experience in Grade-'F' in any capacity in Press subject to passing of qualifying trade test.	DPC/Trade Test.
	piblic Litters	Fig. Waker (-1) is a distributed for (-1)		AND SECURIOR	

(ii) 5 years experience in the
Trade subject to passing in
the qualifying trade test
(for fresh recruits).

DPC/Trade Test.

Offset Plate T&S Grade-D' Matriculate or equivalent 5 years experience in DPC Maker Rs. 678-1186/- Grade-E' as assistant Offset Plate Maker.

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1	2.	3	4	MELLINE SICH	6
3.	Sr. Offset Plate Maker	T& S'Grade-'C' Rs. 742-1422/-	Matriculate or equivalent	5 years experience in Grade-'D' as Offset Plate Maker.	DPC

Note:—Sr. Offset Plate Maker after putting in at least 5 years service will have further career growth in Supervisory Cadre as Foreman & Foreman-in-charge along with others depending upon the aptitude and qualifications required for the post.

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Cadre Scheme for Press Personnel Process Section (Offset Graining)

Annexure—XVII-11

SI. No.		Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for promotion	Mode of promotion
1.	Assistant Offset Plate Grainer	T & S Grade-F Rs. 605-18-657/-	(i) Literate	(i) 5 years experience in Grade-H as Packer.	DPC/Trade Test
	Que a V	to attack the same	or (ii) Middle School pass	or (ii) 6 years experience as Mazdoor in	
	7 - 7 - mer 60 =	Medicine the La	office of two Agents and	(a) Category-I subject to passing of qualifying trade test.	-do-
		list.	F 14 / 14 / 1	(b) 4 years experience in the trade subject to qualifying in the Trade Test (for fresh-recruits)	-do-
2.	Offset Plate Graines	T & S Grade-B Rs 625-23-947/4	(i) Literate	(i) & (ii) 5 years experience in Grade-F as Asstt.	
			(ii) Middle School pass	Offset Plate Trainer.	DPC

2	1 2	3	MANUAL STREET	THE CONTRACTOR OF THE CONTRACT	
•	3. Sr. Offset Plate Grainer	T & S Grade-D Rs. 678-30-918-35- 1198/-	(i) Literate (ii) Middle School pass	(i) & (ii) 5 years experience in Grade-C as	
				Offset Plate Grainer.	DPC
				ANNALS OF THE PLACE.	

Note:—Sr. Offset Plate Grainer after putting in at least 5 years service in Grade-D will also have growth opportunity along with others as Asstt. Machineman (Offset) in T&S Grade-D or as Offset Plate Maker in Grade-D depending upon the aptitude apd qualifications required for the post.

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Cadre Scheme for Press Personnel Printing Section (Letter Press)

Annexure—XVII-12

_	l. Des	ignation	Category/Grade/ Scale of pay		imum qualification cational/Technical)	Eli	gibility for promotion	Mode of promotion
i k and	. Assis Macl (Lett	stant hineman er Press)	T & S Grade-'E' Rs. 625-947/-	(1)	Literate	(i)	5 years experience as Packer/Distributor and passing of trade test. or	DPC/Trade Test
				(ii)	Middle class with successful complet of apprenticeship under Apprenticesh Act, 1961.	ion	For fresh candidates	DPC/Trade Test
2	Maci	hineman)	T&S Grade-'D' Rs. 678-1198/-	(i)	Literate	ad in	Assistant Machineman (L/P) in T&S Grade 'E'	DPC
	Non		10 10 10 10 10 10 10 10 10 10 10 10 10 1		Middle class with successful completic of apprenticeship under Apprenticesh Act, 1961.	on A	or S years experience as Assistant Machineman L/P) in T&S Grade 'B'	DPC

200	1	2	3		-41-11-44000		5	6
	3.	Sr. Machine- man (L/P)	T&S Grade-'C' Rs. 742-1422/-	(i)	Literate and the state of the s	(1)	10 years experience as Machineman (L/P) in T&S	DPC
		grier Lacra-	Territoria.	- 100	or Middle class with successful completio of apprenticeship under Apprenticeship Act, 1961.		& Grade-'D'	ĎPC

Note:—(i) 33% of the sanctioned posts of Machineman (L/P) may be converted into Sr. Machineman (L/P) Grade-'C'.

(ii) Sr. Machineman (L/P) after putting in at least 5 years service in Grade-'C' in Supervisory Cadre along with others as Foreman/Foreman Incharge depending upon the aptitude and qualification required for the post.

Cadre Scheme for Press Personnel Printing Section (Offset)

Annexure—XVII-13

SI.	Designation	Category/Grade/ Scale of pay		Minimum Qualification (Educational/Technical)		Eligibility for promotion	Mode of Promotion
1.	Assistant Machineman (Offset)	T&S Grade-D Rs. 678-1198/-	(i)) Middle pass	(i)	5 years experience as Off- set plate grainer Asstt. Machineman (L/P) or any incumbent engaged in press in Grade-'E' subject to qualifying in Trade Test.	DPC/Trade Test.
	1 1	THE PARTY OF	-	or	****	Of	We are fall
34-			(ii)	Matriculate with successful completion	(ii) n	For fresh candidates.	DPC/Trade Test
				of apprenticeship un Apprenticeship Act, 1961.			
	Machineman (Offset)	T&S Grade-C Rs. 742-1422/-	(1)	As above	(1)	Machineman (Offset) in Grade-'D'	DPC
		Co. Language T.		or	(112	or	
7	7		(ii)	As above	(ii)	5 years experience as Asstt. Machineman (Offset) in Grade-'D'	DPC

660	1	. 2	3		2. 32. 2. 1	6
-		Sr. Machineman	T & S Grade-B Rs. 810-1586/-	(i) As above or	(i) & (ii) 10 years experience in Gr'C' as mach-	DPC
		Deputer	TARL MEMBERS	(ii) As above	ineman (Offset).	

Note;—Sr. Machineman (Offset) after putting at least 5 years service in Grade-B; will also have growth opportunity in supervisory Cadre along with others as Foreman Incharge (Press) depending upon the aptitude and qualification required for the post.

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Annexure-XVII-14

Cadre Scheme for Press Personnel

(General - Estimating)

Sl. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for promotion	Mode of Promotion
1. 4	Assistant Estimator	T&S Grade-'D' Rs. 678-30-918-35-	Matric or equivalent or Certificate of successful	5 years experience of prepa- ration of estimate and work	DPC/Trade Test
		1198/-	completion of apprenti- ceship under Apprenti- ceship Act, 1961.	order.	
2.	Estimator	T & S Grade-'C' Rs. 742-40-1062-45- 1422/-	do	5 years experience as Assistant Estimator in Technical & Supervisory Gr'D'.	DPC

Note —Estimator after putting at least 5 years service in Grade-'C' will have growth opportunity in Supervisory Cadre along with other as Foreman/Foreman-in-charge depending upon the sptitude and qualifications required for the post.

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Cadre Scheme for Press Personnel (GENERAL)

Annexure—XVII—15

SI. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Assistant Proof Reader	Technical Gr'D' Rs. 678-30-918-35- 1198/.	-	5 years experience of marking proof correction in Hindi, English and one of the Regi- onal language in which prin- tings is done in the Press.	DPC/Trade Test.
2.	Proof Reader	Technical Gr4C' Rs. 742-40-1062-45- 1422/-	Annual State of the State of th	5 years experience as Assistant Proof Reader in Technical Gr'D'	DPC

Note:—Proof Reader after putting in at least 5 years service in Tech.-'C' will have growth opportunity in Supervisory Cadre along with others as Foreman/Foreman-In-charge depending upon aptitude and qualifications required for the post.

Cadre Scheme for Press Personnel Annexure—XVII—16

(General - Mechanics)

SI. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for promotion	Mode of Promotion
1.	Assistant Mechanic	Technical Gr'E' Rs. 625-23-947/-	Literate preferably Middle class pass.	5 years experience in mainte- nance and repairing of Prin- ting and Allied Machines.	DPC/Trade Test.
2.	Mechanic	Technical Gr,.'D' Rs. 678-30-918-35- 1198/-	Literate preferably Middle class pass.	5 years experience as Assistant Mechanic in Technical Gr'E'	DPC .
3.	Sr. Mechanic	Technical Gr'C' Rs. 742-40-1062-45- 1422/-	Literate preferably Middle class pass.	5 years experience as Mechanic in T&S GrD'	DPC

Cadre Scheme for Press Personnel Supervisory

Annexure—XVII-17

SI. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for promotion	Mode of promotion
1.	Assistant Foreman	T & S Grade-'C' Rs. 742-1422/-	(i) Matriculate or equivalent	in composing, printing or book binding sections out of which at least 3 years	DPC/Trade Test.
	periodes.	Production of the state of the	or (ii) Diploma in Printing Technology.	must be in Gr'D' or (ii) 3 years experience in the Press in composing, Printing and book binding sections.	
2.	Foreman	T & S Grade-'B' Rs. 810-1566/-	(i) As above	(i) 7 years experience as Assistant Foreman in GrC'	- DPC
			or (ii) As above	or (ii) 5 years experience as Assi tant Foreman in GrC	is- DPC

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1. Foreman T&S Grade-'A' (i) As above 9 years experience as DPC/
Incharge Rs. 892-1701/- or Foreman in Gr. B' Selection.

(ii) As above

Note:—Post of Foreman Incharge in Tech.-'A' will be operated only in the Co's where the press works in more than one shift.

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IMPLEMENTATION, INSTRUCTION NO. 78

No. NCWA III/I. I. No. 78/88/2034 Dated 29th December, 1988

Sub: Job description and Cadre Scheme for Press Personnel.

Kind attention is invited to this office circular No. NCWA-III (I. I. No. 71/86)/6261 dated 30th December, 1986 enclosing a copy of the Cadre Scheme and job description of Press personnel finalised by the Promotion Policy Committee of JBCCI-III.

At the meeting of the Promotion Policy Committee of JBCCI-IV held on 6th December, 1988, the above Cadre Scheme was reviewed and it was decided that the clause relating to educational qualification in respect of existing employees should be suitably modified in conformity with other Cadre Schemes.

Accordingly, the following sentence may be incorporated in the above Cadre Scheme under clause 3. Promotional channels:

"3 vi) Educational qualification will not be a bar for promotion of existing employees upto the posts of Tech. & Supervisory Grade-'C'."

Managements have been requested to take necessary action to implement the above decision.

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CADRE SCHEME NO. XVIII

Cadre Scheme for Drivers

1. Short title, Coverage and Classification:

- (a) This Scheme shall be called the Cadre Scheme for employees engaged in operation of Auto Vehicles, i. e. Car, Bus, Jeep, Lorry, Trucks, Ambulance, Cash Van, Explosive Van, Tractor, Mini Bus etc.
- (b) The Scheme shall apply to such employees working in different units of the company.

2. Definition:

In this Cadre Scheme unless there is anything repugnant in the subject or context—

- (a) 'Competent Authority' means the Chief Executive of the company or Area General Manager as the case may be, or any other authority who may be delegated with such power from time to time.
- (b) 'Educational Qualification' means qualification as recognised by the Central Government or State Government or qualification as prescribed by the company.
- (c) 'Service' means service in the post as shown in the Annexure hereto.
- (d) 'Test' means evaluation of standard by examination—written/oral/practical—for adjudging skills as prescribed in the cadre scheme by the management from time to time.

3. Promotional Channels:

- (a) Promotional channel for various categories shall be as per Annexures hereof. Such Annexures only indicate the qualification and experience to be possessed by the Departmental candidates for selection/promotion of candidates as prescribed in the scheme.
- (b) Selection/Promotion shall be on the basis of Aptitudecum-Seniority-cum-Merit upto Tech. Gr.-B and for Technical-A on the basis of Merit-cum-Seniority.

(c) Promotional zone for filling the vacancy upto CategoryIV will be colliery/unit and thereafter upto Technical-C
will be Area seniority and for Technical-B & A on
the company seniority unless otherwise specifically
provided in the scheme itself.

(d) Departmental Promotion Committee:

The selection/promotion of candidates for filling vacancies in the higher categories shall be made on the recommendation of the departmental promotion committee to be constituted by the competent authority or any other officer who may be delegated with such power by him from time to time. The decision of the competent authority on such recommendations shall be final.

4. Direct Recruitment:

Direct recruitment shall be resorted to only if there is no suitable departmental candidates to fill the vacant posts.

5. Promotion/Selection:

- (a) Promotion will be given subject to the vacancies and strictly as on the line of the promotion based on the recommendation of the Departmental Promotion Committee.
- (b) Educational Qualification will not be a bar for promotion of the existing employees as on the date of coming into force of this Scheme.
- (c) The decision of the competent authority will be final.

6. Points:

This Cadre Scheme has been framed on the basis of the organisational set up prevailing in Coal India and its subsidiaries, TISCO, IISCO & SCCL will be allowed to make modification in the same wherever required to suit the local conditions in consultation with the unions at their level.

The present serving personnel will be brought under this scheme immediately and regularised in the following manner:

- (a) Where the pay scale is the same, the designation if different be changed to the ones given in this Scheme.
- (b) Where the designation is in conformity with this Scheme, the job description along with the pay scale to be applied.
- 7. Repeal, Savings etc. :

All existing cadre schemes for Drivers if any, shall become inoperative simultaneously with coming into force of this Scheme

SI. No		Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Lorsy Cleaner/ Helper	Category-II Rs. 21.65-0.53-29.07	(1) Must have passed Class-VIII standard	Any permanent employee of the company with three years experience in Category—1.	Trade Test/ DPC
2.	Driver (Trainee)	Rs. 21.65-0.53-29.07	(1) Must have passed Class-VIII standard. (2) Must be in possession of driving licence for heavy vehicle.	Any lorry Cleaner/Helper or any other permanent employee of the company.	-do-
3.	Driver	Category-V Rs. 26,04-1.00-40.04	(1) & (2) —do—	Successful completion of one year training as Driver (Trainee) in Category-II	-do-

1	2	3	4	5	6
4.	Driver-cum- Mechanic	Category-VI Rs. 29.24-1.35-48.14	(1) & (2) —do— (3) Should be able to keep Lorry/cars in good running order and can do repairs of car, electrical gear, adjust valves and tuning etc.	8 years experience as Driver in Category-V.	-do-
5.	Asett. Super- visor (Trans- portation)	T&S Grade-C Rs. 742-40-1062-45- 1433/-	(1), (2) & (3) —do—	7 years experience as Driver-cum-Mechanic in Category-VI.	-do-
6.	Supervisor (Auto)	T & S Grade-B Rs. 810-46-1178- 1586/-	(1) Diploma in Automobile Engineering.(2) Must be in possession of driving licence for heavy vehicle.	3 years experience as Ass Supervisor (Transportati in T & S Grade-C.	

1	2	3	of two the thouse and	5	6
p.c	Store cont Country	$\begin{array}{ccc} \mathcal{T} & \mathcal{Z} & \mathcal{Z} & \mathcal{G}(udp_0), \\ p_{1,n} & \mathcal{T}(p_1)p_1 & p_2 & p_3 \\ & \mathcal{T}(p_2)p_2 & \dots & $	(3) Should be able to keep lorry/car/bus etc. in good running order and	Position as promotes at a finite Surface of the Longitude and the Total of Channella	(1)
	Server and the server	(ON)	can do repair of car, electrical gear, adjust valves and tuning etc.	or Charles (1997)	
7.	Garage Incharge	T&S Grade-A Rs. 890-53-1316-55- 1701/-	(1), (2) & (3) -do-	3 years experience as Supervisor (Auto) in T&S Grade-B.	DPC

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1. Promotion Policy Committee

Implementation Instruction No. 72 dt 1-1-1987

U. Job description and Cadre Scheme for Drivers.

At the 26th Meeting of the Promotion Policy Committee of III JBCCI held on 11th November, 1986, the Cadre Scheme and Job Description for Drivers was discussed and finalised. At the 27th meeting held on 19th December, 1986, it was agreed that the Member Secretary may issue implementation instruction.

- 2. Accordingly, the Cadre Scheme for Drivers and job Description as detailed below is enclosed.
 - (i) Covering note for the

 Cadre Scheme for Drivers—Cadre Scheme—XVIII
 - (ii) Cadre Scheme for Drivers—,, XVIII-1
 - (iii) Job Description of Supervisor (Auto) and Garage
 Incharge XVIII-2
- 3. It will be noted that with the enforcement of this Cadre Scheme, all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.
- 4. Managements have been requested to take necessary action to implement the above Scheme with immediate effect.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD CALCUTTA-700 001

No.CIL:C-5B:JBCCI:I.1.No.24:98:1089 Dated, 25th February, 1998

NATIONAL COAL WAGE AGREEMENT IMPLEMENTATION INSTRUCTION NO. 24

The Chairman-cum-MD, ECL, Sanctoria. The Chairman-cum-MD, BCCL, Dhanbad. The Chairman-cum-MD, CCL, Ranchi. The Chairman-cum-MD, WCL, Nagpur. The Chairman-cum-MD, SECL, Bilaspur. The Chairman-cum-MD, NCL, Singrauli. The Chairman-cum-MD, MCL, Sambalpur. The Chairman-cum-MD, CMPDIL, Ranchi. The Director-In-Charge, NEC, Guwahati.

Sub: Cadre Scheme for Fire Fighting Personnel Annexure No. XXV-III.

Ref: CIL: JBCCI-V/I.1.No.13/436 dtd.7.8.1996.

. Your kind attention is invited to Implementation Instruction no.13 dated 7.8.1996 enclosing therewith the cadre scheme for Fire Fighting personnel of Dankuni Coal Complex (Annexure No.XXV-III).

In the meeting of the Standardisation Committee of JBCCI held on 7.12.1997, the report of Technical/Non-Technical Subcommittee regarding amendment in Cadre Scheme for Fire Fighting personnel of Dankuni Coal Complex was discussed and approved.

Accordingly, the revised cadre scheme for Fire Fighting personnel of Dankuni Coal Complex(Annexure-XXV-III) as approved by the Standardisation Committee is enclosed.

This cadre scheme will be applicable to the Fire Fighting personnel of Dankuni Coal Complex only.

This amended cadre scheme will be effective from the date of issue of this Implementation Instruction.

You are requested to take necessary action to implement the above cadre scheme.

Encl: As above.

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Distribution: -

Director(P), ECL/BCCL/CCL/WCL/SECL/NCL/MCL.

(C.H. KHISTY) MEMBER SECRETARY

JBCCI

- 1. Director (Fin.) SECL, BCCL, ECL, CCL, WCL, NCL
- 2. Director (O) CMPDIL, Ranchi.
- 3. Director (T)/Director (F) CIL, Calcutta.
- 4. Exe. Director, IICM, Kanke Road, Ranchi.
- 5. GM(Fin.), CIL, Calcutta.
- Shri Rajendra Prasad Singh, MLA, President, INMF (INTUC),
 Chhajju Bag, Patna 800 001.
- Shri S. Dasgupta, Advisor, INMWF, Rajendra path, Dhanbad, Bihar.
- 8. Shri S.Q. Zama, General Secy.INMWF,

Plot No. 604 Opposite RTO Office, Giripeth, Nagpu- 440 010

- Shri PK Pradahan, General Secy, Collieries Mazdoor Sangh,
 P.O. Balanda, Dist. Angul, Orissa
- Shri Provat Goswami, Vice President, Colliery Mazdoor Union,
 GT Road, Bastin Bazar. Asansol, Dist. Burdawan, WB
- 27, GT Road, Bastin Bazar. Asansol, Dist. Burdawan, WB
 11. Shri OP Lal, MLA, Vice President, INMF
 At Punchgarhi Bazar, P.O. Katras, Pin 828 114 Dhanbad (Bihar)
- 12. Shri Sunil Sen, AITUC.

11

Chellydanga, Near Municipality market, GT Road, Asansol.

13. Shri Shafique Khan, AITUC,

AT/PO- Jaridih Bazar, Area No. 4, Bermo, Dist. Bokaro, Bihar.

14. Shri Y. Gattiah, GS, SCWU(AITUC),

-Kethagudam, Andhra Pradesh, thg. SCCL

Shri Jayanta Poder, Genl. Secy. HMS

Bengal Hotel, 2 Md. Hussain Street, Asansol.

16. Shri Nathulal Pandey, Genl. Secy. MPKS (HMS),

South Jharkhand Colly Dist. Surguja, MP, Through :- Dir (P), SECL, Bilaspur

17. Shri AC Patra, General Secy. OCMLF (HMS)

At PO Dera Colliery, Distt. Angul, Orissa. Pin - 759 103

- 18. Dr. MK Pandhe, Genl. Secy., CITU.
 - 15, Talkatra Road, New Delhi.
- 19. Shri SK Bakshi, CITU, BCKU,

Poddar Para, Dhanbad.

- Shri Mihir Chowdhury, Vice President, AICWF, CITU, NCEOA, CCL Dharbhanga House, Ranchi - 834 001.
- 21. Dr. BK Rai, Genl. Secy. ABKMS (BMS),

Manhar Bhai Mehta Bhwan, 303, Satyam Appartment, 3rd floor, Nehru Road, Dhantoli, Nagpur - 440 012.

22. Shri MA Rawal, President, ABKMS (BMS),

Manhar Bhai Mehta Bhwan, 303, Satyam Appartment, 3rd floor, Nehru Road, Dhantoli, Nagpur - 440 012.

- 23. Shri Kumar Arjun Singh, AGS ABKMS (BMS), Dhanbad.:
- 24. Shri HL Samaria, Director (PA&W), SCCL,

PO Kothagudam, Dist. Khammam, AP

- Shri S. Pandey, Vice President, HRM, TISCO, Jamshedpur, Bihar.
- 26. Shri G. Ojha, GM(P&A), SAIL (IISCO)

Industry House, 10, Cammac Street, Calcutta, Pin - 700 017

27. Chief of Marketing, CIL, 15 Park Street, Calcutta - 16

2

- 28. General Manager, Dankuni Coal Complex., Dankuni (WB)
- 29. Chief General Manager, NEC, Guwahati.
- 30. Dy. CPM (IR), CIL, Calcutta.
- 31, Dy. CME (AW), CIL, Calcutta.
- 32. GM (MP&IR), CIL, Calcutta.
- 33. TS to D(P&IR), CIL, Calcutta.
- 34. Exe. Secy. to D(P&IR).
- 35. TS to Chairman, CIL, Calcutta.
- . 36. All Regional Sales Manager, CIL.



PROMOTIONAL CHANNEL FOR FIRE FIGHTING PERSONNEL OF DNAKUNI COAL COMPLEX, DANKUNI.

Sl. No.	Designation	Grade	Minimum Qualification Educational/Technical	Eligibility for Promotion/Selection	Mode of promotion
1.	Jr.hire Operator	T&S Gr.E.	 i) School Final/Madhyamik or Equivalent; And ii) Fire Fighting course (Govt. recognised course under the Factories Act. 		Selection
۷,	Asstt.Fire Operator	T&S Gr.D	i) As (i)%(ii) above.	3 yrs. experience in T&S Grade-E as Jr.Fire Operator.	DPC/Test
3.	Fire Operator	T&S Gr.C	i) As (i)&(ii) above.	5 yrs. working experience in T&S Gr.'D.	e DPC
4.	Sr.Fire Operator	T&S Gr.B	i) As (i)&(ii)above.	As Asstt, Fire Operator. 5 yrs. experience as Fir Operator in T&S Gr. 'C'.	

Note: (1) On obtaining Heavy Vehicle driving licence by the existing employees upgradation in the next higher grade will be offered. Such up-graded employees will also drive the Fire Fighting Vehicle.

(2) This cadre scheme will apply to incumbents posted at Dankuni Coal Complex.

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY, COAL INDIA LIMITED, 10, NETAJI SUBHAS ROAD CALCUITA

No.CIL/C-5B/JBCCI/LI.No.13/436

Dated: 7th August, 1996

NATIONAL COAL WAGE AGREEMENT-V IMPLEMENTATION INSTRUCTION NO.13

The Chairman-cum-Managing Director, SECL, Bilaspur

Sub: Cadre Scheme for Process Personnel, Instrumentation Personnel, Fire Filing personnel and Safety personnel posted at Dankuni Coal Complex, Dankuni

The above Cadre Scheme was discussed in various meetings of Technical Sub-Comittee of JBCCl and finalised in its meeting held on 14.3.95 at CIL(HQ), Calcutta. The above report of Technical Sub-committee was deliberated in detail in the meeting of Standardisation Committee held on 3.7.96 at CIL(HQ), Calcutta and the following Cadre Scheme for Dankuni Personnel was approved:

(1) <u>Cadre Scheme for Process Personnel</u> - Material Handling Plant/Coal Carbonisation Plant/Chemical Process Plant of Dankuni Coal Complex.

Annexure No.XXV-I

(2) Cadre Scheme for Instrumentation Personnel, of Dankuni Coal Complex.

Annexure No.XXV-II

(3) Cadre Scheme for Fire Fighting personnel of Dankuni Coal Complex.

Annexure No.XXV-III

(4) Cadre Scheme for Safety Personnel of Dankuni Coal Complex.

Annexure No.XXV-IV

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Contd....2

These Cadre Schemes will be applicable to employes posted at Dankuni Coal Complex only and will be effective w.e.f., 01-10-1994.

You are requested to take necessary action to implement the above Cadre Schemes.

Encl. As above.

(B. N. JHA) 7 F - SA CHIEF GENERAL MANAGER (P&IR)

for

MEMBER SECRETARY JECCI-V

Distribution:

- Chriman-cum-Managing Director,
 ECL/BCCL/CCL/WCL/NCL/MCL/CMPDIL
- 2) Director(Per.), SECL/BCCL/CCL/WCL/ECL/NCL
- 3) Director(T), MCL, Sambalpur
- 4) Director(O), CMPDIL, Ranchi
- 5) Director(T)/Director(F), CIL, Calcutta.
- 6) CGM(F), CIL, Calcutta.
- 7) Exe.Director(P), SCCL, PO: Kothagudam, Dist.Khammam, Andhra Pradesh.
- 8) Vice President, HRM, TISCO, Jamshedpur
- 9) GM(P), IISCO/SAIL, Industry House, 10, Camac Street, Calcutta.
- 10) General Manager, Dankuni Coal Complex, Dankuni (W.B.)
- 11) Chief General Manager, NEC, Guwahati, Assam
- 12) Chief Personnel Manager(IR), CIL, Calcutta.
- 13) Dy.Chief Personnel Manager(AW), CIL, Calcutta.
- 14) Exc. Director, IICM, Kanke Road, Ranchi
- 15) Executive Secretary to Director(P&IR), CII., Calcutta.

- Shri Rajendra Prasad Singh, MLA(INTUC).
 General Secretary INMWF, 5, Chhajubagh, Patna.
- 17) Shri S. Dasgupta, Working President, INMWF, Rajendra Path, Dhanbad.
- Shri S.Q. Zama, Jt.General Secretary, INMWF, Behind Giripeth, Nagpur-440 010
- 19) Shri PK Pradhan, INTUC, OCMS PO: Balanda, Dist. Angul (Orissa)
- 20) Shri Shafique Khan, Jt.General Secretary, IMWF, PO: Jaridih Bazar, Area No.IV, PO: Bermo, Distt.Bokaro (Bihar)
- 21) Shri Sunil Sen, AITUC, Chellydanga, Near Municipality Market, G.T.Road, Asansol
- 22) Shri Jayanta Poddar, Vice President, HMS, Bengal Hotel, 2,Md. Hussain Street, Asansol, Dist. Burdwan (W.B.)
- 23) Shri Nathulal Pandey, Gen.Secy., MPKS, HMS, South Jhagarkhand Colly., Dist.Surguja (M.P.)- through Director(P) Well SECL
- 24) Dr. M.K. Pandhe, General Secretary, CITU, 15, Talkatora Road, New Delhi.
- 25) Shri SK Bakshi, CITU, BCKU, Poddar Para, Dhanbad
- 26) Dr. B.K. Rai, President, ABKMS, BMS, Jatashankar Flat, Plot No.5, Shivaji Nagar, Nagpur-440 010
- 27) Shri MA Rawal, Genl.Secretary, ABKMS, Nagpur Jatashankar Flat, Plot No.5, Shivaji Nagar, Nagpur-440 010
- 28) TS to Chairman, CIL, Calcutta
- 29) CGM(P&IR), CIL, Calcutta
- 30) Chief of Marketing, CIL, 15, Park Street, Calcutta.



CADRE SCHEME FOR PROCESS PERSONNEL (MATERIAL HANDLING PLANT/ COAL CARBONISATION PLANT/CHEMICAL PROCESS PLANT) OF DANKUNI COAL COMPLEX, DANKUNI

SHORT TITLE & COVERAGE:

- a) This Scheme may be called the cadre scheme for the Process Personnel (Material Handling Plant/Coal Carbonisation Plant/Chemical Process Plant).
- b) The scheme shall apply to the entire workers in Process Department which has been classified into Four Groups, namely.
 - i/ Supervisors (Foreman-In-Charge, Tech. Gr.A).
 - ii/ Operators (Sr. Operator=cum=Technician, Tech. Gr.B; Operator= cum=Technician, Tech. Gr.C; Sr. Operator, Tech. Gr.D; Operator, Tech. Gr.E; Jr. Operator, Tech. Gr.F; Operational Assistant, Tech. Gr.G)
 - 111/ Attendant/Helper, Tech. Gr.H.
 - iv/ Mazdoor (Category I).

DEFINITION:

- a) 'Competent Authority' means Chief Executive of the Company or CGM/GM as the case may be or any other authority who may be delegated with such powers by them from time to time.
- b) 'Educational Qualification' means qualification as recognised by the Central Govt. or State Govt. or qualification/test as prescribed and conducted by companies.
- c) 'Service' means in the posts as shown in annexure hereto.

PROMOTIONAL CHANNEL:

- a) The promotional channel for various categories/grades of process discipline shall be as per annexure hereto. The said annexure only indicate qualification and experience to be possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for selection/promotion of candidates as specified in this scheme.
- Operators will grow from Operational Assistant, Tech.Gr.G to Jr. & Sr. Operator~cum~Technician, Tech.Gr.B respectively within the department.
 Process' Department will be divided in three broad sections, namely,
 (i) Retort/PGP(Coal Carbonisation Section), (ii) MHP & (iii) By-product
 & Utility (Chemical). And the employees of these three sections will
 grow within the section only.
- c) Selection/Promotion for the post of Sr. Operator upto Tech.Gr.D shall be on the basis of Seniority-cum-Merit and from Tech.Gr.D to Tech.Gr.C and Tech. Gr.C to Tech. Gr.B shall be on the basis of Merit-cum-Seniority. Selection to Tech. & Supervisory Gr.A shall be on the basis of merit from employees of Tech.Gr.B.
- d) All promotions are subject to available vacancy within the Department.

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NOTE:

- (a) For existing employees, educational qualification will not be a bar for promotion upto Tech. Gr.D.
- (b) School Final Certificate or equivalent will be an essential qualification for new entrants.
- (c) Diploma in Mechanical/Electrical Engineering will be essential for Material Handling Plant.
- (d) Diploma in Chemical Engineering will be essential for Process Personnel of Coal Carbonisation/Chemical Process Plant of DCC.

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ANNEXURE - XXV-1

PROMOTIONAL CHARMEL FOR PROCESS PERSONNEL(MATERIAL HANDLING PLANT/ COAL CARBONISATION PLANT/CHEMICAL PROCESS PLANT) OF DANKUNI COAL COMPLEX, DANKUNI.

			COMPLEX, DARKUNI.	_ 	
51. No.	Designation	Grade	Minimum Educational Qualification	promotion/selec- pro	de of omotion
1.	2.		, - , - , - , - , - , - , - , - , -	5.	
•		-	7.	7e 	6.
	OPERATOR		,-		•-•-•
1,	Mazdoor	Cat-I	School Final/Madhya- mik or equivalent.	~ Se	lection.
2.	Attendant/ Helper	Tech-H	-do-	<pre>2 yrs. work experience in Cat=I.</pre>	DPC.
,3 a	Operational Assistant	Tech-G	ಞರೆಳ∞	3 yrs. work ex- perience in Tech-H as Attendant/ Helper.	DPC.
4.	Junior Operator	Tech-F	-do-	<pre>3 yrs. work ex- perience in Tech-G as Operational Assistant.</pre>	DPC.
5.	Operator	Tech-E	-do-	3 yrs. work ex- perience in Tech-F as Jr. Operator.	DPC.
6.	Senior Operator	Tech+D	-do−	<pre>3 yrs. work ex- perience in Tech-E as Operator.</pre>	DPC.
7.	Operator -cum- Technician	Tech-C	<pre>i/ School Final/ Madhyamik or aquivalent.</pre>	<pre>1/ 4 yrs. work ex- perience in Tech-D as Sr. Operator.</pre>	Test
			ii/ a) Diploma in (Mech./Elect. Engg.) for MHP.	ii/ 3 yrs. work experience in Tech-D as Senior	DPC.
			b) Diploma in Chem. Engg. for Coal Carbonisa- tion/Chemical Process Plant.	Operator.	
8.	Sr. Operator -cum- Technician	Tech-8	±/ -do	<pre>i/ 5 yrs. work ex- perience in Tech-C as Optrcum-Technician.</pre>	
			ii/ a) -do- , b) -do-	ii/ 4 yrs. work ex- perience in Tech-C as Optr. -cum-Technician.	DPC.
9.	SUPERVISOR Foreman-in- charge	Tech-A	i/ -dn-	<pre>i/ 6 yrs. work ex- perioner in Tech-8 as Sr.Optrcum-Technicism.</pre>	DPC/ Test/
	Section 16		11/ a) -do- b) -do-	ii/ 5 yrs. work ex- perience in rech-8 as Sr.Optr. -cum-fechnician. Contd/P/	Morit ~cum~ Senio~ rity.

CADRE SCHEME NO.XXV-II

CADRE SCHEME FOR INSTRUMENT PERSONNEL OF DANKUNI COAL COMPLEX, DANKUNI.

SHORT TITLE & COVERAGE:

- a) This scheme may be called the Cadre Scheme for the Instrumentation Section.
- b) The scheme shall apply to the entire workers in Instrumentation Section which has been classified into Four Groups, namely,
 - 1/ Supervisors (Foreman-in-charge, Tech.Gr.A).
 - ii/ Mechanics (Sr. Instrument Technician, Tech.Gr.B; Instrument Technician, Tech.Gr.C; Assistant Instrument Technician, Tech Gr.D; Sr. Instrument Mechanic, Tech.Gr.E; Instrument Mechanic, Tech Gr.F; Junior Instrument Mechanic, Tech.Gr.G).
 - 111/ Helper, Tech. Gr.H.
 - 1v/ Mazdoor (Category I).

DEFINITION:

- a) 'Competent Authority' means Chief Executive of the Company or CGM/GM as the case may be or any other authority who may be delegated with such powers by them from time to time.
- b) *Educational Qualification* means qualification as recognised by the Central Govt. or State Govt. or qualification/test as prescribed and conducted by companies.
- c) 'Service' means in the posts as shown in annexure hereto.

PROMOTIONAL CHANNEL:

- a) The promotional channel for various categories/grades or Instrumentation discipline shall be as per annexure hereto. The said annexure only indicate qualification and experience to be possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for selection/promotion of candidates as specified in this scheme.
- b) Mechanics will grow from Jr. Instrument Mechanic, Tech.Gr.G to Sr. Instrument Technician, Tech.Gr.B within the department.
- c) Selection/Promotion for the post of Assistant Instrumentation Technician, Tech.Gr.D shall be on the basis of seniority-cum-merit and from Tech.Gr.D to Tech.Gr.C and Tech.Gr.C to Tech.Gr.B shall be on the basis of merit-cum-seniority. Selection to Tech. & Supervisory Gr.A shall be on the basis of merit from employees of Tech.Gr.B.
- d) All promotions are subject to available vacancy within the department.

Date 196

NOTE:

- (i) For existing employees, educational qualification will not be a bar for promotion upto Tech. Gr.D.
- (ii) Minimum Educational/Technical Qualification as prescribed above will be essential for new entrants and their subsequent promotions.

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PROMOTIONAL CHARGEL FOR INSTRUMENTATION PERSONNEL OF DARKUMI COAL COMPLEX, DANKUMI.

¥1.	·		qualification	promotion	Mode of promotion
1,	2.	3.	**************************************	5.	6.
:	MECHANIC		*********	,_,_,_,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
1.	Mazdoor	Cat-I	School Final/Madhya- mik or equivalent.	••	Selection
2.	Helper	Tech-li	School Final/Madhya- mik or equivalent with IT[in Inst.	2 yrs. work ex- perience as Mazdoor Cat-1.	DPC.
3.	Jr. Instru- ment Mechanic	Tech+G	-do-	3 yrs. work ex- perience as Helper, Tech-II.	DPC.
4.	Instrument Mechanic	Tech-F	-do-	3 yrs, work ex- perience as Jr, Instrument Mechanic, Tech-G.	DPC.
5,	Sr. Instru- ment Mechanic	Tech-E	-«lo-	3 yrs. work ex- perience as Instru- ment Mechanic, Tech-F.	orc.
6.	Asstt. Ins- trument Technician	Tech-D	-do-	J yrs, work ex- perience as Sr. Instrument Mechanic, Tech-E.	DPC.
i.	Instrument Technician	Tech-C	<pre>i/ School Final/Madh- yamix or equiv, with ITI in Inst.</pre>	<pre>i/ 4 yrs. work ex- perience as Asstt. Instrument Tech- nician, Tech-D.</pre>	Test
			ii/ Diploma in (Inst. : Engg.).	11/ 3 yrs. work ex- perience as Asstt. Instrument Tech- nician, Tech-D.	6 DPC.
8.	Sr. Instrument Technician.	Tech-B	i/ -do-	<pre>1/ 5 yrs. work ex- perience as ins- trument Technician, Tech-C.</pre>	DPC.
			11/ -do-	ii/ 4 yrs. work ex- perience as Instru- ment Technician. Tech-C.	
9.	Foreman-In- Charge	Tech-A	1/ -do-	1/ 6 yrs. work experience as Sr. Instrument Technicism, Tech-8.	DPC/Test/ Merit-cum- Seniority.
			11/ -ac-	1i/ 5 yrs. work experience as Sr. Instrument Technician Technician	

Contd/-....P/2.

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CADRE SEMEME NO. XXV-III

CADRE SCHEME FOR FIRE FIGHTING PERSONNEL OF DANKUNI COAL COMPLEX, DANKUNI.

SHORT TITLE & COVERAGE:

- a) This scheme may be called the Cadre Scheme for the Fire Fighting Personnel.
- b) The scheme shall apply to the entire workers in Fire & Safety Department which has been enumerated below:-
 - 1/ Operators (Fire Operator, Tech.Gr.E; Junior Operator-cum-Driver, Tech.Gr.D; Fire Operator-cum-Driver, Tech.Gr.C; Sr. Fire Operator -cum-Driver, Tech.Gr.B).

DEFINITION:

- a) "Competent Authority" means Chief Executive of the Company or CGM/GN as the case may be or any other authority who may be delegated with such powers by them from time to time.
- b) 'Educational Qualification' means qualification as recognised by the Central Covt. or State Govt. or qualification/test as prescribed and conducted by companies.
- c) 'Service' means in the posts as shown in annexure hereto.

PROMOTIONAL CHANNEL:

- a) The promotional channel for various categories/grades of Fire Discipline shall be as per annexure hereto. The said annexure only indicate qualification and experience to be possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for selection/promotion of candidates as specified in this scheme.
- b) Operators will grow from Fire Operator, Tech.Gr.E to Sr. Fire Operator -cum-Driver, Tech.Gr.B within the department.
- c) Selection/Promotion for the post of Jr. Fire Operator-cum-Driver upto Tech. Gr.D shail be on the basis of seniority-cum-merit and from Tech. Gr.D to Tech.Gr.C and Tech.Gr.C to Tech.Gr.B shall be on the basis of merit-cum-seniority.
- d) All promotions are subject to available vacancy within the department.

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PROMOTIONAL CHANNEL FOR FIRE FIGHTING PERSONNEL OF DANKUNI COAL COMPLEX, DANKUNI.

SI.	Designation		Qu	alification	Eligibility for promotion/selection	promotion
1.	2.	3.		4.	5.	6.
•-•-	OPERATOR	-,-,-,-,-,	,		, - , - , - , - , - , - , - , - , - , -	
1.	Fire Operator	Tech-E	1/	School Final/Madh- yamik or equiv.	-	Selection.
			11/	Fire Fighting Cours (from Govt. recog- nised course under the Factories Act.)		
?.	Jr. Fire Ope-	Tech-D	1/	-do-	3 yrs. work ex-	DPC/Test.
	rator -cum- Driver	•	11/	-do-	perience in Tech-E as Fire Operator.	
3.	Fire Operator	Tech-C	1/	-do-	5 yrs. work ex-	DPC.
•	-cum-Driver	cum-Driver	11/	-do-	perience in Tech-D as Jr. Fire Operator -cum-Driver.	
4.	Sr. Fire Ope-	Tech-B	1/	-do-	5 yrs. work ex-	DPC.
	rator -cum- Driver		11/	-do-	perience in Tech-C as Fire Operator-cum- Driver.	

NO TE :

- (a) For existing employees, Driving Licence will not be a bar for promotion upto Tech.Gr.D, but, if Licence is not obtained within a period of one year after their promotion in Tech. Gr.D, they will be reverted back to their previous position and grade.
- (b) The existing incumbent must obtain Driving Licence (Heavy Vehicle Licence) within one year if they are not having the same.
- (c) This Cadre Scheme will apply only to incumbent posted at Dankuni Coal Complex.

CAURE SCHEME No. XXV-IV

CADRE SCHEME FOR THE SAFETY PERSONNEL OF DANKUNI COAL COMPLEX, DANKUNI.

SHORT TITLE & COVERAGE:

- a) This scheme may be called the Cadre scheme for the Safety Personnel.
- b) The scheme shall apply to the entire workers in Fire & Safety Department which has been enumerated below:
 - i/ Supervisors (Safety Supervisor, Tech. Gr.A) Sr. Safety Inspector, Tech.Gr.B & Safety Inspector, Tech.Gr.C).

DEPINITION:

- Competent Anthority means Chief Executive of the Company or CQM/QM as the case may be or any other authority who may be delegated with such powers by them from time to time.
- b) *Educational Qualification* means qualification as recognised by the Central Govt. or State Govt. or qualification/test as prescribed and conducted by companies.
- c) *Service* means in the posts as shown in annexure hereto.

PROMOTIONAL CHANNEL:

- a) The promotional channel for various categories/grades of Safety Discipline shall be as per annexure hereto. The said annexure only indicate qualification and experience to be possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for selection/promotion of candidates as specified in this scheme.
- b) Supervisors will grow from Safety Inspector, Tech.Gr.C to Sr. Safety Inspector, Tech.Gr.B and Sr. Safety Inspector, Tech.Gr.B to Safety Supervisor, Tech.Gr.A within the department.
- c) Selection/promotion for the post of Sr. Safety Inspector, Tech.Gr.B shall be on the basis of seniority-cum-merit and from Safety Supervisor, Tech. Gr.A shall be on the basis of merit-cum-seniority.
- d) All promotions are subject to available vacancy within the department.

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PROMOTIONAL CHANNEL FOR SAFETY PERSONNEL OF DANKUNI COAL COMPLEX, DANKUNI.

			,		
S1.No.	•	Grade	Minimum Educational/ Technical Qualifi- cation	promotion	promotion
1.	2.	з.	4.	5.	6.
1.	Safety Inspector		<pre>i/ Higher Secondary (Science) with Certificate Course on Safety, appro- ved by State/ Central Govt.</pre>		Selection.
			ii/ Diploma in "Indus- trial Safety Course" approved by State Govt. of one year duration.	ii/ 3 yrs. work experience	·
2.	Sr. Safety Inspector	Tech-8	<pre>i/ Higher Secondary (Science) with Certificate Course on Safety, appro- ved by State Govt. or Central Govt.</pre>	· _	DPC.
			ii/ Diploma in "Indus- trial Safety Course" approved by Stata Govt. of one year duration.	experience in Tech-C as Safety	
3.	Safety Supervisor	Tech~A	i/ Higher Secondary (Science) with Certificate Cousse on Safety, approved by State/Central Govt.	experience in	DPC/Test/ Merit⇒cum- seniority.
			ii/ Diploma in "Indus- trial Safety Course" approved by State Govt. of one year duration.	ii/ 5 yrs. work experience in Tech-B as Sr. Safety Inspector.	

NOTE: This Cadre Scheme will apply for employees posted at Dankuni Coal Complex, Dankuni.

By 10,146

JOINT BIPARTITE COMITTEE FOR THE COAL INDUSTRY, COAL INDIA LIMITED, 10, NETAJI SUBHAS ROAD CAI CUTTA

No.CH./C-5B/JBCCI/LL.No.37/98/656

NATIONAL COAL WAGE AGREEMENT IMPLEMENTATION INSTRUCTION NO.37

Dated: 16.09.1998.

The Chairman-cum-Managing Director,	ECL,	Sanctoria
The Chairman-cum-Managing Director,	BCCL.	Dhanbad
The Chairman-cum-Managing Director,	CCL,	Ranchi
The Chairman-cum-Managing Director,	WCL,	Sagpur
The Chairman-cum-Managing Director,	SECL,	Hilaspur
The Chairman-cum-Managing Director,	NCL,	Singrauli
The Chairman-cum-Managing Director,	MCL,	Sambalpur
The Chairman-cum-Managing Director,	CMPDI	L _a Ranchi
The Director Incharge	NEC	Guwahati

Sub: Cadre Scheme for Telecom Personnel

Ref. LL No.19 dated 18.09.1996

Your kind attention is invited towards the provisions of this office letter No.CIL/C-5B/JBCCI-V/LLNo.19/96/637 dated 18.09.1996.

In the Standardisation Committee meeting held on 28th July, 1998 at CIL (HQ), Calcutta, it was decided that the Telecom Personnel who could not be subjected to In-company training programme but have completed 5 (five) years of service in the concerned grade be promoted subject to their fulfilling other eligibility norms as contained in LLNo.58 of 19.12.1994 of NCWA-IV.

This decision will continue till the existing Cadre Scheme is revised.

You are requested to take necessary action to implement the above decision.

MEMBERS SECRETARY JBCCI & DIRECTOR (P&IR)

Distribution: as per Mailing list

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD CALCUTTA-700 001

No.CIL/C-5B/JBCCI-V/I.I.No.19/96/63 Poated: 18th September, 1996

NATIONAL COAL WAGE AGREEMENT - V
IMPLEMENTATION INSTRUCTION NO.19

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

Sub: Cadre Scheme for Telecommunication personnel

Ref: I.I.No.52 dated 28.3.1994 & I.I.No.58 dated 19.12.1994

In the Standardisation Committee meeting held on 21.8.96 at CIL (HQ), Calcutta, it was decided that Telecom personnel who could not be subjected to in-company training programme but have completed five years of service in the concerned grade be promoted subject to their fulfiling other eligibility norms as contained in the Implementation Instruction No.52 dated 28.3.94 and Implementation Instruction No.58 dated 19.12.1994. This decision will also apply to Telecommunication personnel. Radio Mechanic to Foreman-in-Charge(E&T)-Cadre Scheme No.XIII-I.

The above provision shall continue for another one year from the date of issue of this Implementation Instruction.

You are requested to take necessary action to implement the above decision.

(C. H. KRISTY) MEMBER SECRETARY JBCCI -V

Distribution:

- Director(Personnel), SECL/BCCL/CCL/WCL/ECL/NCL
- 2. Director(T), MCL, Sambalpur

- Э. Director(O), CMPDIL, Ranchi
- 4. Director(T)/Director(F), CIL, Calcutta/Director(F), ECL, BCCL, CCL, SECL, WCL, MCL, NCL
- 5. CGM(F), CIL, Calcutta.
- в. Exe.Dir.(P), SCCL, PO: Kotagudam, Dist. Khammam, Andhra Pradesh
- 7. Vice President, HRM, TISCO, Jamshedpur
- 8. GM(P), IISCO/SAIL, 10, Camac Street, Calcutta.
- General Manager, Dankuni Coal Complex, Dankuni (W.B.) 9.
- 10. Chief General Manager, NEC, Guwahati, Assam
- Chief Personnel Manager(IR), CIL, Calcutta 11.
- 12.
- Supdt.of Mines (AW), CIL, Calcutta. Exe.Director, IICM, Kanke Road, Ranchi 13.
- Chief of Marketing, CIL, 15, Park Street, Calcutta. 14.
- 15. Shri Rajendra Prasad Singh, MLA (INTUC), Genl. Secretary, INMWF, 5, Chhajubagh, Patna.
- Sri S. Dasgupta, Working President, INMWF, Rajendrapath, Dhanbad 16.
- 17. Shri SQ Zama, Jt.Genl.Secretary, INMWF, Behind Giripeth, Nagpur. 440010
- 18. Shri Damodar Pandey, Vice President, INMWF, PO: Ramgarh Cantonment, Hazaribagh, Bihar.
- Shri Shafique Khan, Jt.General Secretary, IMWF, 19. PO: Jaridih Bazar, Area No. IV, Bermo, Distt. Bokaro (Bihar)
- Shri Sunil Sen, AITUC, Chellydanga, Near Municipality 20. Market, G.T.Road, Asansol (W.B.)
- 21. Shri Jayanta Poddar, Vice President, HMS, Bengal Hotel, Md. Hussain Street, Asansol, Dist.Burdwan (W.B.)
- 22. Shri Nathulal Pandey, Genl. Secretary. MPKS, HMS, South Jhagarkhand Colly., Dist.Surguja (M.P.)-through Dir(P), SECL
- 23. Dr. MK Pandhe, General Secretary, CITU, 15, Talkatora Road, New Delhi
- Shri SK Bakshi, CITU, BCKU, Poddar Para, Dhanbad. 24.
- 25. Dr. BK Rai, President, ABKMS, BMS, Jatashankar Flat, Plot No.5, Shivaji Nagar, Nagpur-440010
- 26. Shri MA Rawal, Genl. Secretary, ABKMS, Jatashankar Flat, Plot No.5, Shivaji Nagar, Nagpur-440010

IMPLEMENTATION INSTRUCTION NO. 58

No. CIL/JBCCI-IV/I.I. No. 58/4208 Dated: 19th Dec., 94

Sub: Cadre Scheme for Telecom Personnel-Operator Category-Wireless Operator, Operator RT/TLX/ TP & Telephone

Ref: I. I. No. 56 dtd. 17.12.85 of NCWA-III and I. I. No. 52 dtd. 28.3.94 of NCWA-IV

Your kind attention is invited to Implementation Instruction No. 56 dtd. 17.12.85 of NCWA-III and Implementation Instruction No. 52 dtd. 28.3.94 of NCWA-IV regarding Cadre Scheme for Telecom Personnel-Operator Category vide Annexures XIII-2, XIII-3, XIII-4.

In the Standardisation Committee meeting held on 6.7.94, it was decided to modify the Cadre Schemes for Operator Category-Wireless Operator, Operator RT/TLX/TP and Telephone Operators. After detailed deliberations, it was decided that career growth opportunity for Wireless, RT/TLX/TP Operator and Telephone Operator should be extended to T & S Gr. 'A' directly instead of their placement as Asstt. Supervisor (Telecom) T & S Gr. 'B' to Supervisor (Telecom) T & S Gr. 'A'.

As such, Wireless Operator T & S Gr. 'D', Operator RT/TLX/TP T & S Gr. 'D' and Telephone Operator T & S Gr. 'D' will have career growth opportunity from T & S Gr. 'D' to T & S Gr. 'C', T & S Gr. 'C' to T & S Gr. 'B' and from T & S Gr. 'B' to T & S Gr. 'A' as Supervisor Telecom and minimum experience for promotion from T & S Gr. 'B' to T & S Gr. 'A' as Supervisor (Telecom) will be for 5 (five) years. However, other terms and conditions will remain same as communicated vide Implementation Instruction No. 56 dtd. 17-12-85 and Implementation Instruction No. 52 dtd. 28-3-94

- 4. The existing unqualified Compounders will continue in the same grade and they will carry their designation as personal to them.
- Se For Tech. Gr. B and Tach. Gr. A promotion will be companywise seniority basis through D.P.C.
- 6. TISCO, IISCO & SCCL will have their own Cadre Scheme on the same lines in consultation with their unions.

1	2	. 3	4	5	6
3.	Sr. Pharmacist	T & S Gr. B Rs. 1290-68- 1834-74-2426/-	Same as (a) & (b) above.	For (a) & (b) 5 yrs. experience in Gr. C.	D.P.C.
4.	Chief Pharmacist	T & S Gr. A Rs. 1387-75- 2137-80-2537/-	Matric plus Diploma in Pharmacy.	5 years experience in Gr. B.	D.P.C.

NOTE:

- 1. a) All the Pharmacist must be Registered with Council of State.
 - b) The Diploma in Pharmacy referred to above should be recognised/approved by the Govt.
- 2. Pharmacist (Trainee) recruited in Tech. & Sup. Gr. D will be placed as Pharmacist in Tech. & Sup. Gr. C, after successful completion of 2 years training. During training period they will be entitled for pay and allowances of Tech. & Sup. Gr. D.
- 3. Pharmacist in Ga. C who have completed minimum 5 years experience in Gr. C as on 1.7.1994 should be placed in Gr. B as a one time arrangement without D.P.C. The cases of those who have already been placed in Tech. & Sup. Gr. B after issue of I. 1. No. 21 dated 1.8.90 should also be reviewed and rectified on the same basis in the interest of uniformity.

Sl. No.	Designation	Scale of pay/grade	1	Minimum Qualification (Edun./Tech.)	Eligibility for promotion	Mode of promotion
1.	Pharmacist (Trainee)	T & S Gr. D Rs. 1158-48-	i)	Matric preferably with science	For fresh recruitees	Selection
		1542-58-2006/-	ii)	Diploma in Pharmacy and registered with Pharmacy Council.		一节.
2.	Pharmacist	T & S Gr. C Rs. 1222-60- 1702-66-2230/-	a)	Must be Matriculate having passed Pharmacist Exam. from an Institute recognised/approved by the Govt.	Existing employees.	D.P.C.
			b)	Matriculate + Diploma in Pharmacy from an Instt. recognised/approved by the Govt. plus two yrs. Practical training.	For fresh recruitees	Selection.

IMPLEMENTATION INSTRUCTION NO. 52

No. CIL/JBCCI/I.I. No. 52/6255 Dated the 28th March '94.

Sub: Modification of promotional channel of Telecom Personnel as circulated vide I. I. No. 56 dtd. 17.12.85 of NCWA-III.

Your kind attention is invited to I. I. No. 56 dated 17.12.85 of NCWA-III regarding Cadre Scheme for Telecommunication Personnel.

In the Technical Sub-Committee meeting of Standardisation Committee held on 9.11.93 at CIL, Calcutta it was decided as under:

"the Telecom Personnel, who could not be subjected to in-company training programme, but have completed five years of service in the concerned grade be promoted subject to their fulfilling other eligibility norms as contained in the Implementation Instruction referred to above. The decision will, however, be reviewed in January every year from 1995 ror taking further decision in the matter."

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The above decision of the Technical Sub-Committee was discussed and approved in the Standardisation Committee meeting held at CIL, Calcutta on 24.11.93.

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Managements have been requested to take necessary action to implement the above decision.

H. Cadre Scheme for Tele-Communication Personnel.

Manager of the David And And Strategy of the Care of t

The Standardisation Committee of III JBCCI at its meetings held on 14th & 15th March *85 discussed and finalised the job description and categorisation of Tele-communication personnel and the same was circulated as Implementation Instruction No. 43 vide this office letter No. NCWA-III (I.I. No. 43/85)/1574 dated 19th March, 85.

2. Cadre Scheme for Tele-communication personnel was discussed in the various meetings of the Standardisation Committee held subsequently and the same was finalised at the meeting held on 10th December, 1985. It was also agreed that the Member Secretary, III JBCCI may issue implementation instruction in respect of the Cadre scheme for Tele-communication personnel.

3. Accordingly, the Cadre Scheme 16: Tele-communication personnel as detailed below is enclosed.

- i) Covering Note for the Cadre Scheme
 for Tele-communication personnel. : Annexure-XIII.
- ii) Technician Category: Tele-communication/Radio Mechanic to Foremanin-Charge (E & T). Annexure-XIII-1.
- iii) Operator Category:
- a) Wireless Operator to Sr. Wireless Operator Gr.-L.

Annesure XIII-2.

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- b) Operator RT/TLX/TP to Sr. Operator RT/TLX/TP Gr.-I. : Annexure-XIII-3.
- c) Telephone Operator to Sr. Telephone Operator Gr.-I. : Annexure-XIII-4.
- d) Asstt. Supervisor (Tele-com.)
 to Supervisor (Tele-com) : Annexure-XIII-5.
- iv) Lineman Category:

Helper Traince to Supervisor

Lines: Annexure-XIII-6.

- 4. It will be noted that with the enforcement of this Cadre Scheme, all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.
- 5. Managements have been requested to take necessary action to implement the above Scheme with immediate effect.

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CADRE SCHEME NO. XIII

Cadre Scheme For Tele-Communication Personnel

- 1. Short title, coverage & classification:
 - (a) This Scheme may be called the cadre scheme for Tele-communication personnel.
 - (b) This scheme shall apply to entire workers of telecommunication cadre who have been classified into the following three categories.
 - (i) Technician category: Tele-Communication/ Radio Mechanic to Foreman-in-Charge (E&T). Annexure-XIII-1
 - (ii) Operator Category:
 - (a) Wireless Operator to—
 Sr. Wireless Operator
 Grade-I —Annexure-XIII-2

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- (b) Operator RT/TLX/TP
 to Sr. Operator RT/TLX/
 TP Grade-I —Annexure-XIII-3
- (c) Telephone Operator to
 Sr. Telephone Operator
 Grade-I —Annexure-XIII-4
- (d) Asstt. Supervisor (Telecom) to Supervisor
 (Telecom) Annexure XIII-5
- (iii) Lineman category: Helper
 Trainee to Supervisor Lines—Annexure-XIII-6
- 2. Definition:

In this Scheme unless there is anything repugnant in the subject or context.

- (a) 'Competent Authority' means the Chief Executive of the Company or Area General Manager as the case may be or any other authority who may be delegated with such powers from time to time.
- (b) 'Educational Qualification' means qualification as prescribed in this Cadre Scheme.
- (c) 'Service' means service in the post as shown in Annexures hereto.
- (d) 'Test' means evaluation of standards by Examination, written/oral/practical for adjudging skills as prescribed in the Cadre Scheme from time to time.

3. Promotional Channel:

- (i) Promotional channel for various categories of Tele-com personnel shall be as per Annexures hereto. The said Annexures only indicate the qualification and experience to be possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for selection/promotion of candidates as prescribed in this scheme.
- (ii) Promotional zone for filling the vacancy upto Cat. IV will be colliery/unit and thereafter upto Tech.-'C' will be Area seniority and for Tech.-'B' and 'C' on the Company Seniority.
- (iii) Promotion shall be on the basis of seniority-cummerit upto Tech.-'B' and on the basis of Meritcum-Seniority from Tech.-'B' to Tech.-'A'.
- (iv) Departmental Promotion Committee:

Promotion of candidates for filling vacancy in higher categories shall be made by the competent

authority on the recommendation of the Departmental Promotion Committee to be constituted by him.

Note: upto 3 (i) was signed on 18-6-1985.

(v) Direct Recruitment;

Direct recruitment shall be resorted to only if there is no suitable departmental candidates to fill the vacant posts.

- 4. This Cadre scheme has been framed on the basis of the organisation set up prevailing in Coal India and its Subsidiary companies, IISCO, TISCO and SCCL will be allowed to make modification in the same wherever required to suit the local condition without lowering the standard of this Cadre Scheme in Consultation with the union representatives at their level.
- 5. The present serving personnel as on the date of coming the Scheme in force will be brought under this scheme and regularised in the following manner.
 - (a) Where the pay scale is the same, the designation will be brought in conformity with the ones given in this scheme.
 - (b) Where the designation and pay scale are in conformity with this scheme, the job description already finalised will be applied.
 - (c) Mechanics/Electricians who may be in Category-V will be placed in Tech.-'D' and those in Category-VI will be upgraded to Tech.-'C' after successfully completing suitable conversion training.

5. Repeal, Savings etc.:

All existing Cadre Scheme for this discipline, if any, shall become inoperative simultaneously with the coming into force of this scheme.

Cadre Scheme No. XIII Promotional Channel of Tele-Communication Personnel Tele-Communication/Radio Mechanic to Foremen-In-Charge (E&T)

1) Standard X of 10+2

or Equivalent.

2) Standard X of 10+2

Scheme / Matriculate

or Equivalent with I.T.I. Certificate in Electronics/equivalent.

Successful completion

of Asstt. Foreman

Cadre Course.

Scheme / Matriculate

Minimum qualification (Educational/Tech.) Mode of Selec-Eligibility for tion/Promotion Promotion 1) Any permanent employee Aptitude Test. of the Company with 1 year service in Cat.-IV/ Tech. & Sup. E' and above with aptitude for Tele-com discipline. OR Trade Test. 2) Any permanent employee of the Company. Control of County Street DPC 3 years experience as Telecom/Radio Mechanic in Tech. 'D'.

Annexure-XIII-1

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SI.

No.

Designation

1. Tele-com/Radio

Mechanic.

Asstt. Foreman

Tele-com/Radio.

Category/

Scale of pay

Tech.-'D'

35-1198/-

Rs. 678-30-918-

NO. AWAYS 1220

Tech.-'C'

Rs. 742-40-1062-

45-1422/-

566	1	2 .	1241. 3	C" Lames	Land Region Me De L. I	6
_	3.	Foreman (B&T).	Tech;-'B' Rs, 810-46-1178- 51-1586/-	Successful completion of Foreman (E&T) Cadre Course.	3 years experience as Asstt. Foreman Telecom / Radio in Tech C.	DPC
	4.	Foreman-in- Charge (E&T).	Tech'A' Rs. 892-53-1316- 55-1701/-	Successful completion of Foreman-in-Charge Cadre Course.	3 years experience as Foreman (E&T) in Tach. B'.	DPC

- NOTE; 1) Candidates selected for Tech. 'D' to the post of Tele-com/Radio Mechanic will Carry their own designation and category/trade till the successful completion of Mechanic's Conversion Course of 3 years' duration to be arranged by the Management. On completion of the said Course, successful candidates will be designated as Tele-com/Radio Mechanic and fixed appropriately.
 - 2) Tele-com/Radio Mechanic in Tech.-'D', after putting in 3 years service will be eligible to undergo Asstt. Foreman Cadre Course of 6 months' duration to be arranged by the Management for the Post of Asstt. Foreman Tele-com/Radio. On completion of the said Course, successful candidates will be eligible for promotion as Asstt. Foreman Tele-com/Radio in Tech.-'C'.

- NOTE: 3) Asstt. Foreman Tele-com/Radio in Tech.-'C', after putting in 3 years service will be eligible to undergo Foreman (F&T) Cadre Course of one year's duration to be organised by the Management for the post of Foreman (E&T). On completion of the said course, successful candidates will be eligible for promotion as Foreman (E&T) in Tech.-'B'.
 - Foreman (E&T) in Tech.-'B', after putting in 3 years service will be eligible to undergo Foreman-in-Charge Cadre Course of 6 months' duration to be organised by the Management for the post of Foreman-in-Charge (B&T). On completion of the said course, successful candidates will be eligible for promotion as Foreman-in-Charge (E & T) in Tech-'A'.

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Promotional Channel of Tele-Com Personnel

Annexure—XIII-2

Wireless Operator To Sr. Wireless Operator Grade-L.

SI. No.	Designation 2	Category/ Scale of pay 3	Minimum qualification 4	Eligibility for Selection 5	Mode of Selec- tion/Promotion
1.	Wireless Operator.	Tech'D' Rs. 678-30-918- 35-1198/-	Standard X of 10+2 Scheme/Matriculate or Equivalent with Science.	Any permanent employ of the Company with years service in CatI Tech. & Sup. 'E' and about with aptitude for the Wireless Operator trade.	3 Test. V/ ve
2.	Sr. Wireless Operator GrII	Tech'C' Rs. 742-40-1062- 45-1422/-	1) Standard X of 10+2 Scheme/Matriculate or Equivalent with science. 2) Wireless Operator licence/Certificate issued by the Ministry of Communication.	The Contract of the Contract o	as DPC in

1	2	3	4	5	6
3.	Sr. Wireless Operator GrI.	Tech'B' Rs. 810-46-1178- 51-1586/-	1) Standard X of 10+2 Scheme / Matriculate or Equivalent with science;		
	Million III	1. 112 1. 20 - 21	2) Wireless Operator Licence/Certificate issued by the Ministry of Communication;	3 years experience as Sr. Wireless Operator GrII in Tech'C'.	DPC
		248-1	3) Successful completion of Sr. Operator GrI Course.		

- NOTE: 1) Candidates selected for Tech.-4D' will carry their own designation and category/grade till they auccessfully complete Conversion Course of one year duration to be arranged by the management and obtain licence/certificate issued by the Ministry of Communication. On completion of the said course, successful candidates will be designated as Wireless Operator and fixed appropriately.
 - 2) Wireless Operator Grade-II in Tech.-'C', after putting in three years experience will be eligible to undergo Sr. Wireless Operator Gr.-I Course of six months duration to be organised by the Management. On completion of the said Course, auccessful candidates will be eligible for promotion as Sr. Wireless Operator Grade-I in Tech.-'B'.
 - 3) Sr. Wireless Operator Grade-I in Tech.-'B' will grow upto Supervisor Telecom in Tech.-'A' as per Cadre Scheme No. X-5.

Promotional Channel of Tele-communication Personnel Operator RT/TLX/TP to Sr. Operator RT/TLX/TP GR.-I.

Annexure-XIII-3

SI. No.	Designation 2	Category/ Scale of Pay	Minimum Qualification (Educational /Technical)	Eligibility for Promotion 5	Mode of . Promotion 6
1.	Operator RT/TLX/TP	Tech'D' Rs. 678-30-918- 35-1198/-	 Standard X of 10+2 scheme / Matriculate, or equivalent. Successful completion of RT/TLX/TP Operator Conversion course. 	Any permanent employee of the Company with 3 years service in CatIV/TechB and above with aptitude for the job.	Aptitude Test.
2.	Sr. Operator RT/TLX/TP Grade-II.	Tech'C' Rs. 742-40-1062- 45-1422/-	 Standard X of 10+2 scheme / Matriculate or equivalent: Successful completion of RT/TLX/TP Operator Conversion Course. Successful completion of Sr. Operator GrII Cadre Course. 	3 years experience as Operator RT / TLX / TP in Tech'D'.	DPC

2	3	4	5	6
Sr. Operator RT/TLX/TP Grade-I	Tech'B' Rs. 810-46-1178- 51-1586/-	1. Standard X of 10+2 scheme / Matriculate or equivalent.	3 years experience as Sr. Operator Grade-II in Tech*C'	DPC
		 Successful completion of RT/TLX/TP Operator Conversion Course. 		
	1	3. Successful completion of Sr. Operator GrII Cadre Course.	Per 2000 (1.1 199-2)	
	To the price of	4. Successful completion of Sr. Operator GrI Cadre Course.	AND A COURSE TO SEE OF	, D
	Sr. Operator RT/TLX/TP	Sr. Operator Tech-'B' RT/TLX/TP Rs. 810-46-1178-	Sr. Operator Tech'B' RT/TLX/TP Rs. 810-46-1178- Grade-I 51-1586/- 2. Successful completion of RT/TLX/TP Operator Conversion Course. 3. Successful completion of Sr. Operator GrII Cadre Course. 4. Successful completion of Sr. Operator GrI Cadre	Sr. Operator Tech'B' RT/TLX/TP Rs. 810-46-1178- Grade-I 51-1586/- 2. Successful completion of RT/TLX/TP Operator Conversion Course. 3. Successful completion of Sr. Operator GrII Cadre Course. 4. Successful completion of Sr. Operator GrI Cadre

NOTE: 1) Candidates selected for Tech.-'D' for the post of Operator RT/TLX/TP will carry their own designation and category/grade till successful completion of RT/TLX/TP Operator Conversion Course of one year's duration to be arranged by the management. On completion of the said course successful candidates will be designated as Operator RT/TLX/TP and fixed appropriately.

- NOTE: 2) Operator RT/TLX/TP in Tech.-'D' after putting in 3 years service will be eligible to undergo Sr. Operator Gr.-II Cadre course of 6 months duration to be arranged by the management for the post of Sr. Operator RT/TLX/TP Gr.-II. On completion of the said course successful candidates will be eligible for promotion as 'Sr. Operator RT/TLX/TP Gr.-II in Tech.-'C'.
 - 3) Sr. Operator RT/TLX/TP Gr.-II in Tech.-'C' after putting in 3 years service will be eligible to undergo Sr. Operator Gr.-I Cadre Course of 6 months' duration to be arranged by the management for the post of Sr. Operator RT/TLX/TP Gr.-I. On completion of the said course the successful candidates will be eligible for promotion as Sr. Operator RT/TLX/TP Gr.-I in Tech.-'B'.
 - 4) Sr. Operator RT/TLX/TP Gr.-I will further grow upto Supervisor Telecom Gr.-'A' as per Annexure-X-5.

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Promotional Channel of Telecom Personnel Telephone Operator To Sr. Telephone Operator Gr.-I.

Annexure—XIII-4

	SI. No.	Designation 2	Category/ Scale of Pay 3	Minimum qualification (Educational/Technical) 4	Eligibility for promotion 5	Mode of promotion 6
,	1.	Telephone Operator	Tech'D' Rs. 678-30-918- 35-1198/-	 Standard X of 10+2 scheme / Matriculate or equivalent. Successful completion of Exchange Operators Trade Course. 	Any permanent employee of the Company with 3 years service in CatIV / TechE and above with aptitude for Telecom discipline.	Aptitude Test.
	2.	Sr. Telephone Operator GrIl	Tech'C' Rs. 742-40-1062- 46-1422/-	1. Standard X of 10+2 scheme / Matriculate or equivalent.	3 years experience as Telephone Operator in Tech'D'.	DPC
		300 1 (2000) 300 - 12 300 - 12	EdityniAe Sa Blistophillase Coulte	 Successful completion of Exchange Operators Trade Course. Successful completion of Sr. Operator GrII Cadre Course. 	This place of the safe the safe is a first of the safe.	31/4.

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NOTE: 1) Candidates selected for Tech-'D' for the post of Telephone Operator will carry their own designation and category/grade till successful completion of Exchange Operators Trade Course of One year's duration to be arranged by the management. On completion of the said course successful candidates will be designated as Telephone Operator and fixed appropriately.

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- NOTE: 2) Telephone Operators in Tech.-'D' after putting in 3 years service will be eligible to undergo Sr. Telephone Operator Gr.-II Cadre Course with 6 months' duration to be arranged by the management for the post of Sr. Telephone Operator Gr.-II. On completion of the said course successful candidates will be eligible for promotion as Sr. Telephone Operator Gr.-II in Tech.-'C'.
 - 3) Sr. Telephone Operator Gr.-I in Tech.-'C' after putting 3 years' service will be eligible to undergo Sr. Operator Gr.-I Cadre Course of 6 months' duration to be arranged by the management for the post of Sr. Telephone Operator Gr.-I. On completion of the said course the successful candidates will be eligible for promotion as Sr. Telephone Operator Gr.-I in Tech.-'B'.
 - 4) Sr. Telephone Operator Gr.-I will further grow upto Supervisor Telecom as per Annexure-X-5.

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Annexure—XIII-5

SI. No.	Designation	Grade/ Scale of pay	Minimum qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Assistant Supervisor (Telecom)	Technical-B Rs. 810-46-1178- 51-1586/-	Successful completion of Asstt. Supervisors (Telecom) conversion Course.	1. 3 years experience as Sr. Operator Grade-I (Wireless Group) in Grade-B, OR	
	91-	in the transfer of the same of	man of a min temporal and	2, 3 years experience as St. Operator Grade-I in Grade B for Telephone Operator Group. OR	
			the time of ti	3. 3 years experience as Sr. Operator Grade-I in Grade- B for RT/Telex/TP Group.	
2.	Supervisor (Telecom)	Technical-A Rs. 892-53-1316- 55-1701/-	In addition to the qualifi- cation mentioned against St. No. 1 above successful completion of Supervisor (Telecom) Cadre Course.	Supervisor (Telecom) in TechB.	

NOTE: (1) Sr. Operator Gr.-I (RT/TELEX/TP), Sr. Wireless Operator Gr.-I (Wireless) or Sr. Operator Gr.-I (Telephone) in Tech.-B having put in three years service in Tech.-B in their line will be eligible to undergo Asst. Supervisor (Telecom) Conversion Course of 9 months duration to be organised by the management. On completion of the said course, successful candidates will be eligible for promotion as Asstt. Supervisor (Telecom) in Tech.-B.

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(2) Asstt. Supervisor (Telecom) in Tech.-B after putting in 3 years service will be eligible to undergo Supervisor Cadre Course (Telecom) of four months duration to be organised by the management. On completion of the said course, successful candidates will be eligible for promotion as Supervisor (Telecom) in Tech.-A.

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Promotional Channel of Telecommunication Personnel Lineman Category

Helper Trainee to Asstt. Supervisor Lines

SI. No 1		Category/ Scale of pay	Minimum qualification (Educational/Tech.)	Rligibility for Promotion 5	Mode of Promotion 6
1.	Helper Trainee	Category-I (21.16-0.43-27.18)	VIII Standard.	Any permanent employee of the company.	Aptitude test.
2.	Helper	Category-II (21.65-0.53-29.07)	-do-	Successful completion of on the job training of one year duration.	DPC
3.	Lineman	Category-IV (24.10-0.80-35.30)	-do-	3 years experience as Helper in CatII.	DPC
4.	Sr. Lineman	Technical-D (Rs. 678-30-918-35 1198)	HORIZON LE TRE ME	3 years experience as Lineman in CatIV.	DPC

5. Supervisor Technical-C 1. VIII Standard and 3 years experience as Sr. DPC
Lines (Re. 742-40-1062- 2. Successful completion Lineman in Tech-D inclu45-1422) of Asstt. Supervisor ding successful completion
Lines Cadre Course. of 6 months training.

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Implementation Instruction No. 43 dt. 19-3-1985

F. Job description and categorisation of Tele-communication personnel.

The Standardisation Committee of III JBCCI at its meetings held on 14th & 15th March, 1985 discussed and finalised the job description and categorisation of Tele-communication personnel and the same is attached as Annexure-I. The same will come into force with immediate effect.

Managements have been requested to take necessary action to implement the same-

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CATEGORISATION & JOB DESCRIPTION OF TELE-COMMUNICATION PERSONNEL

(X) TECHNICIAN CATEGORY

A. Tele-com Technician

1. Telecom Mechanic (Tech.-D)

Maintenance, repair and testing of different types of telephone exchange and telephones. Carry out battery charging. Maintenance and repair of power supply systems.

2. Asstt. Foreman Telecom (Tech.-C)

Maintenance, repair and testing of different types of telephone exchange and telephones. Carry out battery charging. Maintenance and repair of power supply systems. He should assist in installation and maintenance of other electronic system inducted into service from time to time.

3. Foreman (E&T) (Tech.-B)

Installation and commissioning of all types of communication and electronics systems both on surface and underground, their day to day engineering, maintenance and repair. Supervisory duties and coordination of preventive maintenance/repair of any communication and electronics equipment, instructional duties at training institute.

4. Foreman-in-charge (E & T) (Tech.-A)

To assist his superior in his supervisory duties and allocate jobs to different personnel under him. To look after telecom workshop and planning and coordination of repair works. Instructional duties at training institute.

B. Radio Technician:

5. Radio Mechanic (Tech.-D)

Maintenance, repair and testing all types of wireless sets and their antennas. Carry out battery charging and maintenance/repair of power supply systems.

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6. Asstt. Foreman Radio (Tech -C)

Maintenance, repair and testing all types of wireless sets and their antennas. Carry out battery charging and maintenance/repair of power supply systems. He will assist in lining up and maintenance of multi-channel VHF/UHF systems.

7. Foreman (E & T) (Tech.-B)

Installation and commissioning of all types of communication and electronics systems both on surface and underground, their day to day engineering, maintenance and repair. Supervisory duties and coordination of preventive maintenance/repair of any communication and electronics equipment, instructional duties at Training Institute.

8. Foreman-in-charge (E & T) (Tech.-A)

To assist his superior in his supervisory duties and allocate jobs to different personnel under him. To look after telecom workshop and planning and coordination of repair works. Instructional duties at Training Institute.

(Y) OPERATOR CATEGORY:

A. Wireless:

9. Wireless Operator (Tech.-D)

To operate all types of radio/wireless systems on CW or RT modes. To carry out simple maintenance tasks on radio/wireless sets, aerials, batteries. To maintain various operating documents. Counter clerk duties in a communication centre.

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10. Sr. Wireless Operator Grade-II (Tech.-C)

Besides being proficient in his own operating trade, he is required to operate any communication system and maintain the various operating documents.

11. Sr. Wireless Operator Grade-I (Tech.-B)

Besides being proficient in his own operating trade, he is required to transmit and receive the wireless message at higher speed and handling telephone exchange and operate teleprinters. Be capable of carrying out instruction duties of his trade at Training Institute.

12. - Asstt. Supervisor Telecom (Tech.-B)

Besides being proficient in his own operating trade, he has to be conversant with handling telephone exchange & teleprinters. He will be in charge of a shift and operate any communication system and maintain the various operating documents and perform instructional duties at Training Institute. He has to be proficient in traffic control duties in any communication centre or telephone exchange, maintain different types of communication centre/telephone exchange documents and statistics. Be responsible for the functional efficiency of all transmission systems and should operate various communication systems whenever necessary. Liaison with P & T when working in Telephone exchange and perform instructional duties at Training Institute.

13. Supervisor Telecom (Tech.-A)

He will be in charge of a shift, to operate any communication system and maintain the various operating documents. Perform instructional duties at Training Institute. He has to be proficient in traffic control duties in any communication centre or telephone exchange, maintain different types of communication centre/telephone exchange documents and statistics. Be responsible for the functional efficiency of all transmission systems and operate various communication

systems whenever necessary. Liaison with P & T when working in telephone exchange. He will assist his superior in planning of communication centre and its standing orders, laying down norms for various operator category tradesman and training matters.

B. Radio Telephone:

14. RT. Operator (Tech.-D)

To operate any type of radio/wireless sets on RT mode. To carry out simple maintenance tasks of the radio/wireless sets, aerials, batteries and battery charges. To assemble a complete mobile station when needed. To maintain all wireless/radio documents in connection with transmission, receipt and delivery of messages.

15. Sr. Operator Grade-II (Tech.-C)

Besides being proficient in his own operating trade, he is required to be familiar with telephone exchange and teleprinter and operate and communication system and maintain the various operating documents.

16. Sr. Operator Grade-I (Tech.-B)

Besides being proficient in his own operating trade, he has to be familiar with telephone exchange and teleprinter. He will be in charge of a shift and operate any communication system and maintain the various operating documents. Perform instructional duties at Training Institute, traffic control duty in any communication centre or telephone exchange, maintain different types of comm. centre/telephone exchange documents & statistics. Be responsible for the functional efficiency of all transmission systems and operate various communication systems whenever necessary. Liaison with P&T when working in telephone exchange.

C. Telex/Teleprinter:

17. Telex/TP Operator (Tech.-D)

To operate TP/Telex and to maintain all records pertaining to the operation. To carry out simple maintenance on TP/Telex line unit, batteries and battery chargers, progress faults with VFT fault control.

18. Sr. Operator Grade-II (Tech.-C)

Besides being proficient in his own operating trade, he has to be familiar with operation of telephone exchange. He will be in charge of a shift and operate any communication system and maintain the various operating documents. Perform instructional duties at Training Institute.

19. Sr. Operator Grade (Tech.-B)

Besides being proficient in his own operating trade, he has to be familiar with operation of telephone exchange. He will be in charge of a shift and operate any communication system and maintain the various operating documents. Perform instructional duties at Training Institute, traffic control duty in any communication centre or telephone exchange. He is required to maintain different types of communication centre/telephone exchange documents & statistics. Be responsible for the functional efficiency of all transmission systems and operate various communication systems whenever necessary. Liaison with P & T when working in telephone exchange.

D. Telephone:

20. Telephone Operator (Tech.-D)

To operate any type of surface or underground exchange at any level. To carry out simple maintenance tasks on the exchange, MDF, batteries and battery chargers.

21. Sr. Operator Grade-II (Tech.-C)

Besides being proficient in his own operating trade, he is required to be familiar with teleprinter operation. To operate any communication system and maintain the various operating documents.

22. Sr. Operator Grade-I (Tech.-B)

Besides being proficient in his own operating trade he is required to be conversant with teleprinter operation. He has to operate any communication system and maintain the various operating documents. Instructional duties at Training Institute, traffic control duty in any comm. centre or telephone exchange, maintain different types of comm. centre/telephone exchange documents and statistics. Be responsible for the functional efficiency of all transmission systems and operate various communication systems whenever necessary. Maintain liaison with P & T when working in telephone exchange.

E. Lineman Category:

23. Helper Trainee (Cat.-I)

To carry line stores, tools, tackles etc. and work in conjunction with lineman category personnel or Technician category personnel. To learn through 'on job training' method different types of mining telecom-cable, laying in underground and on surface, use of various cable stores, connecting and testing telephone etc.

The training period will be for a period of one year.

24. Helper (Cat.-II)

To assist Lineman/Sr. Lineman in cable laying, routine maintenance and repairs of cables. To assist technicians in maintenance task.

25. Lineman (Cat.-IV)

To lay, instal, terminate and jointing any type of cable/ overhead lines used for communication, telemonitoring and other electronics systems in underground or surface. Routine maintenance of cables overhead lines and their repair. He is required to test and repair simple faults on all types of telephones, all cables and overhead lines for transmission efficiency.

26. Sr. Lineman (Tech.-D)

To lay, instal, terminate and joint any type of cable/ overhead lines used for cammunication, telemonitoring and other electronics system in underground or surface. Routine maintenance of cables, overhead lines and their repairs. He is required to test and repair simple faults on all types of telephone, test all cables and overhead lines for transmission efficiency and carry out and prepare cable and over-head lines survey plan for any unit including calculation of lines stores.

27. Supervisor Lines (Tech.-C)

To lay, instal, terminate and Jointing any type of cable/ overhead lines used for communication, tele-monitoring and other electronic systems in underground or surface. Routine maintenance of cables, over-head lines and their repair and test and repair simple faults on all types of telephone, test all cables and overhead lines for transmission efficiency. He should carry out and prepare cable and over-head lines survey plan for any unit including calculation of all lines stores. Instructional duties at Training Institute. He should plan, coordinate and supervise line construction and preventive maintenance activities.

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD ALCUTTA-700 001

No.CIL/C-5B/JBCCI-V/I.I.No.20/96/265 Dated: 30th October,1998 -

NATIONAL COAL WAGE AGREEMENT - V
IMPLEMENTATION INSTRUCTION NO. 20

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

Sub: Cadre Scheme for Security personnel

Ref: I.I.No.54 dated 17.10.85

Your kind attention is invited to the I.I.No.54/85 dated 17.10.85 relating to Cadre Scheme for Security Personnel.

In the Standardisation Committee of JBCCI-V, held on 4.10.96 at CIL Hqrs., Calcutta, it was decided that in the eligibility column for promotion at item No.iii against Si.No.1 the words "NCC/B&C Certificate holders" should be substituted by the words "NCC/A Certificate holders".

In view of this, in the eligibility for promotion column of the Cadre Scheme for Security Personnel, Annexure-XII-I against Sl.No.1, Security Guard T&S Gr. "G" item No. (iii) the following shall be substituted:

"Direct recruitment from ex-Army/EX-BSF personnel or NCC/A Certificate holders or Sportsman of all India Repute.Candidates should conform to the norms laid down in Note No.1 below and should not be more than 38 years of age".

You are requested to take necessary action to implement the above decision.

(C. H. KHISTY) MEMBER SECRETARY

JBCCI -V

Distribution:

Director(Personnel), SECL/BCCL/CCL/WCL/ECL/NCL

- 2. Director(T), MCL, Sambalpur
- Director(O), CMFDIL, Ranchi Ì.
- Director(T)/Director(F), CIL, Calcutta/Director(F), ECL, BCCL, 4. CCL, SECL, WCL, MCL, NCL
- 5. CGM(F), CIL, Calcutta.
- 6. Exe.Dir. (P), SCCL, PO: Kotagudam, Dist. Khammam, Andhra Pradesh
- 7. Vice President, HRM, TISCO, Jamshedpur
- 8. GM(P), IISCO/SAIL, 10, Camac Street, Calcutta.
- 9. General Manager, Dankuni Coal Complex, Dankuni (W.B.)
- Chief General Manager, NEC, Guwahati, Assam 10.
- Chief Personnel Manager(IR), CIL, Calcutta 11.
- 12.
- Supdt.of Mines(AW), CIL, Calcutta. Exe.Director, IICM, Kanke Road, Ranchi 13.
- 14. Chief of Marketing, CIL, 15, Park Street, Calcutta.
- 15. Shri Rajendra Prasad Singh, MLA (INTUC), Genl. Secretary, INMWF, 5, Chhajubagh, Patna.
- Sri S. Dasgupta, Working President, INMW, Rajendrapath, Dhanbad 16.
- Shri SQ Zama, Jt.Genl.Secretary, INMWF, Behind Giripeth, 17. Nagpur. 440010
- Shri Damodar Pandey, INMWF, PO: Ramgarh Cantonment, 18. Dt. Hazaribagh (Bihar).
- Shri Shafique Khan, Jt:General Secretary, IMWF, 19. PO: Jaridih Bazar, Area No. IV, Bermo, Distt. Bokaro (Bihar)
- Shri Sunil Sen, AITUC, Chellydanga, Near Municipality 20. Market, G.T.Road, Asansol (W.B.)
- Shri Jayanta Poddar, Vice President, HMS, Bengal Hotel, 21. 2. Md. Hussain Street, Asansol, Dist.Burdwan (W.B.)
- Shri Nathulal Pandey, Genl Secretary. MPKS, HMS, South 22. Jhagarkhand Colly., Dist.Surguja (M.P.)-through Dir(P), SECL
- 23. Dr. MK Pandhe, General Secretary, CITU, 15, Talkatora Road, New Delhi
- Shri SK Bakshi, CITU, BCKU, Poddar Para, Dhanbad. 24.
- Dr. BK Rai, President, ABKMS, BMS, 25. Jatashankar Flat, Plot No.5, Shivaji Nagar, Nagpur-440010
- Shri MA Rawal, Genl. Secretary, ABKMS, 26. Jatashankar Flat, Plot No.5, Shivaji Nagar, Nagpur-440010
- T.S. to Chairman, CIL, Calcutta 27.
- CGM (P&IR), CIL, Calcutta. 28.
- Exe. Secretary to Director (P&IR), CIL, Calcutta. 29.
- All Regional Sales Managers, CIL 30.
- All Alternate Members of JBCCI-V 31

IMPLEMENTATION INSTRUCTION NO. 40

No. CIL/JBCCI-IV/I.I. No. 40/6921 Dated. 31st December '92 Sub: Cadre Scheme for Security personnel.

Ref: 1.1. No. 54/85/879 dt. 17-10-85 (NCWA-III)

Your kind attention is invited to I.I. No. 54/85/879 dt. 17-10-85 of NCWA-III regarding Cadre Scheme for Security Personnel (Cadre Scheme No. XII-I) Note (1).

In the Non-Technical committee meeting held on 15-11-92 at WCL, Nagpur and Standardisation Committee meeting held on 30-11-92 at CIL, Calcutta, the suggestion by the Security Department for relaxation of height for direct recruitment in the coalfields located in Tribal belt where candidates of requisite height are not available was discussed in detail and the proposal was approved as under:

"Since the Tribal population in the Coal-belt are not having requisite height, the relaxation in the height to such Tribal population in open recruitment as recommended by Non-Technical Committee as 5'-3" was agreed to."

Management have been requested to take necessary action to implement the above decision.

Implementation Instruction No. 54 dt. 17-10-1985

N. Cadre Scheme for Security Personnel.

In the 19th meeting of the Promotion Policy Committee of III JBCCI held on 15th and 16th October, 85 the Cadre Scheme for Security personnel was discussed and finalised.

- 2. Accordingly the Cadre Scheme for Security personnel as detailed below is enclosed:
 - (i) Covering Note of Cadre Scheme for security personnel:

Annexure-XII.

(ii) Cadre scheme for security personnel:

Annexure-XII-I

- 3. It will be noted that with the enforcement of this cadre scheme all the existing instruction and orders on the subject shall be deemed to have been repealed simultaneously.
- 4. Managements have been requested to take necessary action to implement the above Scheme with immediate affect.

Cadre Scheme No. XII

Cadre Scheme for Security Personnel

1. Short Title and Coverage:

- (a) This Cadre Scheme shall be called the Cadre Scheme for Security personnel.
- (b) The Scheme shall apply to all security personnel i.e. Security Guard, Sr. Security Guard/Armed Guard, Head Security Guard / Havildar, Asst. Security Sub-Inspector, Security Sub-Inspector, Security Inspector and Sr. Security Inspector engaged in the Security Department for Security purposes of the company.

2. Definition:

In this Scheme, unless there is anything repugnant in the subject or context:—

- (a) *Competent Authority* means the Chief Executive of the company of Chief or Security of the company, as the case may be, or any other authority who may be delegated with such powers by them from time to time.
- (b) 'Educational Qualification' means qualifications as recognised by the Central Government or State Govt. and training as prescribed and conducted by the company/Central Industrial Security Force/Military/ paramilitary Force including BSF.

3. Promotional Channel:

3.1 The promotional Channel for various categories of security staff shall be as per Annexure hereto. The said

Annexure only indicates the qualification, experience and training to be possessed by the departmental candidates included in the cadre from time to time for the purposes of eligibility for selection/promotion to the next higher grade as mentioned in the Annexure. Promotion will depend on availability of vacancies as per approved pattern from time to time and subject to eligibility for selection of candidates as specified in the scheme.

- 3.2 Selection/Promotion for the post of Security Guard, Sr. Security Guard/Armed Guard, Head Security Guard/ Havildar, Asstt. Security Sub-Inspector and Security Sub-Inspector shall be on the basis of Seniority-cum-Merit and the posts of Security Inspector and Sr. Security Inspector shall be on the basis of Merit-cum-Seniority.
- 3.3 The promotional zone for filling all the vacancies of security personnel will be company's Head-quarters.

4. Departmental Promotion Committee :

The selection/promotion of candidates for filling vacancies in higher categories shall be made on the recommendations of the Departmental Promotion Committee to be constituted by the competent authority or any other officers who may be delegated with such powers by him from time to time. The decision of the competent authority on such recommendations shall be final.

5. Direct Recruitment:

Direct recruitment shall be resorted to only after the DPC had met and found that there are no suitable departmental candidates to fill up the vacant post within a period of six months. In case of direct recruitment for the posts in Tech. D to A besides prescribed experience, training, physical standards etc. the incumbent must be Graduate.

6. This Cadre Scheme has been framed on the basis of organisation set up prevailing in Coal India and its

subsidiaries. TISCO, IISCO & SCCL will be allowed to make modification in the same wherever required to suit the local condition in consultation with the Union representatives at their level.

7. Repeal, Savings etc.

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All the executive instructions and orders hitherto issued on the subject shall be deemed to have been repealed simultaneously with the coming into force of the scheme.

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Cadre Scheme for Security Personnel Security Guard To Sr. Inspector

Annexure—XII-1

Sl. No 1	Designation 2	Grade/ Scale of pay 3	Minimum qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion 6
1.	Security Guard	Tech. & Sup. Gr. 'G' Rs. 580-16-804/-	i) Literate i)	are presently in Grade. H' irrespective of their designation will be screened out. Those who conform to the norms of appointment as Security Guard, as mentioned in the Note No. 1 below and are already trained, will be placed in Grade 'G'. Those who conform to	DPC/ Interview/ Selection.
i			Egy) um Gr	the norms but are not trained will be sent for training for a period of 3 months and on successful completion of the same will be placed in Gr. *G'.	May and

ii) VIIth standard. ii) Any permanent employee DPC/ having aptitude and physi-Interview/ cally fit for Security Guard, Selection. aged not more than 38 yrs. and conform to the norms laid down in Note No. 1 below, will be trained for a period of 6 months and on successful completion of training will be placed in 'Gr. 'G'. iii) Direct recruitment from iii) Matriculate Interview/ ex-Army/ex-BSF personnel equivalent exami-Selection. or NCC/B&C certificate nation from any holders or Sportsman of All recognised Board India repute. Candidates should conform to the of Examination. norms laid down in Note No. 1 below and should not be more than 38 years of age.

T	1	2	1 3	4	5	6
&	2.	(i) Sr. Security Guard.	Tech. & Sup. Gr. 'F' Rs. 605-18-857/-	VIIth standard.	i) 3 years experience in Tech. & Sup. Grade-G.	DPC
		(ii) Arm Guard.			ii) (a) 3 years experience in T&S Grade-G. (b) Training of handling arms either from Army/BSF/Police/CISF or Test conducted by the Company.	-do-
	3.	Head Security/ Guard/Havildar	Tech. & Sup. Gr. 'E' Rs. 625-23-947/-	Viith standard.	3 years experience in Tech. & Sup. Gr. F.	-do-
	4.	Assett. Security. Sub-Inspector.	Tech. & Sup. Gr. 'D' Rs. 678-30-918-35- 1198/-	Matriculate or equivalent examination from any recognised Board of Examination.	3 years experience in Tech. & Sup. Grade-E.	-do-
(337	5.	Security Sub-	Tech. & Sup. Gr. 'C' Rs. 742-40-1062-43- 1422/-	**************************************	3 years experience in Tech. & Sup. Gr. D.	-do-

1	المناب ا	3		9405-194	6
6.	Security Inspector.	Tech. & Sup. Gr. 'B' Rs. 810-46-1178-51- 1586/-	Matriculate or equivalent examination from any recognised Board of Examination	3 years experience in Tach. & Sup. Gr. C.	DPC
7.	Sr. Security Inspector.	Tech. & Sup. Gr. 'A' Rs. 892-53-1316-55- 1701/-	-do-	3 years experience in Tech. & Sup. Gr. B.	-do-

Note:—(1) For selection/secruitment of security personnel the following norms will be required:—

Height for SC/ST : 5'-3"
Height for General : 5'-5"
Chest for SC/ST : 30"-32"
Cheat for General : 32"-34"
Age for SC/ST : 40 yrs.
Age for General : 38 years.

- (2) (a) Educational qualification will not be a bar for the existing departmental incumbents for the Security Department as on the date of coming into force of this Cadre Scheme upto the post of Havildar/Head Security Guard in T & S Gr. E'. However, the personnel should be literate.
 - (b) For promotion from Hd. Security Guard/Havildar in Tech & Sup. Gr. "E' to Asstt. Security Sub-Inspector in Tech. & Sup. Gr. 'D', departmental incumbents of Security Deptt, must have passed Class-Vilth standard.

O. Cadre Scheme for Para-Medical Staff.

At the 20th meeting of the Promotion Policy Committee of III JBCCI held on 4th & 5th December '85, the representatives of the Management pointed out that they are finding it difficult to get suitable para-medical staff and suggested for a review of some of the Cadre Schemes for Para-medical staff circulated earlier vide I. I. No. 33 dated 22-6-80 (Cadre Scheme No. VI).

2. The subject was discussed in detail and the following amendments were agreed to be incorporated in the Cadre Scheme:

"Para Medical Staff (Technicians)-Annexure—VI-1

Note: (a) It was agreed that the existing Clause "Those Technicians/Pathological Technicians/Radiographers who have been working for more than 10 years in Grade-D and are unable to obtain prescribed qualification will be eligible for promotion to Grade-C, provided they pass test/examination to be conducted by the Company", will be replaced by the following clause:-

"Those Technicians/Pathological Technicians/Radiographers who have been working in Technical Grade-D and have put in service as per details given below:—

Matriculate-7 years; Non-matric-10 years;

and are unable to obtain prescribed qualifications will be eligible for promotion to Grade C, provided they pass test/examination to be conducted by the Company."

3. It was further agreed to add a Note as "Note (b)" as under;

- For the purposes of direct recruitment, the technical para-medical staff who are matriculates and who have served in Army for a period of at least 10 years prior to retirement may be treated as possessing the desired qualifications laid down for the post of Technician/Pathological Technician/Radiographer in Technical Grade C.**
- 4. Para Medical Staff (Compounder/Pharmacists) :
 Annexure-VI-2 :

It was agreed that against Sl. No. 2 Compounder (qualified), in Tech. Grade-D, under the "Minimum qualification" column in Sl. (b), the existing words "Matric plus 3 years Diploma plus practical experience of 3 years" will be replaced by the following:—

"Matric plus Pharmacist Diploma from a recognised Institute plus practical experience of 3 years."

- 5. It was further agreed that the following Notes (c) and (d) will be added after Note (b):
 - "Note (c): Existing compounders (unqualified) in Technical Grade-B who do not possess prescribed qualifications and have put in experience as below:
 - a) Matriculate or equivalent- 7 years
 - b) Non-Metric 10 years

and are unable to obtain prescribed qualification will be eligible for promotion to Tech. Grade-D, provided they pass Test/examinations to be conducted by the Company.

Note (d): For the purpose of direct recruitment to Technical para-medical staff who are matriculates and who have served in Army for a period of at least 10 years prior to retirement may be treated as possessing the desired qualification laid down for the post of Compounder in Technical-D."

6. Para Medical Staff (Nursing staff) Annexure-VI-5:

It was agreed that a Note will be added to this Cadre Scheme as under 2—

"Note:—Existing Nurses in Technical Grade-D, who do not possess 'A' Grade Nursing certificate and have put in experience as below:—

Matriculate 7 years; Non-Matric 10 years;

and are unable to obtain prescribed qualification will be eligible for promotion to Tech. Gr.-C provided they pass Test/Examination to be conducted by the Company."

- 7. For ready reference, amended Gadre Schemes incorporating the above amendments are enclosed for replacement as per details given below :—
 - (a) Para Medical Staff (Technician) Annexure-VI-1.
 - (b) -do- (Compounder/
 Pharmacist) -- Annexure-VI-2.
 (c) -do- (Nursing

Staff)

8. Managements have been requested to incorporate the above amendments in the Cadre Scheme for Para Medical Staff (Cadre Scheme No. VI) circulated earliear in this office Implementation Instruction No. 33 dated 22-6-1980.

-Annexure-VI-5.

Para Medical Staff
(Technicians)

Apnexure to I.I. No. 55 dated 17-12-1985)

SI. No	Designation .	Cat./Grade Scale of Pay	Minimum Qualifications (Educational /Technical)	Eligibility for Proportion	Mode of Promotion
1.	Technician/ Pathological Technician/ Radiographer	*C* Rs. 742-40-1062- 45-1422-/	Diploma in respective Technology from reco- gnised Institute. 3 years experience in recognised Institute/Govt. Hospitals or in Grade-D.		Senjority will be Area-wise. Through Selection/Interview.
2.	Sr. Technician	'F' Rs. 810-46-1178- 511586.	Diploma in respective Technology from recog- nised Institute.	5 years experience as Grade-C technician.	Seniority will be companywise through Selection/Interview.
3.	Chief Technician	'A' Ra.892-53-1316- 55-1701.	Matriculate Diploma in respective Technology from recognised Institute.	3 years experience in Tech. Grade-B as Sr. Technician.	Seniority will be companywise through D.P.C.

NOTE: a) However, it has been noted that in some companies there are some technicians working in Grade-D. It is recommended that if these technicians have requisite qualifications as indicated for Technician/Pathological Technician/Radiographer, they should be placed in Grade-C. If, however, they do not have the requisite qualifications, they should be encouraged to obtain these qualifications and after obtaining these qualifications, they will be placed in Grade-C. Those Technicians/Pathological Technicians/Radiographers who have been working in Tech.-D and have put in service as per details given below:

Matriculate: 7 years
Non-Matriculate: 10 years

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and are unable to obtain prescribed qualifications will be eligible for promotion to Grade-C, provided they pass Test/examinations to be conducted by the Company. It is also Grade-C, provided they pass Test/examinations to be conducted by the Company. It is also recommended that there will be no recruitment of Technicians in Grade-D in future. Technicians/Pathological Technicians/Radiographers will be recruited only in Tech. Grade-C.

b) For the purpose of direct recruitment, the technical para-medical staff who are matriculates and who have served in Army for a period of at least 10 years prior to retirement may be treated as possessing the desired qualifications laid down for the post of technician/Pathological Technician/Radiographer in Tech. Grade-C.

PARA MEDICAL STAFF (COMPOUNDERS/PHARMACISTS)

Annexure VI-3 (Annexure to I.I. No. 55 Dated 17-12-85)

Sl. No. 1	Designation 2	Grade/ Scale of pay	Minimum qualification (Educational/Teqh.)	Eligibility for Promotion 5	Mode of Promotion 6
1.	Compounder (Unqualified)	E Rs. 625-23-94	Only the existing ones.		T
2.	Compounder (Qualified)	D Rs. 678-30-91: 35-1198	Must be Matriculate 8- having passed pharmacist examination from recognised institution plus 2 yrs. experience in recognised Institute.	ments for you probably to to	rynre p 10. 97 - 27mi 10777 10777
		production of the production o	b) Matric plus Pharmacist Diploma from a recog- nised Institute plus prac- tical experience of 3 years.	For fresh recruitment.	and the state of t
3,	Sr. Compound	er C Rs. 742-40-106	Same as (a) & (b) of Sl. 2. No. 2.	a) 10 years experience b) 5 years experience	Seniority will be Areawise D.P.C.

7	1	2	3	4	5	6
\$	4.	Sr. Pharmacist	B Rs. 810-46-1178- 51-1586.	Matric plus Pharmacist Diploma from a recognised Institute.	5 years experience in Tech. Grade-C.	Seniority will be companywise D.P.C.
	5.	Chief Pharmacist	A Rs. 892-53-1316- 55-1701.	•do•		-do-

Note: (a) All the Compounders (qualified)/Sr. Compounders/Sr. Pharmacists must be registered with the medical Council of the State.

- (b) Posts of Sr. Pharmacists in Grade-B will be operated where Area/Regional Central Medical Stores have to be operated by them apart from doing Pharmreist job for Regional and Central Hospitals, posts of Sr. Pharmacists and Chief Pharmacists in Grade B and A will be operated.
- (c) Existing compounder (unqualified) in Technical Grade-E who do not possess prescribed qualifications and have put in experience as below :-

a) Matric or equivalent 7 years b) Non-Matric

10 years

and are unable to obtain prescribed qualifications will be eligible for promotion to Technical Grade-D, provided they pass Test/examination to be conducted by the company.

(d): For the purpose of direct recruitment to technical para-medical staff who are matriculates and who have served in Army for a period of at least 10 years prior to retirement may be treated possessing the desired qualifications laid down for the post of compounder in Tech. Grade-D.

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Para Medical Staff

(Nursing Staff) (Annexure to I.I. No. 55 dated 17-12-1985)

Minimum qualification Eligibility Mode of (Educational/Technical) for Promotion Promotion Placement of different grades of Nurses into 10/20/32/50/100 bedded hospitals will be recommended by the Sub-Committee subsequ-Tech. Grade-D ently.

Annexure-VI-5

2 D a) Jr. Nursing & Midwifery 1. Jr. Nurse Rs. 678-30-918-(Qualified)/ Training certificate. Auxiliary 35-1198 b) One year experience. Nurse/Midwife (Qualified) Staff Nurse a) Matric plus A grade Rs. 742-40-1062nursing certificate plus 45-1422 one year experience from recognised Institute. b) Same as (a) & (b) of 8 years experience in Sl. No. 1 Same as (a) of Sl. No. 2 5 years experience in Sr. Staff Nurse Rs. 810-46-1178-Tech. Grade-'C'.

Grade/

Scale of pay

51-1586

Designation

SI.

No.

4. Sister-in-Charge/ A a) Same as (a) of Sl.,
Matron Rs. 892-53-1316- No. 2

b) Certificate of Nursing Administration from recognised Institute.

District examples fator

provide fully by many

5 years experience in Tech. Grade-'B'.

NOTE: Existing Nurses in Technical Grade-D, who do not possess 'A' grade Nursing Certificate and have put in experience as below:—

Matriculate

55-1701/-

BY MINISTRA

- 7 years

Non-Matric

-10 years

and are unable to obtain prescribed qualifications will be eligible for promotion to Technical Grade-'C' provided by they pass Test/Examination to be conducted by the Company.

CHAPTER-XII

1. Promotion Policy Committee

Implementation Instruction No. 66 dt. 2-9-1986

S. Cadre Scheme for para-medical staff

Ref : (1) NCWA-II (I.I. No. 33) dated 22-6-1986

- (2) NCWA-III/I.I. No. 55/85/992 dated 17th December, 1985.
- 1. The subject regarding change of designation of qualified Compounders who are having diploma in Pharmacy to Pharmacist keeping in view the direction of the Govt. of India, Ministry of Health Circular No. 7-21/55/D dated 19-7-1955 was discussed in the 22nd & 23rd meeting of Promotion Policy Committee held on 25th May, 1986 and 19th & 20th June, 1986 respectively. Further the career growth of Pharmacist at par with that of nursing staff was also discussed.
- 2. At the 24th meeting of the Committee held on 21st & 22nd August, 1986 keeping in view the above discussion, certain changes in Annexure-VI-2 of the Cadre Scheme for para-medical staff (Compounder/Pharmacist) circulated in I.I, No. 55 dated 17th December, 1985 was agreed to and it was also agreed that Member Secretary may issue implementation instruction.
- 3. Accordingly, a copy of the revised cadre scheme for Compounder/Pharmacist as Annexure-VI-2 is sent herewith.
- 4. Managements have been requested to replace the revised cadre scheme relating to Compounder/pharmacist with the cadre scheme for para-medical staff circulated earlier in I. I. No. 55 dated 17th December, 1985 and take necessary action to implement the same.

		Medical staff	(Compounders/Pharmacists	(REVISED) A	nexure-VI-2
SI. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Compounder (unqualified)	Grade-E Rs. 625-23-947/-	Only existing ones	complete the second of the sec	1945
2. (a)	Pharmacist (Trainee/ Probationer)	Grade-D Rs. 678-30-918 35-1198/-	(i) Matric preferably with Science & (ii) Diploma in Pharmacy & (iii) Registered with Pharmacy Council	For fresh recruits	Selection/ DPC
(ь)	Pharmacist Grade-II	Grade-D Rs. 678-30-918- 35-1198/-	Existing Compounder/ Pharmacist having diploma in Pharmacy and registered with Pharmacy Council.	The Server of th	(Mily Kycurs)

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•	3.	Pharmacist Grade-I	The state of	& (ii) Diploma in Pharmacy & ii) Registered with Phar-	(a) Successful completion of 2 years training as Pharmacist (Trainee/Probationer) in TechD. (b) 2 years experience as Pharmacist Grade-II	Selection/ DPC
		garage and	Spring's	or Existing Compounder/ Pharmacist having diploma in Pharmacy	in TechD	
	1000	T-sembolis	0-11-0	and registered with Pharmacy Council.	Zan sook sorme	
	4.	Sr. Pharma- cist.	Grado-B R4.810-46-1178- 51-1586/-	-do-	5 years experience as Pharmacist Grade-I in Tech-C	DPC
	5.	Chief Pharmaciat	Grade-A Rs. 892-53-1316- 55-1701/-	(i) —do— (ii) Preferably Science Graduate (B. Sc)/ B. Pharm,	5 years experience as Sr. Pharmacist Grade-B	DPC

- Note: (1) All the Pharmacist (qualified), Pharmacist Grade-II. Pharmacist Grade-II. Sr. Pharmacist must be registered with Medical Council of the State.
 - (2) Posts of Sr. Pharmacist in Grade-B will be operated where Area/Regional Central Medical Stores have to be operated by them apart from doing Pharmacist Job. For Regional and Central Hospitals, posts of Sr. Pharmacist and Chief Pharmacist in Grade-B and Grade-A will be operated.
 - (3) Existing compounders (unqualified) in Technical Grade-E who do not possess prescribed qualifications and have put in experience as below.
 - (a) Matric or equivalent : 7 years.
 - (b) Non-Matric : 10 years.

and are unable to obtain prescribed qualifications will be eligible for promotion to Technical Grade-D provided they pass Test/Examination to be conducted by the company.

(4) For the purpose of direct recruitment to technical para-medical staff who are matriculates and who have served in Army for a period of atleast 10 years prior to retirement may be treated as possessing the desired qualification laid down for the post of compounder in Tech. Grade-D.

NCWA-II-I.I. No. 33

Cadre Schemes/Promotion rules for certain categories of employees.

The Promotion Policy Committee has submitted its unanimous reports, as indicated below, in respect of cadre schemes/promotion rules for certain categories of employees. These are being forwarded herewith and the same are self-explanatory.

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The JBCCI at its meeting held on June 21, 1980 has ratified the decisions of the Promotion Policy Committee in this respect. You are requested to take steps to implement the same.

- (1) Cadre Scheme for General Civil Engineering employees—
 Annexure I
- (2) Cadre Scheme for Civil Engineering (Estimating employees)—Annexure II
- (3) Cadre Scheme for Drawing Office employees—
 Annexure III
- (4) Cadre Scheme for Mining/Supervisory employees—
 Annexure IV
- (5) Cadre Scheme for Mining Survey/personnel—Annexure V
- (6) Cadre Scheme for para-Medical Staff—Annexure VI

It will be seen that with the enforcement of these cadre schemes all the existing executive instructions and orders on the subject shall be deemen to have been repealed simultaneously.

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CADRE SCHEME FOR GENERAL CIVIL ENGINEERING EMPLOYEES

1. Short title and coverage :

- i) This scheme may be called the Cadre Scheme for General Civil Engineering employees.
- ii) The Scheme shall apply to the Engineering employees viz. Overseers and Engineering Assistants employed in different units and connected with Civil Engineering jobs or jobs connected with water supply or such other Departments as may be notified from time to time.

2. Definitions:

In this Scheme, unless there is anything repugnant to the subject or context :-

- a) Competent Authority mean the Chief Executive of the Company.
- b) Educational qualification means qualifications as recognised by the Central Government or State Govt. or qualifications/tests prescribed and conducted by the companies.
- c) Service means service in the posts as shown in Annexure-'Al' hereto.

3. Promotional channel etc. :

The promotional channel of Overseers shall be as per Annexure 'A-l' hitherto. The said Annexure only indicate qualifications and experience to be possessed by be departmental candidates included in the Cadre from time

to time for the purpose of elisibility for consideration for selection in connection with promotion to the next higher post i. e. Overseer to the post of Sr. Overseer and Sr. Overseer to Engineering Asstt. The promotion will however depend on availability of vacancies from time to time and be subject to eligibility for selection of candidates as specified in this scheme. Selection from Overseer to Sr. Overseer shall be on the basis of seniority-cum-merit while for selection of Sr. Overseer to Engineering Assistant shall be on the basis of merit-cum-seniority.

4. Departmental promotion committee:

The selection of candidates for filling vacancies in higher categories shall be made on the recommendations of a Departmental Promotion Committee to be constituted by the competent Authority or any other officer who may be delegated with such powers by him from time to time. The decision of the Competent Authority on such recommendations shall be final and binding on all concerned.

5. Direct Recruitment:

Direct recruitment to the posts of Engineering Assistants and Sr. Overseers shall be resorted to only if there is no likelihood of departmental candidates in the cadre becoming eligible for selection to fill all the vacant higher posts within a period of 6 months.

6. Repeal Savings etc. :

All the executive instructions and orders hitherto issued on the subject shall be deemed to have been repealed simultaneously with the coming into force of this scheme.

CADRE SCHEME FOR GENERAL CIVIL ENGINEERING EMPLOYEES

Sl. Designation Gra No. of the post	nde Pay Scale	Employees who will be eligible for consideration for selection for promotion	Requirement of qualifications, experience etc. to be possessed by departmental candidates for consideration for selection to the post.
	Rs. 722-1278/-	on paper of Equity	a) Should have passed the matriculation or equiva-

1. Engineering A Rs. 722-1278/- Sr. Overseer
Assistant

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- a) Should have passed the matriculation or equivalent examination.
- b) Should prossess a recognised Diploma in Civil Engg. (5 yrs. course).
- c) Should have put in atleast 3 years service in the next below post.
- d) Promotion through DPC on Co. basis on the basis of sanctioned vacancy.

SI. No.	Designation of the post	Grade	Pay Scale	Employees who will be eligible for consideration for selection for promotion	Requirement of qualification, experience etc. to be possessed by departmental candidates for consideration for selection to the post.
2.	Sr. Overseer	В	Rs. 640-1160/-	Overseer	a) Should have passed the matriculation or equiva- lent examination.
	A THE PERSON	racen			b) Should possess a recognised Diploma in Civil Engg. (3 years course).
8	Andrew Land			diament or hand	c) Should have put in atleast 3 years service in the next below post.
			angle of treat of		d) Promotion through DPC on company basis on the basis of sanctioned vacancy.
	18 2011 - 225	1. (2-12	100 N OF 11 TY	College Street	a consent agreement of a supposed
3.	Overseer	C	Rs. 572-1008/-		a) Should have passed the matriculation or equiva- lent examination.
	As A C		the state of the s		b) Should prossess a recognised Diploma in Civil Engg. (3 yers course).
	The same	17	Children and Charles I	Mary Wall Line All	c) Promotion through DPC on company basis on the basis of sanctioned vacancy.

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CADRE SCHEME FOR CIVIL ENGINEERING (ESTIMATING) EMPLOYEES

1. Short title and coverage :

i) This scheme may be called the Cadre Scheme for Civil Engineering (Estimating) employees.

ii) This scheme shall apply to the estimating employees viz. Estimator, Sr. Estimator and Chief Estimator employee in connection with Civil Engineering jobs and jobs connected with water supply or such other Departments as may be notified from time to time.

2. Definitions:

In this Scheme unless there is anything repugnant in the subject or context :-

- a) 'Competent Authority' means the Chief Executive of the Company.
- b) 'Educational qualification' means qualifications as recognised by the Central Government or State Government or as prescribed and conducted by the Company.
- c) 'Service' means service in the posts as shown in Annexure—"A-2" hereto.

3. Promotional channel etc. :

The promotional channel for various categories of estimating personnel shall be as per Annexure—'A-2' hereto. The said Annexure only indicates the qualifications and experience to be possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for consideration for selection in

JOINT BIPARTITE COMITTEE FOR THE COAL INDUSTRY, COAL INDIA LIMITED, 10, NETAJI SUBHAS ROAD CALCUTTA

Dated: 29th May, 1997

No.CIL/C-5B/JBCCI--V/IMP./L.I.No.21/97/ 2.02

NATIONAL COAL WAGE AGREEMENT-V IMPLEMENTATION INSTRUCTION NO.21

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

Sub: Cadre Scheme for Para Medical Staff
- Sanitary Personnel - Annexure No. VI. 6(A)

Your kind attention is invited towards Implementation Instruction No.41 dated 31.12.1992 regarding Cadre Scheme for PARA- MEDICAL STAFF - SANITARY PERSONNEL - Annexure No.VI 6(A).

In the Standardisation Committee meeting held on 7.2.97, it was pointed out that in case of promotion of Sanitary Inspector from T&S Gr. 'C' to 'B' the duration of eligibility period is 8 (eight) years while in other cases of Para Medical Personnel is only 5 (five) years. In order to bring uniformity it was proposed that in respect of promotion of Sanitary Inspector T&S Gr.'C' to Sr. Sanitary Inspector T&S Gr. 'B' the eligibility for promotion should also be 5 (five) years instead of 8 (eight) years. This issue was further discussed in the Standardisation Committee meeting held on 21.3.1997. After elaborate discussion, the following decision was taken.

The minimum experience for promotion in respect of Sanitary Inspector in T&S Grade 'C' to Senior Sanitary Inspector in T&S Grade 'B' will be five years instead of existing eight years. The Cadre Scheme will stand modified accordingly. The other terms and conditions of above Cadre Scheme will remain same.

Accordingly the following shall be substituted in the Cadre Scheme for Para Medical Staff — Sanitary Personnel, against serial No. 3 - Sr. Sanitary Inspector T&S Gr.'B', in the column of "Eligibility for Promotion".

"5 (Five) years experience as Sanitary Inspector in T&S Gr. "C".

You are requested to take necessary action to implement the above

decision.

Distribution:

All Members & Alternate members of JBCCI-V

(C.H.KHISTY)

Member Secretary, JBCCI & Director (P & IR)

All members of Standardisation Committee of JBCCI-V

- 1) Director(Per.)SECI/BCCL/CCL/WCL/ECL/NCL
- 2) Director(Fin.), .SECL/BCCL/CCL/WCL/ECL/NCL
- 3) Director(T), MCL, Sambalpur
- 4) Director(O), CMPDIL, Ranchi
- 5) Director(T)/Director(F), CIL, Calcutta.
- 6) CGM(F), CIL, Calcutta.
- 7) Director(P), SCCL, PO: Kothagudam, Dist.Khammam, Andhra Pradesh.
- 8) Vice President, HRM, TISCO, Jamshedpur
- 9) DGM(P&A), IISCO/SAIL. Industry House, 10, Camac Street, Calcutta.
- 10) General Manager, Dankuni Coal Complex, Dankuni (W.B.)
- 11) Chief General Manager, NEC, Guwahati, Assam
- 12) Chief Personnel Manager(IR), CIL, Calcutta.
- 13) Dy.CME(AW), CIL, Calcutta.
- 14) Exe. Director, IICM, Kanke Road, Ranchi
- 15) Executive Secretary to Director(P&IR), CIL, Calcutta.
- 16) TS to Director(P&IR), CIL
- 17) ED(Medical Services), CIL (BCCL, Dhanbad)
- 18) CGM(P&IR), CIL
- 19) GM(P), CIL

IMPLEMENTATION INSTRUCTION NO. 41

No. CIL/JBCCI-IV/I.I. No. 41/6571 Dated 31st December '92

Sub: Cadre Scheme for Para medical Staff-Sanitary personnel.

Ref: NCWA-II I.I No. JBCC | / | R/94/Imp./ 88 dt. 6-11-80 (NCWA-II-I.I. No. 35)

Your kind attention is invited to I.I. No. 35 circulated vide letter No. JBCCI/IR/94/Imp., 988 dated 6th November, 1980 regarding Cadre Scheme for Para Medical (Sanitation)—Annexure-VI-6.

The above Cadre Scheme was discussed in the meeting of Sub-committee on Para Medical Staff held on 26th Sept. '91 and 27th March. '92. The committee decided that the Cadre Scheme for Sanitation personnel should be separated into two parts:—

- (1) Sweeping Mazdoor/Sweeper Category-I to Sweeper Mate/Sanitary Jamadar Category-III.
- (2) Jr. Sanitary Inspector Tech. & Supv. Grade-'D' to Sanitary Inspector-in-Charge, Tech. & Supv. Grade-'A'.

The recommendation of the committee on Para Medical Staff was further discussed in the Standardisation Committee meeting on 7th April, 1992 and 30 h November, 1992. The Standardisation Committee meeting held on 30-11-92 approved the Cadre Scheme for Qualified Sanitary Inspector as recommended by the Para Medical Sub-Committee:

Accordingly, the Cadre Scheme for Para Medical Staff—Sanitary personnel is enclosed at Anneques-VI 6 (A).

Managements have been requested to take necessary action to implement the above decision.

_					
SI. No.	Designation	Scale of pay	Minimum qualification (Educational/Tech.)		Mode of romotion
1.	Jr. Sanitary Inspector.	Tech. Gr*D* Rs. 1158-48-1542- 58-2006/-	Matric or equivalent qualification recognised by the Govt. Must be qualified Sanitary Inspector (S-I. Diploma or S.I. certificate course) from an institute recognised by the Govt., with at least one year professional experience.		Y
2.	Sanitary Inspector-	Tech. Gr'C' Rs. 1222-60-1702- 66-2230/-	Matrie or equivalent qualification recognised by the Govt., Must be qualified Sanitary Inspector (S.I. Diploma or S.I. certificate course) from an institute recognised by the Govt.	Three years experience as Jr. Sanitary Inspector in Gr'D'.	
3.	Sr. Sanitary Inspector.	Tech. Gr'B' Rs. 1290-68-1834- 74-2426/-	-do-	Eight years experience as Sanitary Inspector in Gr'C'	DPC Area-wise

5 6 3 4 2 1 D.P.C. 4. Sanitary Tech. Gr.-'A' Five years experience as -do-Rs. 1387-75-2137-Senior Sanitary Inspector Inspector-in-80-2537/in Gr. · B'. Charge.

NOTE:—TISCO, IISCO & SCCL will have their own Cadre Scheme on the same lines in consultation with their Unions.

N.C.W.A.-II-I.I. No. 35

No. JBCCI/IR/94/1mp-988

6 November, 1980

Sub: Cadre Scheme/Promotion rules for Para-Medical Staff (Sanitation)

The Promotion Policy Committee has submitted its unanimous report in respect of Para-Medical Staff (Sanitation). The same is being forwarded herewith and is self-explanatory).

The JBCCI at its meeting held on 3rd & 4th November 1980 has ratified the decisions of the Promotion Policy Committee in this respect. You are requested to take steps to implement the same.

This will form part of Cadre Scheme No. 6 of Para-Medical Staff-Annexure-VI of Implementation Instruction No. 33 circulated by the Member-Secretary, JBCCI, vide Circular No. JBCCI/IR/94/Imp/697 dated June 22, 1980.

It will be seen that with the enforcement of this Cadre Scheme all the existing executive instructions & orders on the subject shall be deemed to have been repealed simultaneously.

PARA MEDICAL STAFF (SANITATION)

SI.	No.	Designation	Scale of Pay/ Category	Minimum qualification (Educational/Technica		Mode for promotion
1.	_	eeping Mazdoor/	Cat. I Rs. 15.00-0.26-18.12		- 12	
2.		reeper (Night il) Remover	Cat. II Rs. 15.48-0.34-19.48			*** *
3.		reeper Mate/ nitary Zamadar	Cat. III Rs. 16.35-0.42-21.39	Ability to supervise the job of other.	5 years experience in Cat. I or Cat. II or combined.	DPC
4.	Inspector Rs. 508-23-692-28-860 (Qualified)		Matric or equivalent 1) Direct recruits		h. ice ent. ctor	

SI. P	lo. Designation	Scale of Pay/ Category	Minimum qualification (Educational/Technical)	Eligibility for promotion	Mode of promotion
		nt- make		clerical grades and had in minimum 10 yrs. so such shall be placed it. 'D' and shall continue form their usual jobs shall be personal to the	ervice as n grade e to per- and this
5.	Sanitary Inspector	Tech. C		Same was within stall	REFERENCE P
	(Qualified)	Rs. 572-29-804-34-1008	* -do-	-do-	
6.	Senior Sanitary	Tech. D	Matric or equivalent qualifi-	10 years experience	NEW TOTAL STREET
	Inspector	Rs. 640-35-920-40-1160	cation of a recognised	Sanitary Inspector in	Dec 2548
	(Qualified)	A Contractor	University or Instt. Must be a qualified Sanitary	Grade 'C'	
	TANGEST		Inspector (S. L. Diploma or	S.I.	
	(A MARIAN	A SAME TO THE	Certificate Course) from a re nised Govt. Instt. with atleas year professional experience.	t one	

JOB DESCRIPTION :

- 1) Sweeper Mate/ Sanitary Zamadar
- To supervise the job gang of Sweepers engaged in cleaning drains, ash pits, roads etc. to maintain sanitation of housing colonies.
- 2) Ir. Sanitary
 Inspector/
 Sanitary Inspector/
 Sr. Sanitary
 Inspector.
- a) Imunisation/Vaccination; b) Water sampling & Testing, Chlorination of Water Supply Sources; c) Health Education; d) General sanitation; e) Maintenance of Public Latrines & Drains, parks; f) National Malaria Eradication & Family Planning Programes; g) Camp Sanitation; h) Special duties during Epidemics, Jatras etc., i) Supervision of the work entrusted to persons employed under him (such as Sweepers, Mates, Zamadars, etc.); j) Any other allied jobs allotted to them from time to time.

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NOTE: This will form part of cadre scheme No. 6 (Para Medical Staff) already circulated vide I.I. No. 33 by Member Secretary. JBCCI.

Sub: Exemption of Coal India Ltd. from the operation of the Coal Mines Deposit Linked Insurance Scheme.

Dated: 24-6-80

Govt. of India has granted exemption w.e.f. 1-1-79 to Coal India Ltd. (which includes its Headquarters, Units and Subsidiaries) under Sub/Section (I) of Section 11C of the Coal Mines Provident Fund and Miscellaneous Provisions Act. 1948 vide Govt. Notification No. 13 (i)/80-CMW (PF) dated 2-6-80, endorsed under Ministry's letter No. F. 13 (1)/80-CMW (PF) dated 3-6-80. Copy of the Life Cover Scheme, introduced by COAL INDIA is enclosed for your information and further necessary action.

Some of the procedural point concerning the implementation of the afore-said Scheme are given below for your guidance and immediate necessary action:-

- 1) The Life Cover Scheme will be applicable to all the employees, covered under NCWA-II.
- 2) Widest publicity should be given to the Scheme and should be circulated in English, Hindi and the local language.
- 3) Copies of the Scheme may also be pasted on the Notice Board and circulated to the Unions.
- 4) Payment in respect of DLI Premium/Remittances and the administrative charges should be stopped forthwith.
- 5) Claims should be filed for refund of Premium already paid deducting the amount actually paid by the CMPF Commissioner to the dependant of the deceased for the period Commencing on and from 1-1-79.
- 6) List of employees, who died on or after 1-1-79 should be prepared and details of payments made by the CMPF Commissioner to the Dependants/Nominees of the deceased employees should be collected from the CMPF Commissioner. Differences in payment of Life Cover Amount payable and already paid should be calculated and balance amount paid by

IMPLEMENTATION INSTRUCTION NO. 57

No. CIL/JBCCI-IV/I.I. No. 57/3897-905 Dated: 14th Nov., 94

Sub: Cadre Scheme for Para Medical Staff.

Your kind attention is invited to I. I. No. 38 dated 23.10.92 of NCWA-IV, circulating therewith Cadre Scheme for Para Medical Staff (Compounders/Pharmacist) Annexure-VI-2. In the Para Medical Sub-committee meeting, the provision of this Cadre Scheme were discussed in detail and it was decided to modify the Cadre Scheme as mentioned below:

"The Cadre Scheme will carry the designation of Pharmacist only and the words "Compounder (unqualified)" will be omitted.

However, the existing un-qualified Compounders will continue in the same grade and they will carry their designation as personal to them".

The above report of the Para Medical Sub-committee was approved by the Standardisation Committee in its meeting held on 6,7.94 held at CIL (HQ), Calcutta.

Accordingly the revised Cadre Scheme for Para Medical Staff-Pharmacist is enclosed as Annexure-VI-2.

Managements have been requested to take necessary action to the above decision.

Encl: as stated

training period they will be entitled for pay and allowances of Tech. & Sup. Gr. D.

The purpose of direct recruitment, the technician para medical staff who are matriculate and who have served in Army for a period of atleast 10 years prior to retirement may be treated as postersing the desired qualifications laid down for the post of Technician/Pathological Technician/Radiographer in Tech. & Sup. Gr. 'C'.

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NOTES:

1. (a) However, it has been noted that in some companies, there are some technicians working in T & S Grade. D. It is recommended that if these technicians have requisite qualifications as indicated for Technician/ Pathological Technician/Radiographer, they should be placed in Gr. C. If, however they do not have the requisite qualifications, they should be encouraged to obtain these qualifications and after obtaining they will be placed in Gr. C. Those Technicians/Pathological Technicians/Radiographers who have been working in Tech. Gr. D. and have put in service as per details given below:

Matriculate — 7 years

Non Matriculate — 10 years

and are unable to obtain prescribed qualifications will be eligible for promotion to Grade-C, provided they pass Test/Examinations to be conducted by the Company.

b) As the Technicians (Pathologist/Radiographer) with 3 years experience from recognised Institute are generally not available, qualified Technicians may be recruited in T&S Gr. D as Technician (Trainee). On successful completion of training/experience of 3 (three) years in our own medical set up they will be placed in Tech. & Sup. Gr. 'C'. However, Technicians with 3 (three) years experience from recognised Institute can continue to be recruited and inducted in Tech. & Sup. Gr. 'C' as per our requirement.

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PARA MEDICAL STAFF (TECHNICIANS)

Sl. No.	Designation	Scale of pay Cat./Grade	Minimum Qualification (Educational/Technical)	Eligibility for promotion	Mode of prometion
1.	Technicians/ Pathological Technician/ Radiographer	°C° Ra. 1222-60-1702- 66-2230-/	Diploma in respective Technology from recognised Institute. 3 yrs. experience in recognised Institute/Govt. Hospitals or in Grade-D		Seniority will be Area-wise. Through Selection/ Interview.
2.	Sr. Technician	'B' Rs. 1290-68-1834- 74-2426/-	Diploma in respective Technology from recognised Institute.	5 years experience as Gr. C Technician.	Seniority will be company- wise through Selection/ Interview
3.	Chief Technician	'A' Rs. 1387-75-2137- 80-2537/-	Matriculate Diploma in respective Technology from recognised Institute.	3 years experience in Tech. Gs. B as Sr. Technician.	Seniority will be company- wise through DPC.

Accordingly, the revised Cadre Scheme for Para Medical staff—Technicians (Rathological/Radiographer) Annexure-VI-I is enclosed.

Managements have been requested to take necessary action to implement the above decision.

Encl. as stated.



JOINT BIPARTITE COMITTEE FOR THE COAL INDUSTRY, COAL INDIA LIMITED, 10, NETAJI SUBHAS ROAD CALCUTTA

No.CIL/C-5B/JBCCI/I.1.No.36/98/ 58)

Dated: 27.8.1998

NATIONAL COAL WAGE AGREEMENT-V IMPLEMENTATION INSTRUCTION NO.36

The Chairman-cum-Managing Director, ECL, Sanctoria The Chairman-cum-Managing Director, BCCL. Dhanbad The Chairman-cum-Managing Director, Ranchi CCL. The Chairman-cum-Managing Director, WCL. Nagpur The Chairman-cum-Managing Director, SECL. Bilaspur The Chairman-cum-Managing Director. Singrauli NCL. The Chairman-cum-Managing Director, Sambalour MCL, CMPDIL, Ranchi The Chairman-cum-Managing Director, Guwahati The Director Incharge NEC

Sub: Amendment in the Cadre Scheme for Para Medical Staff - Pharmacists (Annexure No.VI-2)
Ref: LLNo.57 dated 14.11.94

In the meeting of Standardisation Committee of JBCCI, held on 1.6.98 at CIL(HQ), Calcutta, the Report of the Technical/Non-Technical Sub.Committee in respect of amendment in the Cadre Scheme for Para Medical Staff - Pharmacists was discussed in detail and approved as under:

- 1) The fresh recruitment of Pharmacist (Diploma Holders) will be in T&S Gr.'C' as Trainee and after completion of 1(one) year training, they will be regularised in T&S Gr.'C' as Pharmacist. The career growth from T&S Grade 'C' and upto T&S Grade 'A' will be after completion of 3 (three) years service in each grade through DPC.
- 2) Pharmacist already recruited in T&S Gr. D' will be placed as Pharmacist (Trainee) in T&S Gr. 'C' and they will be entitled to pay and allowance as admissible in T&S Gr. 'C' during their training period of I (one) year. After successful completion of I(one) year training period, they will be regularised in T&S Gr. 'C'.

The amended Cadre Scheme for Para Medical staff - Pharmacist as approved by the Standardisation Committee is enclosed as Annexure VI-2.

You are requested to take necessary action to implement the above decision

Encl: As above.

(C.H. KHISTY) MEMBER SECRETARY

<u>Distribution:</u>

- Director(P), ECL/BCCL/CCL/WCL/SECL/NCL/MCL.
- Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL.

Director(O), CMPDIL, Ranchi.
Director(T)/Director(F), CIL, Calcutta.
GM(Finance), CIL, Calcutta.
Vice President, HRM, TISCO, Jamshedpur.
GM(P&A), IISCO, SAIL, Industry House, 10 Camac St., Calcutta.
Director(PA&W), SCCL, PO: Kothagudam Collys. Dist.Khammam, (A.P)
All Members of JBCCI/Standardisation Committee.
TS to Chairman, CIL, Calcutta.
All RSMs, CIL.



CADRE SCHEME FOR PARA-MEDICAL STAFF - PHARMACIST

Annexure VI-2

SI. No.	Designation	Grade	Minimum Qualification (Educational/Technical)	Eligibility for promotion	Mode of promotion
1	Pharmacist	T&S Gr.C	(i) Must be Matriculate having passed Pharmacist exam from an Institute recognised/approved by Govt. and registered with Pharmacy Council with Valid registration under Pharmacy Act. 1948.	Only existing employees	Selection/placement at Area Level.
			(ii) Matriculate/Diploma in Pharmacy/ registered with Pharmacy Council under Pharmacy Act. 1948 with Valid registration.	Existing employee	
			(iii) 10+2 with science/Diploma in Pharmacy registered with Pharmacy Council under Pharmacy Act. 1948 with valid registration.	For new recruitment.	
2	Sr. F'harmacist	T&S Gr. B	Same as (li) & (iii)	(ii) & (iii) 3 years experience in Gr,C plus 1 year experience in T&S Gr.C as trainee.	DPC-companywise
3	Chief Pharmacist	T&S Gr. A	Only (ii) & (iii)	3 years experience in Grade-B	DPC-companywise

Note:

- 1. a) All the Pharmacist must be registered with Pharmacy Council of State
 - b) The Diploma in Pharmacy referred to above should be recognised/approved by the Pharmacy Council/Central/State



- 2. The Pharmacists recruited in T&S Gr.D will be placed as Pharmacist (Trainee) in T&S Gr.'C' and they will be entitled for pay & allowances as admissible in T&S Gr.'C'.during their Training period.of 1(one) year. After successful completion of 1(one) year training period they will be regularised in T&S Gr.'C'.
- 3. The existing unqualified Compounders will continue in the same grade and they will carry their designation as personal to them.
- 4. For T&S Gr.'B' and T&N Gr."A" promotion will be companywise seniority basis through DPC
- 5. Entry into Pharmacist cadre will be as Pharmacist(Γ) in T&S Gr. 'C'.
- 6. Trainees after successful completion of one year training will be regularised in T&S Gr.'C'.
- 7. TISCO, HSCO and SCCL will have their own Cadre Scheme on the same lines in consultation with their unions.



JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD, CALCUTTA-700 001

No.CIL/C-5B/JBCCI/I.No.41/99/ 3 \$ @

NATIONAL COAL WAGE AGREEMENT-Y IMPLEMENTATION INSTRUCTION NO.41

The Chairman-cum-Managing Director,	ECL	Sanctoria
The Chairman-cum-Managing Director,	BCCL	Dhanbad
The Chairman-cum-Managing Director,	CCL	Ranchi
The Chairman-cum-Managing Director,	WCL	Nagpur
The Chairman-cum-Managing Director,	SECL	Bilaspur
The Chairman-cum-Managing Director,	NCL	Singrauli
The Chairman-cum-Managing Director,	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDIL	Ranchi
The Director-in-Charge,	NEC	Guwahati

Sub: Revised Cadre Scheme for Para Medical

Staff - Nurses. Annexure-VI-5

Your kind attention is invited to the provisions of I.I.No.33 dated 15th July, 1992.

In the Standardisation Committee meeting of JBCCI held on 10.6.99 at CIL(HQ), Calcutta, the report of the Technical Sub.committee of JBCCI on the revision of the Cadre Scheme for Para Medical Staff - Nurses, was discussed and approved.

Accordingly, a revised Cadre Scheme (Annexure-VI-5) for Para Medical Staff - Nurses, as approved by the Standardisation Committee is enclosed.

You are requested to take necessary action to implement the above decision.

Encl. As above.

(C. H. KHISTY) — MEMBER SECRETARY

Dated: 9th July, 1999

<u>JBCCI</u>

Distribution:

- Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- Director(Operations), CMPDIL, Ranchi

- Director(F)/Director(T), ClL, Calcutta
- CGM(Finance), CMPDIL, Ranchi
- General Manager(Finance), CIL, Calcutta
- CGM(S&M)/CGM(P), CIL, Calcutta
- Director(PA&W), SCCL, PO:Kothagudam Collys. Dist.: Khammam (A.).
- Vice President, HRM, TISCO, Jamshedpur
- GM(P&A), HSCO, Burnpur, Dist. Burddhaman (W.B.)
- TS to Chairman, CIL, Calcutta
- All Regional Sales Manager, CIL
- All Members of JBCCI/Standardisation Committee.
- General Manager, IICM, Ranchi
- Dy. CME(AW), CIL, Calcutta
- Dy.CPM(IR), CIL, Calcutta

Annexure-VI-5(R)

CADRE SCHEME FOR PARA MEDICAL STAFF-NURSES

Sl. No.	Designation	Grade	Minimum Qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion.
1	Staff Nurse	Tech. & Sup. Gr.'C'	10+2 Plus 'A' Grade Nursing Diploma or Certificate from a recognised Institute aproved by the Govt.	-	Selection.
2	Sr. Staff Nurse	Tech. & Sup. Gr.'B'	-do-	3 years experience in T&S Gr.'C' plus 1(One) year experience in T&S Gr.'C' as Trainee.	
3	SisterIncharge/ Metron	Tech. & Sup. Gr.'A'	-do-	3(three) years Experience in T&S Gr.'B'	-do-

- Note:-1. Entry of Staff Nurse with 'A' Grade recognised Nursing Diploma or Certificate with 3 years course will be inducted as Staff Nurse and after successful completion of one year training will be placed in in Tech.& Sup. Gr.'C'.
 - 2. Qualification will not be a bar for existing Staff Nurses.
 - 3. Zone of promotion upto T&S Grade-'B' will be at Area Level and from T&S Grade-'B' to 'A' at Company Level.
 - 4. TISCO, HSCO, SCCL will have their own Cadre scheme in consultation with their Unions.

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IMPLEMENTATION INSTRUCTION NO. 33

No. CIL/JBCCI-IV/I.I. No. 33/92/2953 dt. 15th July, 1992

Sub : Cadre Scheme for Para Medical Staff

Ref. Annexure-VI-5 L. I. No. 55 dated 17th December, 1985

The Cadre Scheme for Para Medical Staff was discussed in the Sub-Committee on Para Medical Staff on 27th March '92 and also discussed in Standardisation Committee of JBCCI on 7th April '92 and 29th May '92. The following amendment to Annexure—VI-5 to Implementation Instruction No. 55 dated 17-12-85 to the Cadre Scheme of Nursing Staff was decided:

"Minimum Qualification (Educational/Technical)

(a) Matric plus A grade Nursing Certificate plus one year experience from recognised institute or one year experience in a 50 bedded and above hospital/Nursing home.

The following note should be added:

Note: As Nurses with one year experience from recognised institute are generally not available, qualified nurses may be recruited in Tech. & Supv. Grade-D as Staff Nurse (Trainee). On successful completion of one year training, they will be automatically placed in Tech. & Supv. Grade-C as Staff Nurse. However, Staff Nurses with one year experience from recognised institute/one year experience in 50 bedded and above hospital/nursing home can continue to be recruited and inducted in Tech. & Supv. Grade-C as per requirement subject to availability.

Accordingly, a revised Cadre Scheme for Para Medical (Nursing Staff) incorporating the above decision to Annexure-VI-5 (revised) is enclosed.

Managements have been requested to take necessary action to implement the above decision.

CADRE SCHEME FOR PARA MEDICAL STAFF

Annexure—VI-5 (Revised)

(NURSING STAFF)

Sl. Designation No.	Scale of pay/ Grade	Minimum Qualification (Educational/Tech.)	Eligibility for promotion	Mode of promotion
1. Staff Nurse	Tech. GrC Rs. 1222-60-1702- 66-2230/	Matric plus A Grade Nursing certificate plus one year experience from recognised Institute or one year experience in a 50 bedded and above hospital/Nursing home.		
2. Sr. Staff Nurse	Tech. GrB Rs. 1290-68-1834- 74-2426/-	Same as above	5 years experience in Tech. GrC.	100
3. Sister-in-Charge/ Matron	Tech. Gr. A Rs. 1387-75-2137- 80-2537/	(a) Same as at Sl. No. 1 (b) Certificate of Nursing Administration from recognised Institute.	5 years experience in Tech. GrB.	

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- NOTE:— 1) As Nurses with one year experience from recognised Institute are generally not available, qualified Nurses may be recruited in Tech. & Supv. Grade-D as Staff Nurse (Trainee). On successful completion of one year training they will be automatically placed in Tech. & Supv. Grade-C as Staff Nurse. However, Staff Nurses with one year experience from recognised Institute/in a 50 bedded and above Hospital/Nursing Home can continue to be recruited and inducted in Tech. & Supv. Grade-C as per requirement subject to availability.
 - 2) TISCO, IISCO & SCCL will have their own Cadre Scheme on the same lines in consultation with their unions.

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NCWA-II-I.I. No. 33

Sub: Cadre Schemes/Promotion rules for certain categories of employees.

The Promotion Policy Committee has submitted its unanimous reports, as indicated below, in respect of cadre schemes/promotion rules for certain categories of employees. These are being forwarded herewith and the same are self-explanatory.

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CHAPTER—XII

Implementation of the Agreement

1. Promotion Policy Committee

Implementation Instruction No. 45 dt. 28-6-1985

G. Cadre Scheme for Mining Supervisory employees— Annexure-IV to NCWA-II I. I. No. 33 (vide letter No. JBCCI/IR/94/IMP/697 dated 22nd June, 1980.)

Kind attention is invited to Annexure-IV of Implementation Instruction No. 33 of NCWA-II (vide letter No. JBCCI/IR/94/IMP/697 dated 22nd June, 1980) wherein the Cadre Scheme for Mining Supervisory employees was circulated.

- 2. The Promotion Policy Committee of III JBCCI at its meeting held on 6th and 7th May, 1985 discussed the above Cadre Scheme and it was decided that in Group A Sl. No. 2 of the Scheme, Safety Asst., Production Asstt./Stowing-incharge should be in Technical & Supervisory Grade B instead of Technical and Supervisory Grade C and accordingly in the Scale of pay column the words "Rs. 775-1008 (to be fixed at higher stage of Rs. 775 in the scale of Rs. 572-1008) will be deleted." It was further agreed that the existing or future incumbents will be fitted in Grade B at appropriate stage and that the decision will come into force from the date of issue of implementation instruction by the Member Secretary III JBCCI.
- 3. The Promotion Policy Committee at its meeting held on 10th and 11th June, 1985 further discussed the subject with a view to bring parity between the Electrical & Mechanical and the Mining Cadre schemes, it was agreed

that the following amendment should be made to the above Cadre Scheme.

Group-B

Sr. Overman/Head Overman-

What should be a better

Under eligibility column for promotion, the existing sentence 'Must have worked as Overman for more than 5 years' will be substituted by the following:-

"i) Must have worked as Overman for more than 5 years in the case of holders of Overman certificate of competency issued by D.G.M.S.

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- ii) 3 years experience as Overman in, Technical B in case of holders of recognised Diploma/Merit certificate in Mining or recognised qualification from any Institution approved by D.G.M.S."
- 4. Accordingly, the amended cadre scheme for Mining Supervisory employees is included. The same will replace annexure-IV of I.I. No. 33 dated 22-6-1980 issued by Member Secretary, JBCCI-II.
- 5. Managements have been requested to take necessary action to implement the same.

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ANNEXURE—IV

THE STREET STREET

. Cadre Scheme For Mining Supervisory Employees

1. Short Title and Coverage:

- i) This scheme may be called the cadre scheme for Mining Supervisory employees.
- employees viz, Sr. Overman/Head Overman, Overman, Sefety Asst.-cum-production Asstt/Stowing-In-Charge and Shot-firer/Mining Sirdar employed in different units and connected with Mining jobs as may be notified from time to time.

-2. Definition:

In this Scheme, unless there is any thing repugnant in the subject or context:-

- a) 'Competent Authority' means the Chief Executive of the Company.
- b) 'Educational qualification' means qualifications as recognised by the Central Government or State Government or qualifications and test prescribed and conducted by the Company.
- Annexure—A-4.

3. Promotional Channel etc.

The promotional channel of Mining Supervisory personnel shall be as per Annexure-A-4 hitherto. The said Annexure only indicates qualifications and experience to be possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for consideration for selection in connection with promotion to the next higher post. The promotion will however, depend on availability of vacancies from time to time and be subject to eligibility

for selection of candidates as specified in this Scheme. Selection from Mining Sirdar/Shot firer to Safety Asstt/Stowing-In-Charge and Safety Asstt-cum-Production Asstt/Stowing-in-Charge to Overman shall be on the basis of Seniority-cum-merit while selection of Overman to Sr. Overman/Head Overman shall be on the basis of merit-cum-seniority.

4. Departmental Promotion Committee:

The selection of candidates for filling vacancies in higher categories shall be made on the recommendation of a Departmental Promotion Committee to be constituted by the Competent Authority or any other officer who may be delegated with such powers by him from time to time. The decision of the Competent Authority shall be final and binding on all concerned.

5. Repeal Savings etc.

All the executive instructions and orders hitherto issued on the subject shall be deemed to have been repealed simultaneously with the coming into force of this Scheme.

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Sl. No	Designation of Post	the Grade	Scale of pay	Employees who will be eligible for considera-	Requirement of qualifica- tions, experience etc. to
110				tion for promotion.	be possessed by the Departmental candidate for consideration for promotion to the post.
1	2	3	4	5	6
	GROUP-A				1 - 3 - 3 - 2
1.	Shot firer/Mining	Tech. & Supervisory	Rs. 742-40-1062-	1) Mining Sirdar Certificate	1) Must be literate.
4	Sirdar.	Grade-C		of competency issued by D.G.M.S.	2) Must have more than 5 years experience of
	21 11 11 11 11		An inchange	2) Gas Testing Certificate.	working in coal mines.
				3) Valid First-aid certifi- cate.	 Promotion through DPC on unit basis on the basis of sanctioned vacancy.
2.	Safety Asstt. Production Asstt. Stowing in-	В	Rs. 810-46-1178- 51-1586	1) Mining Sirdar certificate of competency issued by D.G.M.S.	 Minimum 10 years work- ing experience as Mining Sirdar.
	Charge.	V4-71-16		2) Gas testing certificate.	2) Promotion through DPC
4	PROFESSION ST	CALLS M.		3) Valid First-aid certifi-	on Sub-Area basis on the
101	may .			cate.	basis of Sanctioned
J.					vacancy.

Line and in-

2. Sr. Overman/

Head Overman

Tech. & Supervisory 51-1586 Grade-B

Tech. &

Grade-A

Supervisory 55-1701

Rs. 810-46-1178-

Rs. 892-53-1316-

1) Overman's certificate of Competency issued by DGMS.

Recognised Diploma/Merit certificate in Mining or recertificate in Mining or recognised qualification
from any institution as
approved by DGMS.

2) Gas testing certificate.

3) Valid First-aid certificate.

1) Must have worked as

Overman for more than 5 years in the case of holders of Overman certificate of competency isssued by DGMS.

2) 3 years experience as Overman in Technical B in case of holders of recognised Diploma/Merit certificate in Mining or recognised qualifications from any Institution approved by D.G.M.S. D.G.M.S.

1) Selection through interview subject to availability of vacancy at area level.

1) Promotion through DPC on merit-cum, seniority basis subject to availability of vacancy at area level.

They will be requir-ed to discharge the statutory duties of an Overman.

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DWGT STREET AND

Implementation Instruction No. 47 dt. 19-7-1985

H. Cadre Scheme for Ministerial Staff-Secretariat cadre.

Ref: NCWA-III (I.I. No. 40/84) 1092 dated 5th December, 1984.

Kind attention is invited to Annexure-VIII-6 of Implementation Instruction No. 40 of NCWA-III (Vide letter No. NCWA-III/(I.I. No. 40/84)/1092 dated 5th December, 1984) wherein the Cadre Scheme for Secretariat staff was circulated.

- 2. At the 7th Meeting of the Promotion Policy Committee held on 16th and 17th July, '85, the Trade Union representatives, suggested that the eligibility for promotion from Stenographer to personal Assistant should be reduced from 5 years to 3 years and that there should be no test for promotion from Personal Assistant to Senior Personal Assistant.
- 3. The Cadre Scheme for Secretariat staff as circulated earlier was again discussed and modified. The modified Cadre Scheme for Secretariat staff is enclosed as Annexure-VIII-6 and this will replace the earlier one enclosed to Implementation Instruction No. 40 dated 5th December, 1984.
- 4, Managements have been requested to take necessary action to implement the same with immediate effect.

CADRE SCHEME FOR MINISTERIAL STAFF (Secretariat Cadre)

Appexure-VIII-6

Minimum qualification (Educational/Tech.) Bligibility for Si. No. Designation Scale of pay/ Mode of Category Promotion Promotion i) Matriculation or equivalent examination from Any permanent employee of the DPC/TEST. Stenographer Clerical Gr.-I Rs. 742-40-1062-45-1422 any recognised Board of Company. Examination. ii) Must have speed of 80 w.p.m. in shorthand & 40 w p.m. in typing. i) Matriculation or equivalent examination from Clerical Spl. Gr. Rs. 810-46-1178-3 years experience -Do-Personal as Stenographer. Assistant. any recognised Board of 51-1586 Examination. ii) Must have speed of 100 w.p.m. in shorthand & 40 w.p.m. in typing. Tech. & Sup. i) Matriculation or equi-5 years experience as P.A. Special DPC Sr. Personal valentexamination from Grade-A Rs. 892-53-1316-Assistant. any recognised Board of Examination. -55-1701 ii) Must have speed of 100 w.p m. in shorthand & 40 w.p.m. in typing.

NCWA-II-I.I. No. 33

Sub: Cadre Schemes/Promotion rules for certain categories of employees.

The Promotion Policy Committee has submitted its unanimous reports, as indicated below, in respect of cadre schemes/promotion rules for certain categories of employees. These are being forwarded herewith and the same are self-explanatory.

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The JBCCI at its meeting held on June 21, 1980 has ratified the decisions of the Promotion Policy Committee in this respect. You are requested to take steps to implement the same.

- (1) Cadre Scheme for General Civil Engineering employees—
 Annexure I
- (2) Cadre Scheme for Civil Engineering (Estimating employees)—Annexure II
- (3) Cadre Scheme for Drawing Office employees—
 Annexure III
- (4) Cadre Scheme for Mining/Supervisory employees—
 Annexure IV
- (5) Cadre Scheme for Mining Survey/personnel—Annexure V
- (6) Cadre Scheme for para-Medical Staff-Annexure VI

It will be seen that with the enforcement of these cadre schemes all the existing executive instructions and orders on the subject shall be deemen to have been repealed simultaneously.

CADRE SCHEME FOR GENERAL CIVIL ENGINEERING EMPLOYEES

1. Short title and coverage :

- i) This scheme may be called the Cadre Scheme for General Civil Engineering employees.
- ii) The Scheme shall apply to the Engineering employees viz. Overseers and Engineering Assistants employed in different units and connected with Civil Engineering jobs or jobs connected with water supply or such other Departments as may be notified from time to time.

2. Definitions:

In this Scheme, unless there is anything repugnant to the subject or context:-

- a) Competent Authority mean the Chief Executive of the Company.
- b) Educational qualification means qualifications as recognised by the Central Government or State Govt. or qualifications/tests prescribed and conducted by the companies.
- c) Service means service in the posts as shown in Annexure-'Al' hereto.

3. Promotional channel etc. :

The promotional channel of Overseers shall be as per Annexure 'A-l' hitherto. The said Annexure only indicate qualifications and experience to be possessed by be departmental candidates included in the Cadre from time

to time for the purpose of elisibility for consideration for selection in connection with promotion to the next higher post i. e. Overseer to the post of Sr. Overseer and Sr. Overseer to Engineering Asstt. The promotion will however depend on availability of vacancies from time to time and be subject to eligibility for selection of candidates as specified in this scheme. Selection from Overseer to Sr. Overseer shall be on the basis of seniority-cum-merit while for selection of Sr. Overseer to Engineering Assistant shall be on the basis of merit-cum-seniority.

4. Departmental promotion committee:

The selection of candidates for filling vacancies in higher categories shall be made on the recommendations of a Departmental Promotion Committee to be constituted by the competent Authority or any other officer who may be delegated with such powers by him from time to time. The decision of the Competent Authority on such recommendations shall be final and binding on all concerned.

5. Direct Recruitment:

Direct recruitment to the posts of Engineering Assistants and Sr. Overseers shall be resorted to only if there is no likelihood of departmental candidates in the cadre becoming eligible for selection to fill all the vacant higher posts within a period of 6 months.

6. Repeal Savings etc. :

All the executive instructions and orders hitherto issued on the subject shall be deemed to have been repealed simultaneously with the coming into force of this scheme.

CADRE SCHEME FOR GENERAL CIVIL ENGINEERING EMPLOYEES

ter production, which the second contract of the contract of t

SI. No		rade Pay Scale	Employees who will be eligible for consideration for selection for promotion	Requirement of qualifications, experience etc. to be possessed by departmental candidates for consideration for selection to the post.
1.	Engineering A Assistant	Ra. 722-1278/-	Sr. Overseer	a) Should have passed the matriculation or equiva- lent examination.
4		Market 1		b) Should prossess a recognised Diploma in Civil Engg. (5 yrs. course).
	TOTAL STATE	dien same	and the same	c) Should have put in atleast 3 years service in the next below post.
	4 10 1 10 10 10 40 50 4 10 10 10 10 10 40 50	Branch Control	otto parel tipo o	d) Promotion through DPC on Co. basis on the basis of sanctioned vacancy.

SI. No.	Designation of the post	Grade	Pay Scale	Employees who will be eligible for consideration for selection for promotion	Requirement of qualification, experience etc. to be possessed by departmental candidates for consideration for selection to the post.
2.	Sr. Oversoer	В	Rs. 640-1160/-	Overseer	a) Should have passed the matriculation or equiva- lent examination.
					b) Should possess a recognised Diploma in Civil Engg. (3 years course).
2	Santeri Santeri	WEST			c) Should have put in atleast 3 years service in the next below post.
	- p - (a)-			Committee and	d) Promotion through DPC on company basis on the basis of sanctioned vacancy.
	A YAY, BARRA	13.40	- Unit this black		Share the second of the second
3.	Overseer	C	Rs. 572-1008/-		a) Should have passed the matriculation or equiva- lent examination.
	Aw 1	-			b) Should prossess a recognised Diploma in Civil Engg. (3 yers course).
	Marie Wall	ALTER O	All bern I	ALTIC BONITSAL SI	c) Promotion through DPC on company basis on the basis of sanctioned vacancy.

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CADRE SCHEME FOR CIVIL ENGINEERING (ESTIMATING) EMPLOYEES

1. Short title and coverage :

- i) This scheme may be called the Cadre Scheme for Civil Engineering (Estimating) employees.
- ii) This scheme shall apply to the estimating employees viz. Estimator, Sr. Estimator and Chief Estimator employee in connection with Civil Engineering jobs and jobs connected with water supply or such other Departments as may be notified from time to time.

2. Definitions:

In this Scheme unless there is anything repugnant in the subject or context :-

- a) 'Competent Authority' means the Chief Executive of the Company.
- b) 'Educational qualification' means qualifications as recognised by the Central Government or State Government or as prescribed and conducted by the Company.
- c) 'Service' means service in the posts as shown in Annexure—"A-2" hereto.

3. Promotional channel etc.:

The promotional channel for various categories of estimating personnel shall be as per Annexure—'A-2' hereto. The said Annexure only indicates the qualifications and experience to be possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for consideration for selection in

connection with promotion to the next higher post i. e. Estimators to the post of Senior Estimator, Senior estimators to the post of Chief Estimators. The promotions shall, however, depend on availability of vacancies from time to time and be subject to eligibility and selection of candidates as specified in this scheme. Selection from Estimator to Sr. Estimator shall be on the basis of Seniority-cum-merit while for selection from Sr. Estimator to Chief Estimator shall be on the basis of merit-cum-Seniority.

4. Departmental Promotion Committee:

The Selection of candidates for filling vacancies in higher categories shall be made on the recommendations of Departmental Promotion Committee to be constituted by the Chief Executive or any other Officer who may be delegated with such powers by him from time to time. The decision of the Chief Executive on such recommendations shall be final and binding on all concerned.

5. Direct Recruitment:

Direct recruitment to the post of Chief Estimator and Sr. Estimator shall be resorted to only if there is no likelihood of departmental candidates to fill all the vacant higher posts within a period of 6 months.

6. Repeal, Savings etc. :

All the executive instructions and orders hitherto issued on the subject shall be deemed to have been repealed simultamously with the coming into force of this scheme.

d) Promotion through DPC on company basis on the basis of sanctioned vacancy.

CADRE SCHEME FOR CIVIL ENGINEERING (ESTIMATING) EMPLOYEES

-					
Sl. No.	Designation of the post	Grade	Pay Scale	Employees who will be eligible for consideration for promotion	Requirement of qualifications, experience etc. to be possessed by departmental candidates for consideration for selection to the post.
1.	Chief Estimator	A R	L 722-1278/-	Senior Estimator	a) Should have passed the matriculation or equiva- lent examination.
	uln a sings		10 mg/ AS	ALL LANGE OF	b) Should prossess a recognised Diploma (3 years course) in Civil Engineering or Draftsmanship with Estimating as a subject.
	ALCOHOLD STATE	A Time			c) Should have put in atleast 5 years service in the next below post.

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SI. No.	Designation of the post	Designation Grade Pay Scale will be eligible for consideration for promotion		for consideration for promotion	possessed by departmental candidates for conside				
2.	Sr. Estimator	В	Rs. 640-1160/-	Estimator	a)	Should have passed matriculation or equivalent examination.			
				rue in London	ь)	Sholud possess rea cognised Diploma (3 years course) in Civil Engineering or Draftsmanship with Estimating as a subject.			
	mban-		The Contract		c)	Should have put in atleast 5 years service in the next below post.			
			1127	Daniel V	d)	Promotion through DPC on Company/Area basis on the basis of sanctioned vacancy.			
3.	Estimator	C	Rs. 572-1008/-		a)	Should have passed Matriculation or equivalent examination.			
				•	ь)	Should possess a recognised Diploma (3 years course) in Civil Engineering/Draftsmanship with Estimating as a subject.			
					c)	Promotion through DPC on Company/Area/ Unit basis on the basis of sanctioned vacancy.			

CADRE SCHEME FOR DRAWING OFFICE EMPLOYEES

- 1. Short title and coverage:
 - i) This Scheme may be called the Cadre Scheme for Drawing Office employees.
 - ii) This Scheme shall apply to the Drawing Office employees viz. Chief Draftsman (Civil & Structural). Sr. Draftsman (Civil & Structural), Draftsman, Asstt. Draftsman Tracer/Dark Room Operator and Jr. Tracer/Ferro Printer employed in Civil Engineering jobs or jobs connected with water supply or Revenue Department or the Planning Department as may be notified by the Chief Executive from time to time.
- 2. Definitions:

In this Scheme, unless there is anything repugnant in the subject or context :-

- a) 'Chief Executive' means the Chief Executive of the Company.
- b) 'Educational qualification' means qualifications as recognised by the Central Government or State Govt. or as prescribed and conducted by the companies.
- c) 'Service' means service in the post held as shown in Annexure-'A-3' hereto.
- 3. Promotional channel etc. :

The promotional channel for various categories of drawing office employees shall be as per Annexure—'A-3'. The Annexure only indicates the qualifications, experience etc. to be possessed by the departmental candidates

included in the cadre from time to time. For the purpose of eligibility for consideration for promotion to the next higher post i.e. Jr. Tracer/Ferro Printer to Tracer/Dark Room Operator to Asstt. Draftsman, Asstt. Draftsman to Draftsman and Draftsman to Sr. Draftsman shall be on the basis of seniority-cum-merit while for selection from Sr. Draftsman to Chief Draftsman shall be on the basis of merit-cum-seniority.

4. Departmental Promotion Committee:

The selection of candidates for filling vacancies in higher categories shall be made on the recommendations of Departmental Promotion Committee to be constituted by the Chief Executive or any other Officer who may be delegated with such powers by him from time to time. The decision of the Chief Executive on such recommendations shall be final and binding on all concerned.

5. Direct Recruitment:

Direct recruitment to the post of Asstt. Draftsman and above shall be resorted to only if there is no likelihood of departmental candidates to fill all the vacant higher posts within a period of 6 months.

6. Repeal, Savings etc. :

All the executive instructions and orders hitherto issued on the subject shall be deemed to have been repealed simultaneously with the coming into force of this scheme.

CADRE SCHEME FOR DRAWING OFFICE EMPLOYEES

Sl. No.	Designation of the post	Grade	Pay Scale	Employees who will be eligible for consideration for promotion	Requirement of qualifications, experience etc. to be possessed by departmental candidates for consideration for selection to the post.
1.	Chief Draftman	A R	s. 722-1278/-		i) Should have passed Matriculation or equivalent examination.

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- b) Should have successfully completed a course in Technical Institute in Structural and/or Civil Drawing of a duration of not less than one year after passing the Matriculation or equivalent examination.
- c) Should have put in atleast 3 years service in the next below post.
- d) Promotion through DPC on company basis on the basis of sanctioned vacancy.

SI. No.	Designation of the post	Grade	Pay Scale	Employees who will be eligible for consideration for promotion	PARTY ALL DESCRIPTION OF THE PARTY SALES
2.	Sr. Draftsman	В	Rs. 640-1160/-	Draftsman	a) Should have passed Matriculation or equivalent examination.
		34			b) Should have successfully completed a course in Technical Institute in Structural and/or Civil Drawing of a duration of not less than one year after passing the Matriculation or equivalent examination.
					c) Should have put in atleast 3 years service in the next below post.
					d) Promotion through DPC on Company/Area basis on the basis of sanctioned vacancy.
3.	Draftsman	С	Rs. 572-1008/-	Asstt. Draftsman	 a) Should have passed Matriculation or equivalent examination. b) Should have successfully completed a course in Technical Institute in a Structural and/or Civil

Requirement of qualifications, experience etc. to be possessed by departmental candidates for conside-No. of the post for consideration ration for selection to the post. for promotion Drawing of a duration of not less than one year after passing the Matriculation or equivalent examination. c) Should have put in atleast 3 years service in the next below post. d) Promotion through DPC on Company/Area/ Unit basis on the basis of sanctioned vacancy. Rs. 508-860/-Tracer/ a) Should have passed Matriculation or equivalent Asst. Dark Room Draftsman examination. Operator b) Should have successfully completed a course in a Technical Institute in Structural and/or Civil drawing of duration of not less than one year after passing the Matriculation or equivalent

examination.

next below post.

c) Should have put in atleast 3 years service in the

Employees who will be eligible

Grade

Designation

Pay Scale

SI. No.	Designation (of the post	Grade	Pay Scale	Employees who will be eligible for consideration for promotion	Requirement of qualification, experience etc. to be possessed by departmental candidates for consideration for selection to the post.
					d) Promotion through DPC on Company/Area/Unit basis on the basis of sanctioned vacancy.
5.	Tracer/Dark Room Operator	E	Rs. 460-652/-	Jr. Tracer/ Ferrow Printer	a) Should have passed Matriculation or equivalent examination.
	or Physical endings General L				 b) Must have accuracy and neatness in tracing work. c) Should have put in atleast 3 years of service in the next below post.
	THE PARTY		PROPERTY OF		d) Promotion through DPC on Company/Area/ Unit basis on the basis of sanctioned vacancy.
6.	Sr. Tracer/ Ferro Printer.	F	Rs. 440-584/-	A STATE OF	a) Must be literate and able to read and write in English, Hindi or Bengali or any other local language, Matriculates or equivalant will be preferred.
			- Lolone		b) Should have aptitude for tracing and drawing work.
					c) Promotion through DPC on Company/Area/ Unit basis on the basis of sanctioned vacancy.

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CADRE SCHEME FOR MINING SUPERVISORY EMPLOYEES

1. Short title and coverage:

- i) This Scheme may be called the Cadre Scheme for Mining Supervisory employees.
- ii) The Scheme shall apply to the Mining Supervisory employees viz. Sr. Overman/Head Overman, Overman Safety Assistant-cum-Production Assistant/Stowing Incharge and Shot firer/Mining Sirdar employed in different units and connected with mining jobs of jobs as may be notified from time to time.

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2. Definition:

In this Scheme, unless there is anything repugnant in the subject or context :-

- a) 'Competent Authority' means the Chief Executive of the Company.
- b) 'Educational qualification' mean qualifications as recognised by the Central Government or State Government or qualification/test prescribed and conducted by the Companies.
- c) 'Service' means service in the posts as shown in Annexure-"A-4".

3. Promotional Channel etc. :

The Promotional channel of Mining Supervisory Personnel shall be as per Annexure—'A-4' hitherto. The said Annexure only indicates qualifications and experience to be possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for consideration for selection in connection

with promotion to the next higher post. The promotion will, however, depend on availability of vacancies from time to time and be subject to eligibility for selection of candidates as specified in this scheme. Selection from Mining Sirdar/Shot Firer to Safety Assistant/Stowing Incharge and Safety Assistant/Cournell Coverman shall be on the basis of Seniority-cum-merit. While selection of Overman to Sr. Overman/Häll Overman shall be on the basis of merit-cum-seniority.

4. Departmental Promotion Committee:

The Selection of candidates for filling vacancies in higher categories shall be made on the recommendations of a Departmental Promotion Committee to be constituted by the Competent Authority or any other Officer who may be delegated with such powers by him from time to time. The decision of the Competent Authority on such recommendations shall be final and binding on all concerned.

5. Repeal Savings etc. :

All the executive instructions and orders hitherto issued on the subject shall be deemed to have been repealed simultaneously with the coming into force of this scheme,

CADRE SCHEME FOR MINING SUPERVISORY EMPLOYEES

Designation of the post	Grade Scale		109	Employees who will be eligible for consideration , for promotion	Requirement of qualification, experience etc. to be possessed by the departmental candidate for consideration for promotion to the nost.		
GROUP—A: 1. Shot firer/Mining Sirdar	'C '	Rs. 572-1008/-	1) 2) 3)	Mining Sirdar's certificate of Competency issued by D.G.M.S.	1) 2) 3)	Must be literate. Must have more than a years experience of working in coal mines. Promotion through DPC on unit basis on the basis of sanctioned vacancy.	
2. Safety Assett. Production Assett./ Stowing Incharge.	A STATE	Rs. 775-1008/- (to be fixed at higher stage of Rs. 775/- in the scale of Rs. 572-1008/-).	1)	Mining Sirdar Certifi- cate of Competency issued by DGMS. Gas testing certificate.	1)	Minimum 10 years working experience as Mining Sirdar. Promotion through DPC	

Designation of the post	Grade	Scale		Employees who will be eligible for consideration for promotion	by for	quirement of qualifications, perience etc. to be possessed the departmental candidate consideration for promon to the post.
			3)	Valid F. A. Certificate		on Sub-Area basis on the basis of sanctioned vacancy,
GROUP-B:	843	Total Control of the Control	٠.			
1. Overman	'B'	Rs. 640-I160/-	1)	Overman's certificate of competency issued by DGMS	1)	Selection through interview subject to availability of vacancy at Area level.
				OR		at recent at weighted
Enteresting		16 10 (CHO		Recognised Diploma/N Certificate in Mining or recognised qualification	r	Di Estimbra contro del
	0.35%		41	from any Institution as approved by DGMS		and the total
- 12 to 12 t			2) 3)	Gas testing Certificate, Valid F.A. Certificate.		

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Designation of the post 2. Overman/ Hd. Overman	Grade	Scale	1 3 5 1	Employees who will be eligible for consideration for promotion	Requirement of qualifications, experience etc. to be possessed by the departmental candidate for consideration for promotion to the post.	
	'A'	Rs. 722-1278/-	1) Must have worked as Overman for more than 5 years.	1)	Promotion through DPC on merit-cum-seniority basis subject to availability of vacancy at area level.	
		The state of	1715	1820 official contact north contact of	N. M. M.	They will be required to discharge the statutory duties of an Overman.

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CADRE SCHEME No. 5

Annexure-V

CADRE SCHEME FOR MINING SURVEY PERSONNEL

1. Short title and coverage :

- i) This Scheme may be called the Cadre Scheme for Mining Survey Personnel.
- ii) This Scheme shall apply to the Survey Personnel viz. Survey Mazdoor, Chainman (Survey), Head Chainman (Survey), Asstt. Surveyor (unqualified), Dy. Surveyor (Mines) and Surveyor employed in connection with Mining Survey jobs and jobs connected with such other Departments as may be notified from time to time.

2. Definition:

- a) 'Competent Authority' means the Chief Executive of the Company.
- b) 'Educational Qualification' means qualifications as recognised by the Central Government or State Government or qualification/test prescribed and conducted by the Company.
- c) 'Service' means service in the posts as shown in Annexure—"A-5' hereto.

3. Promotional Channel etc.:

The promotional channel for various categories of Survey Personnel shall be as per Annexure—'A-5' hereto. The said Annexure only indicates the qualifications and experience to be possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for consideration for selection

in connection with promotion to the next higher post i.e. Survey Mazdoor to Chainman (Survey), Chainman (Survey) to Head Chainman (Survey) & Dy. Surveyor (Mines) to Surveyor. The promotions shall however, depend on availability of vacancies from time to time and be subject to eligibility and selection of candidates as specified in this scheme. Selection from Survey (Mazdoor) to Chainman (Survey) and Chainman (Survey) to Head Chainman (Survey) shall be on the basis of seniority-cum-merit while for selection from Dy. Surveyor to Surveyor shall be on the basis of merit-cum-seniority.

4. Departmental Promotion Committee:

The selection of candidates for filling vacancies in higher categories shall be made on the recommendation of departmental promotion Committee to be constituted by the Chief Executive or any other Officer who may be delegated with such powers by him from time to time. The decision of the Chief Executive on such recommendations shall be final and binding on all concerned.

5. Direct Recruitment:

Direct recruitment to the post of Surveyor and Dy. Surveyor shall be resorted to only if there is no likelihood of departmental candidates to fill all the vacant posts within a period of 6 months.

Existing designations of Sr. Surveyor, Head Surveyor, Asstt. Surveyor will be retained by the respective incumbents as personal to them till they are promoted.

6. Repeal, Savings etc :

All the executive instructions and orders hitherto issued on the subject shall be deemed to have been repealed simultaneously with the coming into force of this scheme.

Annexure—'A-5'

CADRE SCHEME FOR MINING SURVEY PERSONNEL

Designation of the post	Scale of pay	Minimum educational qualification	Eligibility for promotion	Minimum qualification/mode of promotion		
A:	WAS STATE	THE INCOME.				
1. Surveyor	Tech. Grade 'A' Rs. 722-1278/-	Matriculate with Survey Certificate of competency gran- ted by DGMS	3 years experience as Dy. Surveyor (qualified)	Promotion through DPC on Areawise & Headquarters basis on the basis of sanctioned vacancy.		
2. Dy. Surveyor	Tech. Gr. 'C' Rs. 572-1008/-	Matriculate with Survey certificate of competency gran- ted by DGMS		 Selection through interview as may be prescribed subject to vacancy of sanctioned posts. Departmental candidates having requisite qualification will be preferred. 		
3 Asstt.	Tech. Gr. 'B' Rs. 460-652/-	Matriculate with requisite non-statu- tory certificate.	Walter Co.	Number 1		

Designation Scale of pay of the post		Scale of pay	Minimum educational qualification	Eligibility for promotion	Minimum qualification/Mode of promotion	
B:						
1.	Head Chainman (Survey)	Tech. Gr. 'E' Rs. 460-652/-	Literate able to read and write in English Hindi or local language & figures, Matriculate will be preferred	Minimum 3 years experience as Chainman	Promotion through DPC on Area/Sub-Area wise and Head- quarterwise subject to vacancy of sanctioned posts.	
2.	Chainman (Survey)	Tech. Gr. 'E' Rs. 440-584/-	Literate able to read and write in English, Hindi or local language & figures. Matriculate will be preferred.	Minimum 2 years experience as Survey Mazdoor.	Promotion will be made through DPC on collierywise, Areawise and Headquarterwise basis, on the basis of vacancy of sanctioned posts.	
3.	Survey Mandoor	CatI Rs, 15.00-0.26-18.12	Literate with apti- tude for survey work. Matriculate will be preferred.	The second	Survey Mazdoor will be selected amongst the existing time rated preferable underground Mazdoors on option through selection by a committee on the basis of sanctioned posts.	

CADRE SCHEME No. 6

Annexure-VI

CADRE SCHEME FOR PARA MEDICAL STAFF

1. Short title and coverage :

- i) This Cadre Scheme may be called the Cadre Scheme for Para Medical Staff.
- ii) This Scheme shall apply to the Para Medical Staff, i. e., Compounder, Dresser, Nursing Sister, Ward Boy, Aya, Midwife, Pathologist, Radiologist and other Technicians in the medical department engaged in the medical services of the company.

2. Definition :

In this Scheme unless there is anything repugnant in the subject to context :-

- a) 'Competent Authority' means the Chief Executive of the Company.
- b) 'Educational qualification' means qualifications as recognised by the Central Government or State Govt. of qualification/test as prescribed and conducted by the companies.
- c) 'Service' means service in the posts as shown in Annexure-'A-6' to 'A-9' hereto.

3. Promotional channel:

Promotional channel for various categories of para medical staff shall be as per Annexures hereto. The said Annexures only indicate the qualification and experience to be possessed by the departmental candidates included in the Cadre from time to time with the promotion to the next higher grade, i.e.

i) Technicians (Technician Gr. 'C' to Chief Technician Gr 'A') Annexure-A-6 ii) Compounders/Pharmacist (Compounder (Gr. 'E'/'D' to Chief Pharmacist Gr. 'A' Annexure-A-7 iii) Dresser O. T. Asstt. (Dresser Gr. 'H' to Sr. O.T. Asstt. Grade 'D') Annexure-A-8 iv) Ward Boy/Midwife (Ward Boy Gr. 'H' to Sr. Ward Boy/Midwife Gr. 'G') Annexure-A-9 v) Nursing Staff/Jr. Nurse (qualified)/Auxiliary Nurse/Midwife (qualified)

Promotion will depend on availability of vacancies as per approved staffing pattern from time to time and be subject to eligibility for selection of candidates as specified in this scheme.

Annexure-A-10

4. Departmental Promotion Committee:

to Sister-in-Charge/Matron.

The selection of candidates for filling vacancies in higher categories shall be made on the recommendations of a DPC to be constituted by the competent authority or any other Officer who may be delegated with such powers by him from time to time. The decision of the competent authority on such recommendations shall be final and binding on all concerned.

5. Direct recruitment:

Direct recruitment shall be resorted to only if there is no likelihood of departmental candidates to fill all the vacant post within a period of 6 months. COLUMN TO SERVICE AND THE PARTY OF THE PARTY

6. Repeal, Savings etc.

All the executive instructions and orders hitherto issued on the subject shall be deemed to have been repealed simultaneously with the coming into force of this Scheme.

Annexure-A-6

PARA MEDICAL STAFF (TECHNICIANS)

SI.	and the second s	Scale of Pay/ Cat.	Minimum qualification qualification/Tech.	Eligibility for promotion	Mode of promotion
1.	Technician/ Pathological Technician/	"C" (572-29-804-34-1008)	Diploma in respective technology from recognised Institute.		The seniority will be Area-wise.
	Radiographer		3 years experience in recognised Institute/Govt. Hospitals or in grade 'D'		Through selection/ interview.
2.	Sr. Technician	"B" (640-35-920-40-1160)	Diploma in respective technology from recognised Institute. Matriculate.	5 years experience as Gr. 'C' Technician	The seniority will be company-wise. Through salection/interview.
3.	Chief Technician	"A" (722-42-1058-44-1278)	Diploma in respective technology from recog- nised Institute.	3 years experience in 'B'.	Through DPC. Seniority will be company-wise.

No. JBCCI/IR/94/IMP 986

November 6, 1980

Sub: 1. Sand Pontoon

2. Payment for work on Sunday (weekly rest day.)

I am forwarding herewith the record note of decisions taken by the Standardisation Committee, on the above subjects, at its meeting held on 23rd July 1980 which were ratified by the JBCCI at its meeting held on 3rd and 4th November 1980. These decisions are self-explanatory.

Managements have been requested to take action to implement the same.

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DECISION TAKEN AT THE STANDARDISATION COMMITTEE MEETING HELD AT CALCUTTA ON 23-7-80

1. Sand Pontoon:

In the Wage Board "Sand Pontoon Khalasi" are in Cat.

III. Their job description is as under:-

"Worker operating the sand suction pump and other machinery placed on a pontoon on the river to pump sand for stowing. He is responsible for moving the pontoon, as the necessity arises, to maintain the flow of sand and Water."

It was contended by the Union representatives that the pontoon Khalasis are required to operate more than one pump. They are, therefore, entitled to one category higher than the Category prescribed for Pump Khalasi.

After discussion, it was agreed that wherever the Sand Pontoon Khalasis are actually required to operate more than one pump, they be given one category higher than the prescribed category for the Pump Khalasis corresponding to the largest of the pump which the Pontoon Khalasi is required to operate.

PAYMENT FOR WORK ON SUNDAY (WEEKLY REST DAY)

Union representatives stated that in some collieries U. G. allowance is not being taken into account for making payment for Sunday work although U. G. allowance is accepted as wages even for O. T. Payment.

After discussions it was agreed that Payment for Sunday work will be made at twice the wages, including the underground allowance. wherever the same is payable, irrespective of whether or not it constitutes O. T. under Mines Act, i.e whether or not the total working hrs. in the week exceed 48 hours.

N.C.W.A.-II-J.I. No. 38

Sub: Implementation of certain decisions of the Standardisation Committee taken at its meetings held at Calcutta on 26th, 27th and 28th February, 1981.

- 1.0 The Standardisation Committee discussed and approved certain unanimous recommendations of the following Sub-Committees, constituted by JBCCI, at its meetings held on 26th, 27th and 28th February, 1981.
- 1.1 Sub-Committee A: On categorisation and job descriptions of new jobs and job descriptions where they did not exist, of old jobs in Coal Washeries.
- 1.2 Sub-Committee C: On categorisation and job descriptions of new jobs and job descriptions of old jobs, where they did not exist, in miscellaneous sections (e.g.) Power Houses, Ropeways, Central Excavation Workshops and Coke Plants etc.
- 2.1 The list of designations, category and job description of jobs not covered under wage Board in respect of Coal Washeries as approved by the Standardisation Committee is given in Annexure-I.
- 2.2 The list of designations, category and job description of jobs not covered under Wage Board in respect of Cokeovens and By-Product Plants as approved by the Standar-disation Committee is given in Annexure-II.
- 2.3 The list of designations, category and job description of jobs not covered under Wage Board in respect of Central Ropeways as approved by the Standardisation Committee is given in Annexure-III.
- 2.4. The list of designations, category and job description of jobs not covered under Wage Board in respect of Central

Excavation Workshops at Barkakana and Korba as approved by the Standardisation Committee is given in Annexure-IV.

- 3.1 The JBCCI at its meeting held on 14th March 1981 ratified the above decisions of the Standardisation Committee.
- 3.2 As regards the new job descriptions and categorisations, as approved by the Standardisation Committee, it may be stated that these job descriptions and categories are intended to cover the new jobs which are in existence and not covered by the Wage Board job descriptions and categorisation. They will be applicable only where the actual job performed corresponds to the job descriptions given and it will not be a ground for creation of new jobs to correspond to the recommended categories.
- 4. In regard to the job descriptions and categorisations of jobs in underground mines as recommended by the Standardisation Committee and circulated under I. I. No. 36 dated 2nd February 1981, the correct category for Senior Roof Bolter (Sl. No. 12 of Annexure-A) should be Category-V instead of Category-IV.
- 5. The above categorisation and job description will be effective from 1-4-80.

Managements have been requested to take necessary action to implement the same.

DESIGNATION, CATEGORY AND JOB DESCRIPTION OF JOBS NOT COVERED UNDER WAGE BOARD IN RESPECT OF COAL WASHERIES AS FINALISED BY STANDARDISATION COMMITTEE

Sl. No.	Designation	Gr./Category	Job Description
1.	Foreman-In-charge (Mech./Elec.)	Tech. Gr. 'A'	He should be fully conversant with washing processes and equipments and be responsible for their proper operation and maintenance, including quality control. He should have full knowledge of preventive maintenance and should be able to take complete charge of the Plant/Section independently in his allotted shift. He
			should be able to carry out inspection of different equipments under his charge and plan preventive maintenance of equipments. He will be required to maintain records, reports and other related documents. He will be responsible for the safety of men and equipments under his charge.

Sl. No.	Designation	Gr./Category	Job Description
2.	Yard-Master/ Foreman-In-Charge Yard	Tech. Gr. 'A'	He should be capable of independently managing the working of the Yard including regulation of receipt of wagons, receipt of rakes, movement in the yards and despatch of trains. He should be fully conversant with the safe working rules of the Rlys. and supervise and co-ordinate the work of staff during various shifts. He is expected to attend all the breakdowns/derailments in the Yard, including tippler etc. He will maintain all necessary liasion with the Rly. terminal yards feeding the Washery. He should be conversant with the latest demurrage rules and be responsible for the up-keep and maintenance of records pertaining to demurrage.
3.	B. G. Diesel Loco Supervisor	Tech, Gr. 'A'	He is required to take independent charge of routine maintenance as well as major overhauls of diesel-electric/hydraulic locos, bulldozers, cranes and other allied equipments under his charge. He should be able to plan and enforce preventive maintenance and should be capable of maintaining records, inspection

Sl. No.	Designation	Gr./Category	Job Description
		energial of	sheets and Cardex. Safety of men and cleaning and house keeping of area under his charge are also his responsibilities.
4.	Foreman (Mech./Elec.)	Tech. Gr. 'B'	He should be conversant with washing processes and equipments and be responsible for their operation and maintenance, including quality control. He should be able to guide men under his charge to carry out the maintenance and operation of the plant and maintain records thereof. He should be able to read elementary drawing and make sketches of engineering components. Cleaning and house keeping and the safety of men under his charge are also his responsibilities. He should be able to take full charge of Section/Sub-Section in allotted shifts.
5.	Assit. Yard Master/ Shunting Master	Tech. Gr. 'B'	He should be fully conversant with the operations of the Yard in accordance with the safe working rules of
b'Cle	Butter and	Or Published	the Railways. He is required to take complete charge of his shift's operations. He should be conversant

Implementation Instruction No. 49 dt. 22-7-198

3. Cadre Scheme for Accounts Personnel

- 1. At the 17th meeting of rhe Promotion Policy Committee held on 16th & 17th July, 1985, it was agreed that Implementation Instruction in respect of the Cadre Scheme for Accounts personnel as finalised in the 15th meeting held on 6th & 7th May, 1985 may be issued with immediate effect.
- 2. Accordingly, the Cadre Scheme for Accounts personnel as finalised by the Promotion Policy Committee in its meeting held on 7th May, 1985 is enclosed as detailed below:

Cadre Scheme for Accounts personnel.

-Cadre Scheme No. IX.

(i) Accounts Clerk Gr.-II to Cost Accountant/ Accountant

-Annexure-IX-I

In the Cadre Scheme for ministerial staff (Cadre Scheme No. VIII) circulated in Implementation Instruction No. 34 (vide letter No. NCWA-III (I.I. No. 34/84/771 dated 17th July, 1984) under Item No. 1-Short title, coverage and classification, (b)(v) Accounts Cadre may be deleted.

- 3. It will be noted that with the enforcement of this Cadre Scheme, all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.
- 4. Management have been requested to take necessary action to implement the above Scheme with immediate effect.

Cadre Scheme No.-IX

Cadre Scheme For Accounts Personnel

1. Short Title:

(a) This scheme formulated under National Coal Wage
Agreement shall be called the Cadre Scheme for
Accounts Discipline Employees.

the green freezen of transfer only one

(b) The scheme shall apply to the entire workers in Accounts discipline. Initially, while constituting the Cadre all graduates from any stream may opt for horizontal movement to this Cadre.

2. Definition:

In this scheme unless there is anything repugnant in the subject or context:

- (a) 'Competent Authority' means the Chief Executive of the Company or Area. General Manager as the case may be or any other authority who may be delegated with such powers by them from time to time.
- (b) 'Educational Qualification' means qualifications as recognised by the Central Government or State Government or Qualification/test as prescribed and conducted by the Companies.
- (c) 'Service' means service in the posts as shown in Annexure.

3. Promotional Channel:

(i) Selection for the post upto Clerical Grade-I shall be on the basis of seniority-cum-merit

and for Clerical Grade Special and above on the basis of Merit-cum-Seniority.

(ii) The promotional zone for filling the post upto Clerical Grade Special will be Area or Company as per the prevailing practice in the respective company, but for Technical Grade-'A' will be the Company only.

4. Departmental Promotion Committee:

The Selection/Promotion of candidates for filling vacancies in higher categories shall be made on the recommendations of the Departmental Promotion Committee to be constituted by the Competent Authority or any other Officer who may be delegated with such powers by him from time to time. The decision of the Competent Authority on such recommendations shall be final.

5. Direct Recruitment :

Direct recruitment to the extent more than the minimum indicated in the Cadre Scheme will be resorted to only if there are no qualified Departmental candidates to fill the vacant posts available and are not likely to be available within a period of 6 months.

6. Repeal Savings etc.

All existing Cadre Scheme for this discipline shall become inoperative simultaneously with the coming into force of this scheme.

SI. No.	Designation	Category/Scale of pay	Minimum qualific	a- Minimum Experien	tion	
1	2	3		5	6	1
1.	Accounts Clark GrII	Clerical GrII Ra. 678-30-918 35-1198/-	Action Advantages	ployee of the co- mpany in the same scale who	J Moves horizontally with same pay. Or Moves horizontally with same pay as Accounts Trainee for one year after which they will be regularised in the grade.	A Minimum of 25% of the vacancies every year will be filled up by direct recruitment of graduate who will be on Training for one year before regularisation in the Grade.
2.	Cost/Accounts Clerk GrI	Clerical Gr1 Rs. 742-40- 1062-45-1422/-	equivalent exami-	1) 3 years experi- ence as Gr-II Account Clerk.	D.P.C.	

1	2	3	4	5	6	7
3.	Cost Asstt/ Accounts Asstt.	Clerical GrSpl. Ra. 810-46-1178- 51-1586/-	1) Matriculation or equivalent exami- nation from any recognised Board of Examination.	1) 5 yrs. experience as Cost/Accounts Clerk Grade-1.	D.P.C.	
			or	ог		
			 Matriculates who have passed CIL Accounts Exami- nation Part-I. 	 One year experience in any grade in Accounts Cadre. 	D.P.C.	
4.	Cost Accountant/ Accountant.	Tech. Grade-A Rs. 892-53-1316- 55-1701/-	Matriculation or equivalent exami- nation from any recognised Board	 4 years experience as Cost Asstt./Ac- counts Asstt. in Clerical Spl. Grade. 	D.P.C.	A Minimum of 25% of vacant posts will be filled up by
			of Examination.	70		direct recruit-
		DOLLIN GARRING Death of Dates	2) Matriculates who have passed CIL Accounts Examination Part-1.	2) One year ex- perience as Cost Asstt./Accounts Asstt. in Cleri-	1000	passed in Intermediate examination of ICWA/CA.
			3) Intermediate	cal Spl. Grade.		the second of
			Examination of	3) No experience.	Monte	NI APPLICATION
JUL			ICWA or CA.	TOTAL STREET, STREET, SHOWING	(steps and a	K Like Harrison

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- NOTE: 1) Such of the employees who pass Departmental Accounts Examination but could not be promoted due to lack of vacancies will be given an additional increment in the Grade which will be absorbed on promotion. In other words, while fixing the pay on promotion of such employees the pay will be fixed notionally as if he did not get the advance increment.
 - 2) The departmental examination will be treated as a Qualifying Examination. The seniority-interse of these eligible for consideration for promotion to the next higher grade will be maintained.

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Implementation Instruction No. 52 dt. 26-8-1985

K. Cadre Scheme for Ministerial staff Accounts personnel.

- Ref.: i) I.I. No. 34/84 dated 17th July, 1984.
 - ii) I.I. No. 49/85 dated 22nd July, 1985.

In the 18th meeting of the Promotion Policy Committee of III JBCCI held on 20th & 21st August, 1985, it was pointed out that previously the Junior Accountants in Tech-B had the growth opportunity as Office Superintendent in Tech.-A, but in the Cadre Scheme for ministerial staff circulated vide I.I. No. 34/84 dated 17th July, 1984 and for Accounts personnel circulated vide I.I. No. 49/85 dated 22nd July, 1985, there is no mention about their career growth.

On discussion, it was agreed that the Junior Accountants in Tech-B will be given option to opt either for general clerical cadre as Special Grade Clerks/Senior Clerks or, for Accounts discipline as Accounts Asstt./Accounts Asstt. (Cost and their seniority will be fixed accordingly in the cadre opted.)

Managements have been requested to obtain option from the Junior Accountants in Tech-B in your company, if any, and implement the above decision with immediate effect.

R. Cadre Scheme/for Ministerial staff—Secretarist Cadre and Cash Personnel

Implementation Instruction No. 40 dt. 5-12-1984

The Promotion Policy Committee of III JBCCI at its: meeting held on 30th and 31st October, 1984 discussed and finalised the following cadre schemes:

(i) Cadre Scheme for Ministerial Staff—

Secretariat Cadre — Annexure—VIII-6

Cash Personnel — Annexure—VIII-4

The above cadre schemes for Ministerial staff—will form part of the Cadre Scheme for Ministerial staff (I. I. No. 34 dated 17-7-1984).

- 2. At the meeting of the Promotion Policy Committee held on 29th and 30th November, 1984 the Cadre Scheme for Ministerial staff circulated vide I.I. No. 34 dated 17-7-1984 was reviewed and it was agreed to delete Para-3.4 of the Short title, Coverage and Classification. Accordingly the following sentence appearing as Para-3.4 is deleted.
 - "3.4 The existing incumbents who do not possess the minimum qualifications as laid down in the Cadre Scheme will not be eligible for further promotion as per the line of promotion unless they obtain minimum qualification."
- 3. It was further agreed that in the Cadre Scheme for General Clerical Cadre-Annexure—VIII-I of I.I. No. 34 dated 17-7-1984 a new note Sl. No. (iv) as stated below will be added:
 - 4'(iv) Educational qualification will not be a bar for promotion of the existing employees upto the post of Clerk Grade-I in Clerical Grade-I."
- 4. It will be noted that with the enforcement of these Cadre Schemes, all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.

Cadre Scheme for Ministerial Staff

Annexure-VIII-4

(Cash Personnel Cadre)						
SI.	Designation	Scale of pay/ Category	Minimum qualification (Educational/Tech.)	Eligibility for Promotion	Mode of Promotion	
1.	Asstt. Cashier	Clerical GrII Rs. 678-30-918- 35-1198/-	Matriculation or equiva- lent examination from any recognised Board of Examination.	3 years experience in Clerk Grade-III.	Selection/Test	
2.	Cashier	Clerical GrI Rs. 742-40-1062- 45-1422/-	-do-"	3 years experience in the next below grade.	DPC	
3.	Sr. Cashier	Clerical Spl. Gr. Rs. 810-46-1178- 51-1586/-	-do-	5 years experience in the next below grade.	DPC	
4.	Chief Čashier	Tech. & Sup. Grade-A Rs. 892-53-13)6- 55-1701/-	-do-	5 years experience in the next below Grade.	DPC	

Note:—(1) All Cash personnel e.g. Pay Clerk, Cash Clerk, Asstt. Cash Clerk etc. who are at present in Clerical Grade-II will be redesignated as Asstt. Cashier in the same grade.

(2) According to the corresponding scales the existing incumbents in Clerical Grade-I, Clerical Special grade and Tech. & Supervisory Gr.-A will be redesignated as above.

(3) Staffing pattern will be decided by the respective companies.

(4) Educational qualification will not be a bar for promotion of the existing employees upto the post of Cashier in Clerical Grade-I.

(5) TISCO, IISCO & SCCL agreed subject to modification to suit their local conditions.

SI. No. 1	Designation 2	Scale of pay/ Category 3	Minimum qualification (Educational/Tech.) 4	Eligibility for Promotion 5	Mode of Promotion 6
1.	Typist	Clerical GrII Rs. 678-30-918- 38-1198	(i) Matriculation or equivalent examination from any recognised Board of Examination.	3 years experience as Clerk Grade-III.	DPC/Test
			(ii) Typing speed with 40 w. p. m.	16	100
2.	Stenographer	Clerical GrI Rs. 742-40-1062- 45-1422	(i) Matriculation or equivalent examination from any recognised Board of Examination.	3 years experience as Typist in Clerical GrII.	⁴do•
1	· dilitary all	The state of the s	(ii) Must have speed of 80 w. p. m. in shorthand and 40 w.p.m. in typing.	and the state of	T HIE

1	2	3		5	ş
3.	Personai Assistant	Clerical Spl. Gr. Rs. 810-46-1178- 51-1586	(i) Matriculation or equivalent examination from any recognised Board of Examination.	5 years experience as Stenographer.	-do-
			(ii) Must have speed of 100 w.p.m. in shorthand and 40 w.p.m. in typing.		
4.	Sr. Personal Asstt.	Tech. & Sup. Grade-A Rs. 892-53-1316-	(i) Matriculation or equivalent examination from any recognised Board of	5 years experience as P.A. Special Grade.	DPC
9		55-1701	Examination. (ii) Must have speed of	LI IN CIBITATIVE IN	recollen
į.	Westerna S		and 40 w.p.m. in typing.		And Order

Note:—(1) According to the corresponding scales the existing incumbents will be redesignated as above.
(2) TISCO, IISCO, SCCL agreed subject to modification to suit local conditions.

Implementation Instruction No. 47 dt. 19-7-1985:

H. Cadre Scheme for Ministerial Staff-Secretariat cadre.

Ref: NCWA-III (I.I. No. 40/84) 1092 dated 5th December, 1984.

Kind attention is invited to Annexure-VIII-6 of Implementation Instruction No. 40 of NCWA-III (Vide letter No. NCWA-HI](I.I. No. 40/84)/1092 dated 5th December, 1984) wherein the Cadre Scheme for Secretariat staff was circulated.

- 2. At the 7th Meeting of the Promotion Policy Committee held on 16th and 17th July, '85, the Trade Union representatives, suggested that the eligibility for promotion from Stenographer to personal Assistant should be reduced from 5 years to 3 years and that there should be no test for promotion from Personal Assistant to Senior Personal Assistant.
- 3. The Cadre Scheme for Secretariat staff as circulated earlier was again discussed and modified. The modified Cadre Scheme for Secretariat staff is enclosed as Annexure-VIII-6 and this will replace the earlier one enclosed to Implementation Instruction No. 40 dated 5th December, 1984.
- 4, Managements have been requested to take necessary action to implement the same with immediate effect.

CADRE SCHEME FOR MINISTERIAL STAFF (Secretariat Cadre)

Annexure-VIII-6

Sl. No.	Designation	Scale of pay/ Category	Minimum qualification (Educational/Tech.)	Eligibility for Promotion	Mode of Promotion
1.	Stenographer	Clerical Gr.+I Rs. 742-40-1062- 45-1422	i) Matriculation or equivalent examination from any recognised Board of Examination.	Any permanent employee of the Company.	DPC/TEST.
			ii) Must have speed of 80 w.p.m. in shorthand & 40 w p.m. in typing.		111
2.	Personal Assistant.	Clerical Spl. Gr. Rs. 810-46-1178- 51-1586	 i) Matriculation or equiv- alent examination from any recognised Board of Examination. 	3 years experience as Stenographer.	-Do-
			ii) Must have speed of 100 w.p.m. in shorthand & 40 w.p.m. in typing.	AN DOLLAR	3 3 4
	Sr. Personal Assistant.	Tech. & Sup. Grade-A Ra. 892-53-1316- •55-1701	 i) Matriculation or equi- valentexamination from any recognised Board of Examination. 	5 years experience as P.A. Special Grade.	DPC
			ii) Must have speed of 100 w.p m. in shorthand & 40 w.p.m. in typing.	5 1	279

Note:—(1) According to the corresponding scales the existing incumbents will be redesignated as above.

(2) For adjudging the merit of Secretariat cadre staff, the candidate will have to qualify a speed test at the level of Stenographer (Clerical Gr.-I).

Successful candidates will be ranked according to the performance in the test for their seniority.

Promotion from Stenographer (Clerical Gr.-I) to Personal Assistant Clerk Spl. Grade will also be on the basis of speed test as per the cadre scheme.

(3) TISCO, SCCL agreed subject to modification to suit local conditions.



CHAPTER-XII

Implementation Instruction No. 60 dt. 8-7-1986

Implementation of the Agreement

1. Promotion Policy Committee

P. Cadre Scheme for Coal Washery Personnel.

Cadre Scheme for Coal Washery Personnel was discussed in detail at the meetings of the Promotion Policy Committee held on 4th & 5th December 1985, 18th & 19th March 1986, 20th May 1986 and finalised at the meeting held on 19th & 20th June 1986. It was also agreed that Member Secretary III JBCCI may issue implementation instruction in this respect.

- 2. Accordingly, the Cadre Scheme for Coal Washery personnel as detailed below is enclosed:—
 - (i) Covering note for the Cadre Scheme—Cadre Scheme for Coal Washery personnel No. XV

Cadre Scheme

(ii)	Laboratory Side (Sampling	
	Mazdoor to Laboratory Technician)	-Annexure-XV-I
(iii)	Laboratory Side (Junior Chemist to Senior Chemist)	-Annexure-XV-II
(iv)	Lineman Helper to Yard Master/Foreman-in-Charge	
	Yard	-Annexure-XV-III
(v)	Mechanical Side (Fitter helper to Foreman-in-Charge)	-Annexure-XV-IV
(vi)	Carpenter Helper to Carpenter	-Annexure-XV-V

-Annexure-XV-VI

(vii) Helper to Machinist Grade-I

(ix) Painting Helper to Sr. Painter -Annexure-XV-VIII

(x) Vulcanising Helper to Sr. Vulcaniser

-Annexure-XV-IX

(xi) Loco-staff-Siding/Wagon Cleaning Mazdoor to BG Loco Supervisor

-Annexure-XV- X

(xii) Operator Grade-III to Fittercum-Operator Grade-I/Tippler Operator

-Annexure-XV-XI

(xiii) Electrical (Helper Elect to Foreman Incharge)

-Annexure-XV-XII

- 3. It will be noted that with the enforcement of this Cadre Scheme, all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.
- 4. Managements have been requested to take necessary action to implement the above scheme with immediate effect.

Cadre Scheme No. XV

Cadre Scheme for Coal Washery Personnel

1. Short Title & Coverage :

- (i) This Scheme may be called the Cadre Scheme for Coal Washery personnel.
- (ii) This Scheme shall apply to all the employees of coal washery who have been classified in to following 12 categories:—
 - (a) Laboratory side (Sampling Mazdoor to Laboratory Technician)

-Annexure-I

- (b) Laboratory side (Junior Chemist to Senior Chemist)
- ---Annexure-II
- (c) Lineman Helper to Yard

 Master/Foreman-Incharge Yard —Annexure-III

(d) Mechanical Side (Fitter Helper to Foreman-Incharge -Annexure-IV (e) Carpenter Helper to Carpenter -Annexure-V (f) Helper to Machinist Grade-I -Annexure-VI (g) Workshop Helper to Blacksmith -Annexure-VII (h) Painting Helper to Sr. Painter -Annexure-VIII (i) Vulcanising Helper to Sr. Vulcaniser -Annexure-IX (j) Loco staff Siding/Wagon Cleaning Mazdoor to BG Loco Supervisor -Annexure-X (k) Operator Grade-III to Fittercum-Operator Grade-I/Tippler Operator Annexure-XI

Definition:

In this Scheme unless there is anything repugnant in the subject or context,

Annexure-XII

(1) Electrical (Helper Elect. to Foreman Incharge)

- (i) 'Competent Authority' means Chief Executive of the Company or Area G. M., as the case may be, or any other authority which may be delegated with such power by them from time to time.
- (ii) 'Educational Qualification' means the qualification as recognised by the Central Government or State Government or qualification/test as prescribed and conducted by the Company.
- (iii) 'Service' means service in the post as shown in Annexure hereto.
- (iv) 'Test' means evaluation of standard by examinationwritten/oral/practical, for adjudging skills as prescribed in the Cadre Scheme by the management from time to time.

3. Promotional Channel:

3.1 'Promotional Channel' for various grades and discipline shall be as per Annexures hereto. The said Annexures only indicate the qualification and experience to be possessed by departmental candidates included in the cadre from time to time for the purpose of eligibility for selection/promotion of candidates as specified in this scheme.

- 3.2 'Selection' for the post upto Tech. & Sup. Grade-B shall be on the basis of seniority-cum-merit and for posts from Tech. & Sup. Grade-B to Group-A shall be on the basis of merit-cum-seniority.
- 3.3 'Promotional Zone' for filling of the vacancies will be the washery concerned.

4. Departmental Promotion Committee:

Selection/promotion of candidates for filling of the vacancies in higher categories shall be made on the recommendation of the D. P. C. to be constituted by the competent authority or any other officer who may be delegated with such power by him from time to time. The decision of the competent authority on such recommendation shall be final.

5. Direct Recruitment:

Direct Recruitment shall be resorted to only if there is no likelihood of departmental candidates to fill up the vacant posts within a period of six months.

6. Repeal, Saving etc. :

- (i) The existing Cadre Scheme, if any, for this discipline shall become inoperative simultaneously with the coming into force of this scheme.
- (ii) This Cadre Scheme has been framed on the basis of the organisational set up prevailing in Coal India and its subsidiaries and TISCO, IISCO & SCCL will be allowed to make modification in the same wherever required to suit the local conditions without lowering the standard of this cadre scheme in consultation with the union representatives at their level.

Cadre Scheme for Coal Washeries Personnel

Annexure—XV-I

Laboratory Side Sampling Mazdoor to Lab. Technician

SI.	Designation	Category/Grade/ Scale of pay	Minimum qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Sampling Mazdoor	Category-I Rs. 21.16-0.43- 27.10	Literate preferably Matri- culate from any recognised Board of Examination.	Any permanent workmen/ employee of the company.	Selection
2,	Lab. Helper/Lab. Assistant/Sampling Asstt/Sampling Attendant.	Category-II Rs. 21.65-0.53- 29 07	-do-	3 years experience as Samp- ling Mazdoor in CatI	DPC
3.	Lab. Technician	Category-IV Rs. 24,10-0.80- 35.30	-do-	3 years experience as Lab. Helper/Lab. Asstt./Sampling Assistant/Sampling Attendant in Category-II.	DPC

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Cadre Scheme for Coal Washeries Personnel Laboratory Side

Annexure—XV-II

Junior Chemist to Senior Chemist

"SI . No		Category/Grade/ Scale of Pay	Minimum qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Junior Chemist	T&S Grade-D Rs. 678-30-918- 35-1198/-	Graduate in Science with Chemistry	""Any permanent workman/ employee of the company with one year service.	Selection/ Test.
2	Chemist \	BT&S Grade-C Ra. 742-40-1062-45- 1422/-	-do-	Chemist in T&S Grade-D.	DPC
3.	Chemist	Tas Grade-B Rs. 810-46-1171-51- 1586/-	-do-	3 years experience as Asstt. Chemist in T&S Grade-C.	DPC
4.	Sr. Chemist	T&S Grado-A Re. 492-53-1316-55- 1701/-	viewa in alle and	5 years experience as Chemist in T&S Grade-B.	DPC.

Note: Educational qualification will not be a bar for promotion of the existing employees as on the date of coming into force of this Cadre Scheme.

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Cadre Scheme for Coal Washeries Personnel Linesman Helper to Yard Master/Foreman-in-Charge (Yard)

SL No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Lineman Helper	Category-11 Ra. 21.65-0.53- 29.07	Literate, preferably Matriculate	Any permanent employee of the company with one year service.	Selection
2.	Linesman/ Pointsman	Category-IV Rs. 24.10-0.80- 35.30	-do-	3 years experience as Lines- man Helper in Category-II	DPC/Trade test
3.	Shunting Jamadar	Category-V Rs. 26.04-1.00- 40.04	-do-	3 years experience as Points- man or Linesman in Category-IV.	-do-
4.	Asstt. Shun- ting Master	T&S Grade-C Rs. 742-40-1062- 45-1422/-	Matriculate	5 years experience as Shunting Jamadar in Category-V.	-do-

1	2	3	4	= 10 (0.7/t 5	6
5.	Asstt. Yard Master/Shun- ting Master	T&S Grade-B Rs. 810-46-1178- 51-1586/-	Matriculate	3 years experience as Asstt. Shunting Master in T&S Grade-C.	DPC
6.	Yard-Master/ Foreman in- charge (Yard)	T&S Grade-A Ra. 892-53-1316- 55-1701/-	-do-	3 years experience as Assit. Yard Master/Shunting Master in T&S Grade-B.	DPC

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(Mechanical)

Fitter Helper Cat.-II to Foreman Incharge Tech.-A

S1. No.	Designation	Category/Grade/ Scale of Pay	Minimum Qualification (Educational /Technical)	Eligibility for Promotion	Mode of Promotion
1-	Fitter Helper/ Greaser	Category-II Rs. 21.65-0.53- 29.07	(i) Literate, or (ii) Matric with ITI	(i) 3 years experience in CatI in handling of tools and tackles required by the Fitters. or	DPC/Aptitude Test.
0"	Enur Chick	\$5-1 1111-	≈?(Q~	(ii) I years experience in CatI for Matriculate with ITI in handling of tools and tackles required by the fitters.	
2.	Mechanical Fitter GrIII	Category-IV Ra. 24.10-0.80- 35.30	- /-	(i) 3 years experience as Helper in CatII, or	-do-
•	Yea! 2 "W	7.45 GPE (IL*)		(ii) 2 years experience as Helper in CatII for Matric with ITI	DEC.

	Za Klin	per ti a ii sa	How a mile Will house	Surfret Carteria.	6
3.	Mechanical Fitter Gr,-II	Category-V Ra, 26.04-1.00-	(i) Literate, or	(i) & (ii) 3 years experience as Mechanical Fitter in CatIV	DPC/Apti- tude Test
.	Mechanical Fitter GrI	40.04 Catagory-yi Rs. 29.24-1.35- 48.14	(i) Literate, or (ii) Matric with ITI	(i) & (ii) 3 years experience as Mechanical Fitter in CatV	H-C
5.	Asstt. Foreman	1788 Grado-C- 178. 742-40-1062- 45-1422/-	(i) Literate, or (ii) Matric With ITI	(i) 6 years experience as Mech. (Fitter in Category-VI, ora- (ii) 4 years experience as Mech. Fitter in CatVI for Matric with III	HeC is to
6.	.Foreman	T&S Grade-B Rs. 810-46-1178- 51-1586	(ii) Literate, or , (ii) Matric with ITI	(i) & (ii), 3 years experience as Asstt. Foreman (Mech) in T&S Grade-C.	PPC
7.	Foreman	T&S Grade-A	(i) Literate, or (ii) Matric with TT	(i) & (ii) 3 years experience as	'ado-

E.A.

Promotional Channel of Washerles Personnel Engaged in Workshops Carpenter Helper to Carpenter

Annexure-XV-V

Sl. No.	Designation	Category/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Carpenter Helper	Category-II Ra. 21.65-0.53- 29.07	 (i) Literate, or (ii) Matriculate or equivalent with ITI Certificate in respective trade. 	(i) 3 years experience as Category-I, or (ii) 1 years training as CatI for Matriculate with 1TI	DPC/Apti- tude Test •do-
2.	Carpente?	Category-IV Rs. 24.10-0.80- 35.30	eda.	(i) 3 years experience as Car- penter Helper in CatII.	DPC/Trade test
3.	Carpenter	Çategory-V Rs. 26.04-1.00- 40.04	•da•	3 years experience in Cat-IV as Carpenter.	DPC

Note; (1) Trade Test specification as decided by the management.

(2) Skill as per Trade Test specification and Wage Board recommendations.

Cadre Scheme for Coal Washeries Personnel Machinist Helper to Machinist Grade-I

Annexure-XV-VI

SI.	Designation.	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for promotion	Mode of Promotion
1.	Helper	Category-II Ra. 21.65-0.53-29.07	(i) Matric with ITI, or	(i) 1 year training as Cat. I for Matriculate with ITI, or	DPC/Aptitude
	CONTRACTOR OF THE PARTY OF THE	V-IVOUNEZ-16 III	(ii) Literate	(ii) 3 years as General Mazdoor in CatI for literate.	1
2.	Machinist Grade-III	Category-IV Rs. 24.10-0.80-35.30	Literate. Skills as per Wage Board.	3 years experience as Helper in CatII.	DPC/Trade
3.	Machinist Grade-II	Category-V Rs. 26,04-I,00-40,04	-do-	3 years experience as Machinist GrII in Cat-IV.	∗do-
4.	Machinist Grade-I	Category-VI Ra. 29,24-1.35-48.14	-do4	3 years experience and Machinist Grall in Cat1V.	4604

Note: (1) Trade Test specifications as described by the Management.
(2) Skills as per Trade Test specifications and Wage Board.

Workshop Helper to Blacksmith

SI.	Designation	Category/Grade/ Scale of pay	Minimum qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
l _{:,}	Workshop Helper	Category 71 70 70 Rs. 21.65-0.53-29.07	(i) Literate (ii) ITI in case of new recruitment (in trade of Blacksmith):	(i) 3 years experience as GatI Mazdoor. (ii) 1 year Training as GatI Mazdoor.	DPC/Aptitude Test.
2.	Hammerman	Category-III Rs. 22.70-0.65-31.80	-do-	3 years experience as Workshop Helper in CatII	DPC
3.	Blacksmith	Category-IV Rs. 24.10-0.80-35-30	-do-	3 years experience as Hammermen in CatIII of the III of the	DPC/TT
4.	Blacksmith Grade-II (W)	Category-V Rs. 26.04-1.00-40.04	for the contraction	3 years experience as Blacksmith in CatIV	Brc V
5"	Blackswith w	Category-VI Rs. 29.24-1.35-48:14	mar -do- nc	3 years experience as Blacksmith Grade-II in Category-V	DPC/TT

Note: Skills to be acquired as per Trade Test specifications decided by the Management.

Cadre Scheme for Coal Washeries Personnel

Annexure-XV-VIII

Painting Helper to Sr. Painter

Sl. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualific (Educational/Tech		Eligibility for Promotion	Mode of Promotion
	Painting Helper	Category-II Rs. 21.65-0.53-24.07	Literate		rs experience in CatI	DPC/Aptitude Test
2.	Painter	Category-IV Rs. 24.10-0.80-35.30	Literate		s experience as Painting r in Category-II	DPC
3.	Sr. Painter	Category-V Rs. 26.04-1.00-40-04	Literate	in Cat	s experience as Painter I. IV. Should be capable ting letters and Sign Board	DPC

Cadre Scheme for Coal Washeries Personnel

Annexure—XV-IX

Vulcanising Helper to Sr. Vulcaniser

SI. No.	Designation	Category/Grade/ Scale of pay	Minimum Qua (Educational/I		Eligibility for promotion	Mode of promotion
1.	Vulcanising Helper	Category-II Rs. 21.65-0.53-29.07	Literate		experience in CatI	DPC/Aptitude test
2.	Assistant Vulcaniser	Category-IV Rs. 24.10-0.90-35.30	Literate	5 years o Helper i	experience as Vulcanising	DPC
3.	Vulcaniser	Category-V Rs. 26.04-1.00-40.04	Literate	Vulcanise experience	xperience as Asstt. or in CatIV and oe in Vulcanising oveyor belts.	DPC
4.	Sr. Vulcaniser	Category-VI Rs. 29.24-1,35-48-14	Literate	in Cat	xperience as Vulcaniser V and experience in ng large conveyor belts.	DPC,

Cadre Scheme for Coal Washeries Personnel Loco (Operational & Maintenauce)

Annexure—XV-X

Loco (Operational & Maintenance)
Siding/Wagon Cicaniag Mazdoor to BG Diesel Loco Supervisor

SI. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technica	p 1)	Eligibility for promotion	Mode of promotion
1.	Siding/Wagon Cleaning Mazdoor	Category-I Rs. 21.16-0.43- 27.18	(i) Literate (ii) ITI in Fitter trade		Any permanent employee of the company. For fresh recruits.	Selection Aptitude test
2.	Loco Mazdoor/ Fitter Helper	Category-II Rs. 21.65-0.53- 29.07	(i) Literate (ii) ITI in Fitter trade	(i)	3 years experience as Siding/ Wagon Cleaning Mazdoor in Cat,-I.	DPC
	Total Direction	0 - 020 (N A) - 3 (PANCE)	2 POLICE OF A SECURITY OF A SE	(ii)	2 years experience as Siding Wagon Cleaning Mazdoor in Catak	DPC
3	BG Loco Fire- man/Brakeman/ Pointsman/ Loco Fitter	Category-IV Rs. 24.10-0.80- 35.30	(i) Literate (ii) ITI in Fitter trade		4 years experience as Loco Mazdoor/Fitter Helper in Catall. 3 years experience as Loco Mazdoor/Fitter Helper in Catall.	DPC

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1	4	3	A Carlo Section	mis and establish to a so ich ma	5	
4.	Loco Driver (Steam/Diesel/ Loco Fitter)	Category-V Rs. 26.40-1.00-40.04	(i) Literate, of (ii) ITI in Fitter trade	(i) 3 years experience as BG Loco Fireman/Brakeman/ Pointsman/Loco Fitter in Category-IV.	DPC	,
5.	BG Loco Driver (Steam/Diesel) Loco Fitter	Grade-D Rs. 678-30-918-35- 1198/-	(i) Literate, or (ii) ITI in Fitter trade	3 years experience as Loco Driver (Steam/Diesel) in CatV.	DPC	
6. ((a) BG Loco Driver (Diesel)	Grade-C Ra. 742-40-1062- 45-1422/-	(i) Literate (ii) ITI in Fitter trade	(i) 6 years experience as BG Loco Driver (Steam/Diesel) Loco Fitter in GrD.	DPC	
	Control of the Contro		her name and	(ii) 4 years experience as BG Loco Driver (Steam/Diesel) Loco Fitter in GrD.	DPC	
(b) BG Steam Loco Incharge.	Grade-C Rs. 742-40-1062- 45-1422/-	(i) Literate (ii) ITI in Fitter trade	(ii) 6 years experience as BG Loco Driver (Steam/Diesel) Loco Fitter in GrD.	DPC	
v			Alaman Managara	(ii) 4 years experience as BG Loco Driver (Steam/Diesel) Loco Fitter in GrD.	DPC	

1	2	3	4		6
7.	BG Diesel Loco Fitter	Grade-C Rs. 742-40-1062-	(i) Literate (ii) ITI in Fitter trade	(i) 6 years experience in Grade-D	DPC
		45-1422/-	4,000 4	(ii) 4 years experience in Grade-D	DPC
8.	BG Steam/ Diesel Loco Maintenance Fitter-cum- Mechanic.	Grade-B Rs. 810-46-1178- 51-1586	(i) Literate (ii) ITI in Pitter trade	4 years experience as BG Diesel Loco Fitter/BG Loco Driver (Diesel/BG Steam) Loco Incharge in Grade-C.	DPC
9.	BG Diesel Loco Supervisor.	Grade-A Rs. 892-53-1316- 55-1701/-	(i) Literate (ii) ITI in Fitter trade	4 years experience as BG Loco Maintenance Fitter- cum-Mechanic in Grade-B.	DPC

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Cadre Scheme for Coal Washerles Personnel (Operational) Operator Grade-III to Fitter-cum Operator Grade-I/Trippler Operator

Annexure-XV-XI

SI.	Designation	* Category/Grade/ Scale of pay	Mtnimum Qualification (Educational/Technical		Eligibility for promotion	Mode of Promotion
1.	Operator ** Grade-III	Category-IV Rs. 24.10-0,80- 35.30	(i) Literate, or (ii) Matric with ITI,	(i)	Any permanent employee of the company with 5 years experience as Helper in Cat -II	Selection
	o special Annual Annual Annual	Private A	HOPPING.	(ii)	APPLICATION OF THE PROPERTY OF	nic
	10.00	COTTON TO	In this are	(i)	5 years experience as Operator Grade-III in Category-IV.	DPC/Trade
2. (a)	Operator Grade-II	Category-V Rs. 26.04-1-00- 40.04	(i) Literate, or (ii) Matric with ITI	(ii)	3 years experience of different systems of washing processes applied in washeries and also experience of	196
V	31.13	LEGI	1		operating side control board independently in Category-IV	1

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(b)	Fitter-cum-	Category-V	(i) Literate, or	(i) 5 years experience as	DPC/Trade
	Operator	Rs. 26.04-1.00-	(ii) Matric with ITI	Operator Grade-III in	Test
	Grade-III	40.04	in both cases LT	CatIV.	
			permit under Indian	(ii) 3 years experience as	
	,		Electricity Rules for	Operator Grade-III in	
			mines or 550 V.	CatIV.	
			mining parts permit	193 cativescen, crediting	1
		52045.0	issued by competent	TABLE OF SCHOOL SHESHING	
	ATT NOTE:	ME213-10-1003-	authority of coal	Alpha tation and passion	
9.09	11-40	GRIVEC -	mines of	(4) 2 mins tale under de	THE
3. (a)	Operator	Category-Vi	(i) Literate, or	(i) & (ii) 3 years experience as	do
	Grade-I	Rs. 29.24-1.35-	Matrie with ITI	Operator Grade-1I	
		48.14	Wershit authority	in Cat,-V.	
3. (b)	Fitter-cum-	Category-VI	(i) Literate, or	(i) 3 years experience as	DPC/Trade
	Operator	Rs. 29.24-1.35-	(ii) Matric with ITI	& Fitter-cum-Operator	Test
	Grade-II	48.14	in both cases HT	(ii) Grade-III in CatV	
	CONT.	WEST TO	Permit for cable	(0) State of arts Oreson	
	CARRENTE	THE TARREST OF THE	joining and overhead	W. Halling-Chap-Chapter II.	
11 (3)	P. WESTINE	Production C	lines issued by the competent authority	AND THE PARTY STATE OF THE PARTY NAMED IN	N Flink
			applicable to mines.	and the second second second second	

3 4. (a) Fitter-cum-Grade-C (i) 3 years experience as DPC (i) Literate, or Rs. 742-40-1062-(ii) Matric with ITI & Pitter-cum-Operator Operator Grade-I 45-1422/-In both cases HT (ii) Grade-II or as Operator permit for cable in Grade-I in Cat,-VI. joining and overhead lines issued by competent authority applicable to mines, 11-SOFT BY ARRANGE 11 Grade-C (i) Literate, or (i) 3 years experience of DPC 4. (b) Trippler Rs. 742-40-1062-Operator (ii) Matric with ITI Operation and mainte-45-1422-/ nance of wagon tripplers (ii) conveyors, crushers, feeders etc. or as Fittercum-Operator Grade-II in Cat.-VI.

Note: Fitter-cum-Operator Grade-I in Tech.-C and Trippler Operator in Grade-C will have further common career growth as Foreman (Mech.) in Tech.-B and Foreman Incharge Tech.-A as per Cadre Scheme for Mechanical Annexure-IV along with Asstt. Foreman (Mech.)-Tech.-B respectively.

Cadre Scheme for Coal Washery Personnel (Electrical)

Annexure—XV-XII

Helper (Elect.) in Physman Incharge

SI. No.	Designation	Category/Grade/ Scale of pay	Minimum qualification (Bducational/Technical)	Eligibility for promotion	Mode of promotion
1.	Helper Elect.	Category-II Rs. 21.65-0.53- 29.07	(i) Literate, or (ii) Matric with ITI	(i) 3 years experience as General Mazdoor CatI.	DPC/Trade test
	100	C-balled a	The state of the s	(ii) 1 year experience in Category-I for Matri- culate with ITI.	do
-	Electrician Fitter Elect.	Category-IV Rs. 24.10-0.80- 35.30	(i) Literate (ii) Matriculate with ITI For both LT Permit	(i) 3 years experience as Helper in CatII for literate and	-do-
		1001	under IB Rules for mines or certificate granted under Indian	(ii) 2 years for Matriculate with ITI.	
	Month - all Frinc France	10479802	Electricity Act/Rules	the barry of the section	:33), 3.3((pz.
	3		as applicable.		A

2	1	2	3	4		5	6
	3.	Electrician/ Fitter Elect.	Category-V Rs. 26.04-1.00- 40.04	(i) Literate. or (ii) Matriculate with 1TI For both LT Permit under IE Rules for		3 years experience as Electrician in CatIV or Electrical Fitter in CatIV.	DPC/Trade test
			120 x 120	mines or certificate granted under Indian Electricity Act/Rules as applicable.	11)	10.5	
	4.	Electrician/ Fitter Elect.	Category-VI Rs. 29.24-1.35-	(i) Literate, or (ii) Matriculate with ITI	(i) & (ii)	3 years experience . as Electrician in	do
	1		48-14	For both LT Permit for cable joining and overhead lines issued	* * *	CatV, or Electrical Fitter in CatV.	100
				by the competent authority.			
	5.	Asstt. Foreman/ Chargeman	Grade-C Rs. 742-40-1062- 45-1422/-	Electrical Supervisor- ship Certificate.		Electrician obtain- ing Supervisory Certificate-	do

I	2	3	4	5	6
6.	Foreman/Elec. Grade-B Rs. 810-46-1178- 51-1586/-		Electrical Supervisor- ship Certificate.	3 years experience as DPC/T Asstt. Foreman/Char- geman in Grade-C.	
7.	Foreman Incharge	Grade-A Rs. 892-53-1316- 55-1701	Matric and Electrical Supervisoratip Certificate	3 years experience as Foreman Electrical in Grade B.	-do-

CHAPTER-XII

IMPLEMENTATION OF THE AGRESMENT

1. Promotion Policy Committee

Implementation Instruction No. 63 dt. 14-7-1986.

Q. Cadre Scheme for the Employees working in Hindi Cell.

At the meeting of the Promotion Policy Committee of III JBCCI held on 19th & 20th June, 1986, the cadre scheme for employees working in Hindi Cell (Official Language) was discussed and finalised. It was also agreed that Member Secretary, JBCCI may issue implementation instruction in this respect.

- 2. Accordingly, the Cadre Scheme for employees working in Hindi Cell as detailed below is enclosed;
 - (i) Covering Note for the Cadre
 Scheme for employees working
 in Hindi Cell Annexure-XVI
 - (ii) Cadre Scheme for General
 Clerical Cadre Annexure-XVI-I
 - (iii) Cadre Scheme for Stenographer 'OL' — Annexure-XVI-II
- 3. It will be noted that with the enforcement of this Cadre Scheme, all the existing instructions and orders in the subject shall be deemed to have been repealed simultaneously.
- 4. Managements have been requested to take necessary action to implement the above scheme with immediate effect.

Cadre Scheme No. XVI

Cadre Scheme for the Employees Working in Hindi Cell

1. Short title, coverage & classification :

- (a) This Scheme may be called the Cadre Scheme for the employees working in Hindi Cell.
- (b) This Scheme shall apply to all employees working in Hindi Cell and shall be classified as below;
 - (i) General Clerical Cadre

-Annexure-I

(ii) Secretarial Cadre

-Annexure-II

2. Definition:

In this Scheme unless there is anything repugnant in the subject or context;

- (a) 'Competent Authority' means the Chief Executive of the Company or Area General Manager or Chief of the Project as the case may be or any other officer who may be delegated with such powers by them from time to time.
- (b) 'Educational Qualification' means qualification as recognised by the Central Government or State Government or qualification/test as prescribed and conducted by the companies.
- (c) 'Service' means service in the post as shown in Annexures hereto.
- (d) 'Test' will be for adjudging the skill as prescribed in the cadre scheme by the Wage Board and also by the management from time to time.

3 Promotional Channel:

3.1 The promotional channel for various grades of the employees working in Hindi Cell shall be as per Annexure hereto. The said Annexure only indicate the qualification and experience to be possessed by the departmental candidates included in the Cadre Scheme from time to time for the purpose of eligibility of selection of candidates as specified in this scheme.

- 3.2 Promotion for the post upto the Clerical Spl. Grade shall be on the basis of Seniority-cum-Merit and from Clerical Spl. Grade to Tech. & Sup. Grade-A shall be on the basis of merit-cum-seniority.
- 3.3 The promotional zone lor filling the post upto Clerical Spl. Grade will be Area or equivalent and for the post of Tech. & Sup. Grade-A will be company.

4. Departmental Promotion Committee:

The Selection of candidate for filling up vacancies in higher categories shall be made on the recommendation of the Departmental Promotion Committee to be constituted by the competent authority or any other officer who may be delegated with such powers by him from time to time. The decision of the competent authority on such recommendations shall be final. The final panel prepared by the DPC may by made known to the concerned persons after the DPC has met and found them suitable.

5. Direct Recruitment:

Direct recruitment shall be resorted to only after the DPC has met and found that there are no departmental candidates to fill up the vacant post within the period of 6 months.

6. Repeal, Savings etc.

All the existing instructions and orders etc. hereto issued shall be deemed to have been inoperative simultaneously with coming into force of this scheme.

Annexure—XVI-I

Cadre Scheme for Clerical (OL) Staff

General Clerical Cadre

SI. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for promotion	Mode of Promotion
1.	Clerk (OL) Grade-III	Clerk Grade-III Rs. 625-23-947/-	Matriculation or equivalent examination from any recognised Board of Exam. with Hindi as one of the	3 years service in the company	Selection/ Test
		E I Graba	Subject, or Matric with Certificate in Hindi, like, Prabhakar, Praveshika etc.	The second section of the second seco	
2. (=	a) Clerk (OL) Grade-II	Clerk Grade-II Rs. 678-30-918-35 1198/-	_do_	3 years experience as Clerk (OL) in Clerk Grade-III.	DPC
(1	b) Typist (OL)	—do—	(ii) —do— (ii) Typing speed essential 30 w. p. m. in Hindi.	-40-	DPC

524	1	2	3	4	5	6
_	3,	Clerk (OL) Gr. I/ Translator	Clerical Grade-I Rs. 742-40-1062-45- 1422/-	B.A. or equivalent with Hindi & English Govt. Diploma holder in Hindi Translation preferred.	3 years experience as Clerk (OL) in Clerk Grade-II.	DPC
	4.	Sr. Clerk (OL)/ Translator	Clerical Spl. Grade Rs. 810-46-1178-51- 1586/-	do	5 years experience as Clerk (OL) Grade-l/Translator. 8 years experience as Clerk (OL) Grade-land of which	DPC
	5.		T & S Grade-A Rs. 892-53-1316-65- 1701/-	-do-	(OL) Gr. I & II and of which 3 years must be as Gr. II. 5 years experience as Sr. Clerk (OL) or Translator.	DPC

Note; (I) Typist in Grade-II on option will have opportunity to grow either in this Cadre or in the Secretariat Cadre provided he possesses the prescribed Hindi Stenographic qualification.

- (2) Educational qualification will not be a bar for promotion of the existing employees upto the post of clerical Grade-I.
- (3) Clerk Grade-I on option will have opportunity to grow either as special Grade Clerk/Sr. Clerk or as Translator provided he possesses prescribed qualification.
- (4) IISCO & SCCL can modify the scheme to suit their local conditions.

Sl. No.	Designation	Category/Grade/ Scale of pay	Minimum Qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Typist (OL)	Clerical GrII Rs. 678-30-918- 1198/-	lent exam. from recogni- sed Board of Exam. with Hindi or, Matric with Certificate in	3 years experience as Clerk Grade-III.	DPC/Test
	Applicated	GP - GP-VP-CH Lift (Service)	Hindi, like, Prabhakar, Prabeahika etc. 2. Typing speed in Hindi a 30 wpm.	(LOS Electrical Community of the Communi	
2.	Stenographer (OL)	Clerical Gr-1 Rs. 742-40-1062- 45-1422/-	1. —do— 2. Must have a speed of 80 w. p. m. in Hindi short-	3 years experience as Typist (OL) in Clerical Grade-II.	-do-
1			hand and 30 w. p. m. in		10.

1	2	3	99 pg-74	5	6
3.	Personal	Clerical Spl. Grade	1. As above in Sl. No. 2	3 years experience as	DPC/Test
	Asstt. (OL)	Rs. 810-46-1178- 51-1586	2. Must have speed of 100 wpm in Hindi Shorthand and 30 w. p. m. in Hindi Typing.	Stenographer.	-8-
4.	Sr. Personal Asstt. (OL)	T&S Grade-A Rs. 892-53-1316 55-1701/-	 As above in Sl. No. 3 As above in Sl. No. 3 Knowledge of English typing and shorthand desirable. 	5 years experience as P. A. (OL) Special Grade.	DPC
		1160	and problems of the same of the		

Note: i) According to the corresponding scales the existing incumbents will be redesignated as above.

ii) IISCO & SCCL can modify the scheme to suit their local conditions.

ili) Educational Qualification will not be a bar for promotion of the existing employees upto the post of Clerical Grade-I.

CHAPTER-XII

1. Promotion Policy Committee

Implementation Instruction No. 65 dt. 13-8-1986

R. Cadre Scheme for the employees working in Hindi Cell.

Kind attention is invited to circular letter No. NCWA-III (L.I. No. 63/86) / 609 dated 14th July, 1986 enclosing the Cadre Scheme for employees working in Hindi Cell.

In Annexure XVI-I of the above letter, against serial No. 3 Clerk (OL) Grade-I/Translator, under the Column of Category/Scale of pay, it should be Clerical Grade-I and not Special Grade as mentioned.

The Clerical error may please be corrected in the Cadro Scheme already circulated.

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Implementation Instruction No. 50 dt. 26-8-1985

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L. Cadre Scheme for Personnel of Quality Control Department other than washery and Research & Development.

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At the 18th meeting of the Promotion-Policy Committee of III JBCCI held on 20th and 21st August, 1985, the Cadre Scheme for Quality Control personnel other than Washery and Research and Development, was discussed and it was agreed that the Member Secretary, III JBCCI may issue implementation instruction.

- 2. Accordingly, the Cadre Scheme for Quality Control personnel as detailed below is enclosed:
 - (1) Covering Note of Cadre —Annexure-XI Scheme for personnel of Quality Control Department other than Washery and R & D.
 - (2) Cadre Scheme for Coal Samp—Annexure-XI-1 ling Mazdoor to Laboratory
 Technician.
 - (3) Cadre Scheme for Junior —Annexure-XI-2 Chemist to Senior Chemist.
 - (4) Cadre Scheme for Junior —Annexure-XI-3
 Technical Inspector to Sr.
 Technical Inspector.

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- 3. It will be noted that with the enforcement of that Cadre Scheme, all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.
- 4. Managements have been requested to take accessary action to implement the above Scheme with immediate effect.

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CADRE SCHEME NO. XI

Cadre Scheme for Personnel of Quality Control
Department Other than Washery and R & D

I. Short title, Coverage & Classification:

- (a) This Scheme shall be called the Cadre Scheme for Quality Control Personnel.
- (b) This Scheme shall apply to entire workers of Quality Control Department who have been classified into the following three categories:
 - (1) General Sampling Mazdoor etc.
 - (2) Laboratory side
 - (3) Inspection side

2. Definition:

In this Cadre Scheme unless there is anything repugnant in the subject or context—

- (a) 'Competent Authority' means the Chief Executive of the company or Area General Mazdoor as the case may be, or any other authority who may be delegated with such powers from time to time.
- (b) 'Educational Qualification' means qualification as recognised by the Central Government or State Government or qualification as prescribed by the company.
- (c) 'Service' means service in the post as shown in Annexure hereto.

(d) 'Test' means evaluation of standard by examination—written/oral/practical, for adjudging skills as prescribed in the Cadre Scheme by the management from time to time.

3. Promotional Channel:

- (i) Promotional channel for various categories of Quality Control personnel shall be as per Annexure hereof. Such Annexures only indicate the qualification and experience to be possessed by the Departmental candidates included in the Cadre from time to time for the purpose of eligibility for Selection/Promotion of candidates as prescribed in this scheme.
- (ii) Selection/promotion upto Technical-B shall be on the basis of Aptitude-cum-Seniority-cum-Merit and for Technical-A on the basis of Merit-cum-Seniority.
- (iii) Promotional zone for filling the vacancy upto Category-IV will be Colliery/Unit and thereafter upto Technical-C will be Area seniority and for Technical-B & A on the company seniority unless otherwise specifically provided in the scheme itself.

(iv) Departmental Promotion Committee:

The Selection/Promotion of candidates for filling vacancy in higher cetegories shall be made on the recommendation of the department Promotion Committee to be constituted by the competent authority or any other office who may be delegated with such powers by him from time to time. The decision of the competent authority on such recommendations shall be final.

(v) Direct Recruitment:

Direct Recruitment shall be resorted to only if there is no suitable departmental candidates to fill the vacant posts.

- 4. This Cadre Scheme has been framed on this basis of the organisational set up prevailing in Coal India and its subsidiaries, TISCO, IISCO & SCCL will be allowed to make modification in the same wherever required to suit the local condition in consultation with the Union representatives at their level.
- 5. The present serving personnel will be brought under this scheme immediately and regularised in the following manner:
 - (a) Where the pay scale is the same, the designation if different be changed to the ones given in this Scheme.
 - (b) Where the designation is in conformity with this Scheme, the job description along with the pay scale to be applied.

6. Repeal, Savings etc.

All existing Cadre Schemes for Quality Control personnel, if any, shall become inoperative simultaneously with coming into force of this Scheme.

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Annexure—XI-1

Cadre Scheme For Personnel of Quality Control Department Other Than Washery E & D

Sampling Mazdoor To Lab. Technician

SI. No	Designation	Category/ Scale of pay	Minimum qualification (Educational/Tech.)	Eligibility for promotion	Mode of Promotion
1.	Coal Sampling Mazdoor	Category-I Rs. 21.16-0.43- 27.18	Literate preferably matri- culate from any recognised Board of Examination.	Any permanent workman/ employee of the company.	Selection
2.	Coal Laboratory Sampling Assistant.	Category-II Rs. 21,65-0.53- 29.07	-do-	3 years' experience as Coal Sampling Mazdoor in CatL.	DPC
3.	Coal Laboratory Technician.	Category-IV Rs. 24.10-0.80- 35.30	-do-	3 years' experience as Coal Lab. Sampling Assistant in CatII.	DPC

NOTE: TISCO, IISCO & SCCL agreed subject to modification to suit their local condition.

SI. No.	Designat	lots Category/ Scale of pay	Minimum qualification (Educational/Technical)	Bligibility for promotion	Mode of promotion
1.	Junior Chemist	Technical-D' Rs. 678-30-918-35-1198/-	Graduate in science with Chemistry.	Any permanent workman/ employee of the company with one year service.	Selection/ Test
2.	Assistant Chemist	Technical-C Rs. 742-40-1062-45-1422/-	-do-	3 years' experience as Jr. Chemist in Technical-D.	DPC
3.	Chemist	Technical-B Rs. 810-46-1178-51-1586/-	-do-	3 years' experience as Assistant Chemist in Technical-C.	DPC
4 °	Senior Chemist	Technical-A Rs. 892-53-1316-55-1701	-do-	5 years' experience as Chemist in Technical-B	DPC

NOTE :—(1) Educational qualification will not be a bar for promotion of the existing employees as on the date of coming into force of this cadre scheme.

(2) TISCO, IISCO & SCCL agreed subject to modification to suit their local condition.

SI. No	Designation	Category/ Scale of pay	Minimum qualification (Educational/Tech.)	Eligibility for promotion	Mode of Promotion
1.	Jr. Technical Inspector	Technical-D Rs. 678-30-918- 35-1198/-	Graduate in Science with Chemistry.	Any permanent workman/ employee of the company with 1 year service.	Selection/ Test
2.	Asst. Technical Inspector	Technical-C Rs. 742-40-1062- 45-1422/-	-do-	3 years experience as Jr. Technical Inspector in Technical-D.	DPC
3.	Technical Inspector	Technical-B Rs. 810-46-1178- 51-1586/-	-do-	3 years experience as Asst. Technical Inspector in TechC.	DPC
4.	Sr. Technical Inspector	Technical-A Rs. 892-53-1316- 55-1701/-	-do-	5 years experience as Technical experience in Technical-B.	DPC

Note:—(1) Educational qualification will not be a bar for promotion of the existing employees as on date of coming into force of this Cadre Scheme.

⁽²⁾ TISCO, IISCO & SCCL agreed subject to modification to suit their local condition.

Implementation Instruction No. 53 dt. 17-10-1985

M. Cadre Schemes/Promotional rules for Electrical and Mechanicai discipline employees.

Ref.: JBCCI office circular letter No. NCWA-III (L.L. No. 30/84/684 dated 26th June, 1984.

In the 19th meeting of the Promotion Policy Committee of III JBCCI held on 15th & 16th October '85, certain errors/ omissions noticed/pointed out in the Cadre schemes of Electrical & Mechanical discipline employees circulated earlier in the office letter under reference (i.e.) Implementation Instruction No. 30 dated 26th June 1984, were discussed and it was decided to rectify the same as under :-

- (i) Annexure-VII-7. Attendant.
- In the colum "Mode or Promo-General Mazdoor tion", against Sl. No. 4-Sub-Sub-Station Station Attendant, the word D.P.C. shall be added.
- (ii) Annexure-VII-8. Gr-I.
 - In the colum "Mode of Promo-General Mazdoor tion", against Sl. No. 4-CCM to CCM Driver Driver Gr. II and Sl. No. 5-CCM Driver Gr.-I, the word DPC shall be added.
- (iii) Annexure-VII-9. Helper to Moulder.
- In the colum "Scale of Pay/ Category" against Sl. No. 1, Helper the existing Cat.-I and the scale of pay Rs. 21.16-0,43-27.10 will be substituted by Category-II and scale of Rs. 21,65-0.53-29.07.

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(iv) Annexure-VII-15. In the colum "Mode of Promo-Helper (Elec.) to tion" against Sl. No. 3-Electri-Foreman-Incharge. cian/Fitter Electrical, the word "DPC/Trade Test" will be added.

Managements have been requested to note the above corrections and implement the decision accordingly.

No. JBCCI/IR/94/IMP 986

November 6, 1980

Sub: 1. Sand Pontoon

2. Payment for work on Sunday (weekly rest day.)

I am forwarding herewith the record note of decisions taken by the Standardisation Committee, on the above subjects, at its meeting held on 23rd July 1980 which were ratified by the JBCCI at its meeting held on 3rd and 4th November 1980. These decisions are self-explanatory.

Managements have been requested to take action to implement the same.

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DECISION TAKEN AT THE STANDARDISATION COMMITTEE MEETING HELD AT CALCUTTA ON 23-7-80

1. Sand Pontoon:

In the Wage Board "Sand Pontoon Khalasi" are in Cat.

III. Their job description is as under:-

"Worker operating the sand suction pump and other machinery placed on a pontoon on the river to pump sand for stowing. He is responsible for moving the pontoon, as the necessity arises, to maintain the flow of sand and Water."

It was contended by the Union representatives that the pontoon Khalasis are required to operate more than one pump. They are, therefore, entitled to one category higher than the Category prescribed for Pump Khalasi.

After discussion, it was agreed that wherever the Sand Pontoon Khalasis are actually required to operate more than one pump, they be given one category higher than the prescribed category for the Pump Khalasis corresponding to the largest of the pump which the Pontoon Khalasi is required to operate.

PAYMENT FOR WORK ON SUNDAY (WEEKLY REST DAY)

Union representatives stated that in some collieries U. G. allowance is not being taken into account for making payment for Sunday work although U. G. allowance is accepted as wages even for O. T. Payment.

After discussions it was agreed that Payment for Sunday work will be made at twice the wages, including the underground allowance. wherever the same is payable, irrespective of whether or not it constitutes O. T. under Mines Act, i.e whether or not the total working hrs. in the week exceed 48 hours.

N.C.W.A.-11-J.I. No. 38

Sub: Implementation of certain decisions of the Standardisation Committee taken at its meetings held at Calcutta on 26th, 27th and 28th February, 1981.

- 1.0 The Standardisation Committee discussed and approved certain unanimous recommendations of the following Sub-Committees, constituted by JBCCI, at its meetings held on 26th, 27th and 28th February, 1981.
- 1.1 Sub-Committee A: On categorisation and job descriptions of new jobs and job descriptions where they did not exist, of old jobs in Coal Washeries.
- 1.2 Sub-Committee C: On categorisation and job descriptions of new jobs and job descriptions of old jobs, where they did not exist, in miscellaneous sections (e.g.) Power Houses, Ropeways, Central Excavation Workshops and Coke Plants etc.
- 2.1 The list of designations, category and job description of jobs not covered under wage Board in respect of Coal Washeries as approved by the Standardisation Committee is given in Annexure-I.
- 2.2 The list of designations, category and job description of jobs not covered under Wage Board in respect of Cokeovens and By-Product Plants as approved by the Standar-disation Committee is given in Annexure-II.
- 2.3 The list of designations, category and job description of jobs not covered under Wage Board in respect of Central Ropeways as approved by the Standardisation Committee is given in Annexure-III.
- 2.4. The list of designations, category and job description of jobs not covered under Wage Board in respect of Central

Excavation Workshops at Barkakana and Korba as approved by the Standardisation Committee is given in Annexure-IV.

- 3.1 The JBCCI at its meeting held on 14th March 1981 ratified the above decisions of the Standardisation Committee.
- 3.2 As regards the new job descriptions and categorisations, as approved by the Standardisation Committee, it may be stated that these job descriptions and categories are intended to cover the new jobs which are in existence and not covered by the Wage Board job descriptions and categorisation. They will be applicable only where the actual job performed corresponds to the job descriptions given and it will not be a ground for creation of new jobs to correspond to the recommended categories.
- 4. In regard to the job descriptions and categorisations of jobs in underground mines as recommended by the Standardisation Committee and circulated under I. I. No. 36 dated 2nd February 1981, the correct category for Senior Roof Bolter (Sl. No. 12 of Annexure-A) should be Category-V instead of Category-IV.
- 5. The above categorisation and job description will be effective from 1-4-80.

Managements have been requested to take necessary action to implement the same.

DESIGNATION, CATEGORY AND JOB DESCRIPTION OF JOBS NOT COVERED UNDER WAGE BOARD IN RESPECT OF COAL WASHERIES AS FINALISED BY STANDARDISATION COMMITTEE

Sl. No.	Designation	Gr./Category	Job Description
1.	Foreman-In-charge (Mech./Elec.)	Tech. Gr. 'A'	He should be fully conversant with washing processes and equipments and be responsible for their proper operation and maintenance, including quality control.
	-3	1 113	He should have full knowledge of preventive maintenance and should be able to take complete charge of the Plant/Section independently in his allotted shift. He
			should be able to carry out inspection of different equipments under his charge and plan preventive maintenance of equipments. He will be required to maintain
			records, reports and other related documents. He will be responsible for the safety of men and equipments under his charge.

Sl. No.	Designation	Gr./Category	Job Description
2.	Yard-Master/ Foreman-In-Charge Yard	Tech. Gr. 'A'	He should be capable of independently managing the working of the Yard including regulation of receipt of wagons, receipt of rakes, movement in the yards and despatch of trains. He should be fully conversant with the safe working rules of the Rlys. and supervise and co-ordinate the work of staff during various shifts. He is expected to attend all the breakdowns/derailments in the Yard, including tippler etc. He will maintain all necessary liasion with the Rly. terminal yards feeding the Washery. He should be conversant with the latest demurrage rules and be responsible for the up-keep and maintenance of records pertaining to demurrage.
3.	B. G. Diesel Loco Supervisor	Tech, Gr. 'A'	He is required to take independent charge of routine maintenance as well as major overhauls of diesel-electric/hydraulic locos, bulldozers, cranes and other allied equipments under his charge. He should be able to plan and enforce preventive maintenance and should be capable of maintaining records, inspection

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Sl. No.	Designation	Gr./Category	Job Description
	. Tue BA	unu sili sa	sheets and Cardex. Safety of men and cleaning and house keeping of area under his charge are also his responsibilities.
4.	Foreman (Mech./Elec.)	Tech. Gr. 'B'	He should be conversant with washing processes and equipments and be responsible for their operation and maintenance, including quality control. He should be able to guide men under his charge to carry out the maintenance and operation of the plant and maintain records thereof. He should be able to read elementary drawing and make sketches of engineering components. Cleaning and house keeping and the safety of men under his charge are also his responsibilities. He should be able to take full charge of Section/Sub-Section in allotted shifts.
5.	Assit. Yard Master/ Shunting Master	Tech. Gr. 'B'	He should be fully conversant with the operations of the Yard in accordance with the safe working rules of
Par I	Into some		the Railways. He is required to take complete charge of his shift's operations. He should be conversant

128	Sl. No.	Designation	Gr./Category	Job description
	•			with loading and unloading operations, despatch, receipt and formation of trains and other allied operations in the yard. He should be fully conversant with demurrage rules and should be able to maintain records as required. He should also be capable of maintaining liasion with the Railways. House keeping, cleaning and the safety of men under his charge are also his responsibilities.
	6.	P.W.I. (Permanent Way Inspector)	Tech. Gr. 'B'	Highly skilled Technical Supervisory Personnel having at least 7 years experience in construction and layout of Railway lines, maintenance and repairs thereof to
		The property of the control of the c	Major atti	ensure smooth and safe movement of locomotives, Diesel Engines and safety of men and materials. Besides, he has to attend derailment of wagons/engines etc. He should be capable of controlling the gang of workers deployed under him and allocate the work. He must be fully conversant with the work of laying
[21		0		out new lines, joints, etc. and be able to detect and correct the faults.

Sl. No.	Designation	Gr./Category	Job description
7.	Asstt. Foreman/ Chargeman/Master Fitter/Master Operator (Mech. & Elec.)	Tech. Gr. 'C'	He should be conversant with the operation and maintenance procedures. He is required to assist the Foreman in carrying out the duties and responsibilities assigned to him (Foreman). Cleaning, house-keeping and safety of the men under his charge are also his responsibilities.
8.	Tippler Operator	Tech. Gr. 'C'	He is required to operate the wagon tippler. He should be fully conversant with operation and maintenance of wagon tipplers, conveyors, crushers, feeders, etc. He is required to maintain records and inspection sheets. Cleaning and house keeping of the area under his charge and safety of men assigned to him are also his responsibilities.
			This job description exists only in a few Washeries, where the Tippler Operator supervises the entire raw coal section. This will not be applicable to Washeries where the job requirements are less than as specified

above.

Sl. No.	Designation	Gr./Category	Job description
9.	Asstt. Shunting Master	Tech. Gr. 'C'	He should be conversant with the operation of the yard. He should also be conversant with loading and unloading operation, despatches and formation of the trains. He should have knowledge of demurrage rules.
10.	B. G. Loco Driver (Diesel)	Tech. Gr. 'C'	He is required to drive locos and carry out various shunting operations in accordance with the instructions given to him. He should have elementary knowledge of the working of locos. He should be thoroughly conversant with various precautions to be taken during the starting, running and stopping of the locos. He is required to watch various instruments installed in the
		A. R. C. (Sa)	locos, keep a log of their readings and stop the locos in case of malfunction. Maintenance of log records, inspection of sheets and also cleaning and safety of the equipment under his charge are also his responsibilities.
11 _e	B. G. Steam Loco In-Charge	Tech. Gr. 'C'	He should have worked as a Steam Loco Driver and should be sufficiently literate to maintain driver's and fireman's musters engine repair books and other related

SL No.		Gr./Category	Job description
• • •	SE WIN H	<u> </u>	documents. He should be able to allocate duties to drivers and fireman and also supervise their work and guide loco fitter in rectification of their faults.
12.	B. G. Diesel Loco Fitter	Tech. Gr. 'C'	He should be capable of carrying out routine mainte- nance as well as major overhauls of diesel and petrol engines, diesel electric/hydraulic locos. He should be thoroughly conversant with the operation and mainte- nance of all the above mentioned equipments and their various components. Maintenance of records, inspection sheets, Cardex and cleaning and house keeping of the area under his charge are also his jobs.
13.	Fitter Foreman	Tech. Gr. C	He should be conversant with the operation and maintenance of, equipments under his charge. He is required to assist the Foreman in carrying out the duties and
190	AND SAME INTO ME.	OFF THE PLAN	responsibilities assigned to him (Foreman). Cleaning, house-keeping and safety of the men under his charge
21.900	To the last	11/11/09/09/07	are also his responsibilities. The posts of Fitter Foreman, are meant for such

Sl. No.	Designation	Gr./Category	Job description
			workmen who are otherwise highly skilled, experienced and proficient but do not possess adequate educational qualifications.
14.	B. G. Loco Driver (Steam)	Tech. Gr. 'D'	He is required to drive locos and carry out various shunting operations in accordance with the instructions
He	Titelius Mahner	Car IV	given to him. He should have elementary knowledge of the working of locos. He should be thoroughly conversant with various precautions to be taken during the starting, running and stopping of the locos. He is required to watch various instruments installed in the locos, keep a log of their readings and stop the locos in case of malfunction. Maintenance of log records, inspection of sheets and also cleaning and safety of the
			equipment under his charge are also his responsibilities.
15.	Shunting Jamadar	Cat. V or Tech. 'F'	He is required to keep the receiving line clear and give assurance to yard master on duty about the clearance
41	wifu: Joir	167	of line to admit trains. He is required to conduct movement of shunting locomotives and wagons by

Sl. No.

16.

Designation

Tippler Helper

Gr./Category

Cat. IV

giving proper signals from and to different loading points, responsible for the formation of trains, attaching and detaching to ensure that the points of Rly. tracks are correctly get clamped and the vehicles are properly secured against unwarranted movement by tightening the brakes.

Job description

Existing employees in Grade-'F' will have an option to opt for daily rated category with corresponding service conditions within a month of the notice.

He is required to check up and ensure correct placement of wagons inside the tippler. He should ensure that the wagon has been clamped properly before signalling to the Tippler Operator to start tippling operations. He should also ensure that the tippler clamps have been fully released before movement of unloaded wagons takes place. He is required to clear the jamming of the tippler hepper. Cleaning and house keeping of the area of his work is also his job.

S1. No.	Designation	Gr./Category	Job description
17.	Pointsman	Cat. IV	He sets the points and crossings and gives the signal for the movement of wagons in the washery yard. It is his responsibility to ensure safe movement of the rolling stock over the points and crossings under his charge.
18.	Brakeman	Cat. IV	He is required to couple and un-couple the wagons and guide their movement in the washery yard through the application of brakes.
19.	B. G. Loco Fireman	Cat. IV	He is required to charge coal in the loce boiler, remove the ashes and fill the water tender besides helping the Loco Driver for any other function in the operation of the Steam Loco.
20.	Points Cleaner	Cat. II	He should clean and lubricate points and crossings in the Washery Yard and ensure smooth and proper operation of the same.
21.	Sampling Attendant/ Lab. Helpers	Cat. II	His job is to collect samples of materials from belt conveyors, chutes, hoppers, etc. as per the directive
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SI. No.		Gr./Category	Job description
	Petiting City and	c86-41	given to him. He is also required to do sizing, coning and quartering of samples and House Keeping of the area under his charge is also his job.
22.	Sand Mazdoor	Cat. II	He should be conversant with the sand classification equipment and its operation. He should be able to control the valves in order to feed sand of desired
In:	BLCA Local Commen	entri (6	quality into the system. Cleaning and house keeping of the area under his charge is also his job. This designation exists in Tata Washeries only.
23.	Sherwen Feeder Attendant	Cat. IÌ.	He should be able to place feeders under the bunkers and open the gates in order to draw material from the bunker. He is also required to lubricate the equipment under his charge. Cleaning and house keeping of the area under his charge is also his job.
24.	Painting Mazdoor	Cat. II	He should be able to clean the surface and apply paint as directed.

DESIGNATION, CATEGORY AND JOB DESCRIPTION OF JOBS NOT COVERED UNDER WAGE BOARD IN RESPECT OF COKE-OVENS AND BY-PRODUCT PLANTS AS AGREED BY THE STANDARDISATION COMMITTEE

Sl. No.	Designation	Category	Job Description
1.	General Mazdoor	I	
a)	Line/Coke Car Track		An unskilled worker who performs manual Jobs.
b)	Jam Cutter		He is also required to render assistance to semi-
c)	Carpenter		skilled and skilled personnel in their already allotted
d)	Breeze Heap		jobs.
e)	Morter Mill		479
f)	Track Cleaning		Sec. 11
g)	Coke Depot		
h)	Dust Bunker		
i)	Bellowman		
j)	Boiler		48.00
2. a)	Ram Car Cleaner	tt	Helper/Assit/Attendant shall be engaged in render
	Exhauster House Cleaner/Gilman	**	ring assistance of semi-skilled nature to other skilled
c)	Benzol Plant Oilman		personnel and in their concerning jobs will also

Category Job description attend to cleaning and oiling of machines and ovense Tar Cleaner Elevator Beit Cleaner Ram Oilman g) Lead Burner Helper h) Valve Cleaner Crusher House Assistant/Helper Mortar Mill Operator/Khalasi k) Mortar Miller Exhauster House Assistant/Khalasi m) Gasman Assistant/Helper Ram Car Assistant/Helper o) Neutraliser p) Boiler Assistant/Helper Mortar Pug Mill Khalasi (Below 35 H. P.) r) Tar Mazdoor a) Ram Side Winchman He shall carry out any one of the different jobs as b) Ram Side Doubman covered by the designations listed which are selfc) Ram Side Fireman

explanatory. He is also required to render assistance

N.C.W.A-II I.I. No.-39

Sub: Implementation of some of the pending unanimous recommendations of Sub-committees A, B and C constituted by JBCCI.

Some of the pending unanimous recommendations of Sub-Committees A, B and C have been examined further and keeping in view the modifications suggested by the Sub-Committee appointed by the Standardisation Committee in respect of Laboratory personnel, it has been decided to implement the same as per the enclosed Annextures.

- ANNEXURE-I : Some of the unanimous pending recommendations of Sub-Committee A of JBCCI on new jobs in Washeries.
- ANNEXURE-II: Unanimous recommendations of Subcommittee B of JBCCI on New Jobs in Underground Mines. (Annex.-II dated 19-7-79).
- ANNEXURE-IIA: Unanimous rocommendations of Subcommittee B of JBCCI on New Jobs in Underground Mines. (Annexure-III dated 19-7-79.).
- ANNEXURE-III: Some of the unanimous recommendations of Sub-committee 'C' of JBCCI on new jobs/existing, jobs not covered under NCWA in respect of miscellaneous sections (Annexure-E of the report on Central Workshop at Barkakana and Korba).

ANNEXURE-IV: Some of the unanimous recommendations of Sub-committee 'C' of JBCCI on miscellaneous section (Annexure-G part D & E on Duplicator Operator and Large Size Integrated Water Supply Scheme for 2 million gallons capacity.)

The recommendations in respect of 'Laboratory Personnel' (Serial No. 2 to 8 of Annexure-I) will be applicable to other coal laboratories in the coal Companies also in addition to Washeries.

UNANIMOUS RECOMMENDATION OF SUB-COMMITTEE 'A' OF JBCCI ON NEW JOBS IN WASHERIES

SI. No.	Designation	Job Description	Grade/Cat.	
1.	WORKERS description and washery to washery dingly. Therefore fixed mutually bet	The Committee found it difficult to give any specific job description and work-load, as the situation vary from washery to washery and the work-load will vary accordingly. Therefore it was agreed that the same may be fixed mutually between the Union representatives and the Washery Management wherever such workmen exists.	Treatment of the second of the	
2.	SR. CHEMIST	Chemical Laboratory: He should be graduate in Science with 5 years experience as a Chemist. Alternatively he should have at least 13 years experience out of which 5 years must be a Chemist. He must be fully conversant with analysis of Coke, coal, mine gas, mine dust, boiler feed water etc. He must be able to interpret results of analysis or gas, mine dust, boiler feed water etc. or in Washery, he should be capable of independently organising a process and quality control laboratory. He should be fully conversant with the Indian and as	Grade-'A'	

Sl. No. Designation	Job Description	Grade/Cat.
- 10 value	well as other standard specifications in use for sampling, pre- paration and analysis of coal/magnetite and other materials used in coal preparation plant. He should be conversant with washability and efficiency tests and principles of various coal preparation process. He should be capable of carrying out mine air and dust analysis. He will also be required to draw raw coal samples from coal seams. He must be able to inter- pret the result for guidance in quality control etc. He should be responsible for indent, storage and chemicals, equipment and maintain necessary records thereof. He shall guide and supervise the work of assistants under him in Laboratory.	coloque 2.7
3. CHEMIST	He should be graduate in Science with 3 years experience as Asstt. Chemist. He must be fully conversant with analysis of coke coal, mine gas, mine dust, boiler feed water etc. He must be able to interpret the results for guidance in quality control etc. or in Washery, he should be fully conversant with	Grade—'B'
	washability and efficiency tests of the control Laboratory. He should be able to independently carry out the calculations	19475

IMPLEMENTATION INSTRUCTION NO. 41

Sub: Implementation Instruction in respect of new jobs in Washeries, new jobs in Underground mines, jobs in respect of Central Workshops at Barkakana and Korba, Large size Integrated Water Supply Scheme and Data Processing personnel.

The Third JBCCI at its second meeting held on 11th September, 1982 constituted a Sub-committee to examine the following issues amongst others:

- a) The unanimous recommendations of the Sub-committees which could not be placed for ratification before JBCCI-II and, hence, not ratified by JBCCI.
- b) Unanimous recommendations of Sub-committees which have repercussions vis-a-vis recommendations of other Sub-committees etc., or other complications which are to be resolved.
- 2. The Sub-committee was required to submit its final recommendations in respect of the above within two weeks. Accordingly, it met on 23rd & 24th September, 1982 and considered the unanimous recommendations of the previous Sub-committees 'A', 'B' & 'C', and also the Implementation Instruction No. 39 dated 10th August, 1982 (wherein instructions for implementing some of the pending unanimous recommendations of the three Sub-committees were issued) and Implementation Instruction No. 40 dated 25th August, 1982 (concerning Data Processing personnel.).

3. The report of the Sub-committee was considered by the JBCCI-III at its 3rd meeting held on 4th October, 1982 when it was decided to accept the report of the Sub-committee. In terms of these decisions and the report of the Sub-committee however, the following amendments would be made in the Implementation Instruction No. 39 dated 10th August, 1982:—

ANNEXURE—IIA

- (1) Against Sl. No. 1, Coal Handling Plant (CHP) Operator-cum-Despatcher, the Category should be Grade D' instead of Clerical Gr. II.
- (2) Against Sl. No. 2, Hautage-cum-Switch Attendant, "against Category-IV, V & VI—depending on HP of the haulage, the following will be substituted:—
- (i) Haulage Khalasis operating haulages below 75
 HP will be given Category-IV instead of Cat. III
 in view of the additional work performed.
 - (ii) Haulage Khalasis operating haulages from 75
 HP upto 125 HP will be given Category-V
 instead of Cat. IV, in view of the additional
 work performed.
 - (iii) Haulage Khalasis operating haulages from 125 HP and above will be given Category-VI instead of Category-V, in view of the additional work performed."
- 4. The Committee has also decided that the unanimous recommendations of Sub-committee 'B' of IInd JBCCI in respect of new jobs in Underground mines shall also be accepted and implemented. Accordingly, the following designations, job descriptions and grades / category in respect of new jobs in Underground mines shall be implemented:

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Unanimous recommendations of Sub-committee 'B' of JBCCI-II on Underground Mines (Annexure-I dated 19-7-1979)

Sl. No.	Designation	ISSUE SECTION THE TYPE	ecommended r./Category
1.	Side-dump loader Ope- rator GrI.	A skilled workman who operates the equipment and has working knowledge of the same for undertaking minor running maintenance and operates loader of 0.75 cu.m. or more bucket capacity.	Excavation GrC
4.	Load-haul- dumper Operator GrI.	A skilled workman who operates the equipment and has working knowledge of the same for undertaking minor running maintenance and operates the loader of bucket capacity 0.75 cu. m. or more.	Excv. GrC.
7.	Road-header Operator GrI.	A highly skilled workman who operates the machine and has experience of coal cutting machine, plough, loader or other similar face machines for 7 years and operates the header of 150 Kw. or more capacity. He should have general knowledge of the machine and should be capable of doing minor running repair and maintenance. The experience may be relaxed to 2 years for those who are technically qualified and have special knowledge and training on the machine.	Excv. GrA.

SI. No.	Designation	Manager Committee of the Committee of th	Recommended Gr./Category
8.	Road-header Operator GrII.	Same as above that experience needed can be relaxed to 5 years and for persons having technical qualifications and special knowledge and training, the experience needed will be 1½ years.	d GrB. B

5. These instructions together with others covered in Implementation Instruction No. 39 dated 10th August, 1982 will come into force with effect from 15th August, 1982.

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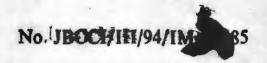
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IMPLEMENTATION INSTRUCTION NO. 43

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Sub: Implementation of 23 left out designations of Sub-Committee 'A' of JBCCI-II on New Jobs in Washeries.

which have the William of W' and believes and our

Further to Implementation Instruction No. 33 dated 16th March, 1981 and Implementation Instruction No. 39 dated 10th August, 1982 the left out 23 designations listed at Annexure-I of report dated 20-7-1979 and Annexure-I & II of report dated 2-8-1979 (in respect of which there was no agreement in the Sub-Committee) were discussed by the Wage Structure Formulation Committee of III JBCCI at its meeting held on 28th August, 1983 and the agreement as per Annexure-I was reached.

The same is being circulated with a request to take necessary action to implement the same.

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Designation, Category & Job Description of Jobs not covered under Wage Board in respect of Coal Washeries as finalised by Wage Structure Formulation Committee of JBCCI-III.

CATEGORY—II

1. Electrical Helper:

He must be familiar with different type of equipments used for testing, such as, megers, tongsters, Avo-meter. He should have sound health to carry the ladders and cable required during work. He must keep the machines clean related to him. He should also know how to remove dust from panels, cable carriers by means of a blower with all safety measures, keeping in view. He should keep his tools in good order.

2. Welding Helper:

He must be able to fit-assemble the electric welding and acetylene welding plants. He must be familiar with all parts of above plants and different types of electrodes. He must have sound health to carry out 100 ft. of welding cable, gauges and reach the gas cylinder at site.

3. Fitter Helper/Greaser:

He should know the names of all tools and tackles required by the Fitters. He should be able to take measurement and fit conveyors idlers, driving chains, V-belts etc. He should be able to lubricate and grease the machines and must be able to differentiate the various lubricants.

NOTE: If he is only Fitter Helper he will be in Cat. II and if he is doing combined job of Fitter Helper and Greaser he will be placed in Cat.-III. In that case he will be redesignated as Fitter Helper-cum-Greaser.

CATEGORY—IV

4. Mechanical Fitter Grade-III:

A workman capable of accurate filing and fitting of bearings, keys, etc. He should be able to adjust chain drives and align belt conveyors. He should be able to repair filter cloth and screens, chutes and launders, equipments and other machines in the Washeries.

5. Electrical Fitter/Electrician Grade-III:

A workman possessing knowledge of house wiring, tubelight fitting and handling of different types of electrical testing equipments, such as, meger, tongstester, speedometer etc. He is responsible for keeping his related machines neat and clean. He must have knowledge of safety measures and treatment of electric shocks. He should be able to work on low tension equipments and possess the statutory qualification.

6. Operator Grade-III:

He should be generally conversant with the different processes applied in the Washery including process & quality control. He must be able to operate the control switches. He should also have the capacity of observing the machines and detecting the malfunction of the same. He must keep all machines and equipments under his charge neat and clean. He will work under the control and direction of Supervisors.

CATEGORY-V

7. Mechanical Fitter Grade-II:

A workman capable of accurate filing and fitting of beatings, keys, etc. He must have the knowledge of tolerance required for any particular job. He should have knowledge of equipments and machines used in Coal Preparation Plant (including raw coal receiving arrangements). He should be able to dismantle and overhaul such machines.

8. Electrical Fitter/Electrician Grade-II:

A workman possessing statutory qualification upto medium pressure, capable of reading diagrams and having a thorough knowledge of wiring circuit. He must be capable of detecting and rectifying fault within reasonable time. He should have the knowledge of different types of electrical equipments, such as, meger, voltmeter, tongtester and watt meters. He should have also the knowledge of motor and transformer winding. Besides, he must keep his related mechines and equipments clean.

9. Welder Grade-II:

A workman who can handle both electric and acetylene welding plants and who has a good knowledge of all types of welding. He should also have good knowledge of all welding electrodes required for welding jobs. He must be capable of working independently.

10. Operator Grade-II:

He should have thorough knowledge of different system of washing processes applied in the Washery, viz., Jig process, heavy media separation, cyclone process, finces recovery process and process comprising of screening and sizing of ROM size. He must be able to operate the site control board independently. He must be able to control the quality of the washed coal by adopting different adjustment, like, water in Baum Jig, perfect preparation of media in heavy media both system. He should be able to locate the fault of the machines. He should have his panels and machines neat and clean. He should be able to write daily performance report of his section.

11. Fitter-cum-Operator Grade-III:

He should be conversant with various processes used in coal preparation including process and quality control. He should be capable of accurate filing, fitting and repairs etc. He should be able to adjust chain drives and align belt conveyors. He should be able to operate various control switches

and detect malfunction in any of the machines under his charge. He should be able to carry out repairs of equipment and machines under his charge. He must keep all the machines and equipments under his charge neat and clean.

Wherever Jr. Fitter-cum-Operator exits the same will be redesignated as Fitter-cum-Operator Grade-III.

CATEGORY-VI

12. Operator Grade-I:

He should be a skilled workman having thorough knowledge of the plant, flow diagram and different systems of coal
handling and preparation techniques in the coal washery. He
should have the capacity to identify faults during operation
and carry out running repairs. He should have a good understanding of the quality control techniques required for the
plant and should be able to carry out different adjustments.
He should also have a good understanding on the consumption
and control of magnetite, pineoil, etc. He could be entrusted
with the operation of a single machine or a group of machines
as per requirement and he should be capable of shouldering
this responsibility. He should be able to coordinate the work
in the Section under his control, be responsible of ensuring
maintenance and cleanliness of the Section under his charge
and write detailed performance report pertaining to his shift.

13. Mechanical Fitter Grade-I:

A workman capable of accurate filing and fitting of bearings, keys etc. He must have the knowledge of degree of tolerance required for any particular job. He must be able to read and use micrometer and other similar instruments for accurate measurement. He should have full knowledge for equipments and machines used in a Coal Preparation Plant (including raw coal receiving arrangements). He should be able to rectify faults, dismantle and overhaul of such machines. He should be able to make simple sketches and fabricate structures, chutes, pipe bends, launders, etc. from samples or

drawings. It is desirable that he should have knowledge of welding and gas-cutting.

14. Electrical Fitter/Electrician Grade-I:

A workman possessing statutory qualifications, capable of reading diagrams and having a thorough knowledge of wiring circuits and of the constructions and use of all items of electrical equipment, such as, multi-meter, voltmeter and watt mtters, etc. He must be capable of detecting and rectifying faults with the minimum delay and dismantling of the equipments in question. He must have thorough knowledge of sequence control and cable jointing circuit. He should have also theoretical and practical knowledge of different electrical machines, such as, 3 phese transformers, induction motors, synchonus motor, welding transformer and different electrical devices used in the Washery, viz. Thytron and thrister control. He must be capable of working independently. He should be able to work on equipments on high tension and possess the statutory certificate. Besides, he must keep his related machines and equipments clean.

15. Vulcaniser Grade-I:

Responsible for inspection, checking of beltings preparation and making of vulcanised joints, alignment of beltings. He should have thorough knowledge regarding the specification of beltings, its load carrying capacity, specification of various materials and tools used for vulcanising etc. Further he should have thorough knowledge regarding the cold vulcanising process, hot vulcanising process, etc.

16. Welder Grade-I:

They are highly skilled workman having experience in all types of welding and cutting jobs, both electrical and gas. They should have good knowledge of all types of welding electrodes and their application. They should be capable of undertaking intricate and high pressure welding in the plant. They

should be capable of working independently and guiding and supervising the lower category of welders.

17. Fitter-cum-Operator Grade-II:

He should be capable of carrying out electrical or mechanical maintenance and should be conversant with the operation of equipments, like, Conveyors, pumps, crushers, compressors, screens, electrical motors, switch gear, coal washers, cyclones, etc. He should be able to operate the section under his charge in accordance with the instructions given to him. Maintenance of inspection sheets and other relevant documents, cleaning and house keeping of the equipments as well as areas under his charge are also his jobs.

TECH. & SUPERVISORY GRADE 'C'

18. Fitter-cum-Operator Grade-I:

He should be capable of carrying out electrical or mechanical maintenance and should be conversant with the operation of equipments, like, Conveyors, pumps, crushers, compressors, screens, electrical motors, switch gear, coal washers, cyclones, etc. He should be able to operate and maintain the section independently under his charge. Maintenance of inspection sheets and other relevant documents, cleaning and house keeping of the equipments as well as areas under his charge are also his jobs. He should be able to write Daily Performance Report.

EXCAVATION GRADE

19. Tracto-Shovel Operator:

He should be capable of carrying out electrical or mechanical maintenance and should be conversant with the operation of equipments, like, conveyors, pumps, crushers, compressors, screens, electrical motors, switch gear, coal washers, cyclones, etc. He should be able to operate the section under his charge in accordance with the instructions given to him. Maintenance

of inspection sheets and other relevant documents, cleaning and house keeping of the equipments as well as areas under his charge are also his jobs. The category of workmen are in some Washeries only.

NOTE: They will be in Excavation Group 'B', 'C' & 'D' depending upon the capacity of Tracto-Shovel as defined for Pay Loader under Excavation.

Wherever excavation work is not being done, the maintenance of the above equipment will be done by E & M Section staff.

EXCAVATION 'C'

20. Crane Operator:

In the statements/information received from the existing washeries, the Designation of 'Crane Operator' have not been mentioned. The Union representatives, however, contended that such designations are in existence at Kathara Washery. The management representative stated that the overhead crane fixed at Kathara Washery is required to be operated only occassionally and a few people have been engaged on such jobs from time to time. Since this is not a regular nature of job, the Committee has not recommended any job description for this.

N.C.W.A.-11-1.I. No. 38

Sub: Implementation of certain decisions of the Standardisation Committee taken at its meetings held at Calcutta on 26th, 27th and 28th February, 1981.

- 1.0 The Standardisation Committee discussed and approved certain unanimous recommendations of the following Sub-Committees, constituted by JBCCI, at its meetings held on 26th, 27th and 28th February, 1981.
- 1.1 Sub-Committee A: On categorisation and job descriptions of new jobs and job descriptions where they did not exist, of old jobs in Coal Washeries.
- 1.2 Sub-Committee C: On categorisation and job descriptions of new jobs and job descriptions of old jobs, where they did not exist, in miscellaneous sections (e.g.) Power Houses, Ropeways, Central Excavation Workshops and Coke Plants etc.
- 2.1 The list of designations, category and job description of jobs not covered under wage Board in respect of Coal Washeries as approved by the Standardisation Committee is given in Annexure-I.
- 2.2 The list of designations, category and job description of jobs not covered under Wage Board in respect of Cokeovens and By-Product Plants as approved by the Standar-disation Committee is given in Annexure-II.
- 2.3 The list of designations, category and job description of jobs not covered under Wage Board in respect of Central Ropeways as approved by the Standardisation Committee is given in Annexure-III.
- 2.4. The list of designations, category and job description of jobs not covered under Wage Board in respect of Central

Excavation Workshops at Barkakana and Korba as approved by the Standardisation Committee is given in Annexure-IV.

- 3.1 The JBCCI at its meeting held on 14th March 1981 ratified the above decisions of the Standardisation Committee.
- 3.2 As regards the new job descriptions and categorisations, as approved by the Standardisation Committee, it may be stated that these job descriptions and categories are intended to cover the new jobs which are in existence and not covered by the Wage Board job descriptions and categorisation. They will be applicable only where the actual job performed corresponds to the job descriptions given and it will not be a ground for creation of new jobs to correspond to the recommended categories.
- 4. In regard to the job descriptions and categorisations of jobs in underground mines as recommended by the Standardisation Committee and circulated under I. I. No. 36 dated 2nd February 1981, the correct category for Senior Roof Bolter (Sl. No. 12 of Annexure-A) should be Category-V instead of Category-IV.
- 5. The above categorisation and job description will be effective from 1-4-80.

Managements have been requested to take necessary action to implement the same.

be responsible for the safety of men and equipments

DESIGNATION, CATEGORY AND JOB DESCRIPTION OF JOBS NOT COVERED UNDER WAGE BOARD IN RESPECT OF COAL WASHERIES AS FINALISED BY STANDARDISATION COMMITTEE

Sl. No.	Designation	Gr./Category	Job Description
1.	Foreman-In-charge (Mech./Elec.)	Tech, Gr. 'A'	He should be fully conversant with washing processes and equipments and be responsible for their proper operation and maintenance, including quality control.
			He should have full knowledge of preventive maintenance and should be able to take complete charge of the
			Plant/Section independently in his allotted shift. He
			should be able to carry out inspection of different equipments under his charge and plan preventive main- tenance of equipments. He will be required to maintain records, reports and other related documents. He will

under his charge.

Sl. No.	Designation	Gr./Category	Job Description
2.	Yard-Master/ Foreman-In-Charge Yard	Tech. Gr. 'A'	He should be capable of independently managing the working of the Yard including regulation of receipt of wagons, receipt of rakes, movement in the yards and despatch of trains. He should be fully conversant with the safe working rules of the Rlys. and supervise and co-ordinate the work of staff during various shifts. He is expected to attend all the breakdowns/derailments in the Yard, including tippler etc. He will maintain all necessary liasion with the Rly. terminal yards feeding the Washery. He should be conversant with the latest demurrage rules and be responsible for the up-keep and maintenance of records pertaining to demurrage.
3.	B. G. Diesel Loco Supervisor	Tech. Gr. 'A'	He is required to take independent charge of routine maintenance as well as major overhauls of diesel-electric/hydraulic locos, bulldozers, cranes and other allied equipments under his charge. He should be able
1.5 30			to plan and enforce preventive maintenance and should be capable of maintaining records, inspection

SI. No.	Designation	Gr./Category	Job Description
			sheets and Cardex. Safety of men and cleaning and house keeping of area under his charge are also his responsibilities.
4.	Foreman (Mech./Elec.)	Tech. Gr. 'B'	He should be conversant with washing processes and equipments and be responsible for their operation and maintenance, including quality control. He should be able to guide men under his charge to carry out the maintenance and operation of the plant and maintain records thereof. He should be able to read elementary drawing and make sketches of engineering components. Cleaning and house keeping and the safety of men under his charge are also his responsibilities. He should be able to take full charge of Section/Sub-Section in allotted shifts.
5.	Asstt. Yard Master/ Shunting Master	Tech. Gr. 'B'	He should be fully conversant with the operations of the Yard in accordance with the safe working rules of
1	Barrier -		the Railways. He is required to take complete charge of his shift's operations. He should be conversant

Designation

Gr./Category

Sl. No.

with loading and unloading operations, despatch, receipt and formation of trains and other allied operations in the yard. He should be fully conversant with demurrage rules and should be able to maintain records as required. He should also be capable of maintaining liasion with the Railways. House keeping, cleaning and the safety of men under his charge are also his responsibilities.

Job description

Highly skilled Technical Supervisory Personnel having at least 7 years experience in construction and layout of Railway lines, maintenance and repairs thereof to ensure smooth and safe movement of locomotives, Diesel Engines and safety of men and materials. Besides, he has to attend derailment of wagons/engines etc. He should be capable of controlling the gang of workers deployed under him and allocate the work. He must be fully conversant with the work of laying out new lines, joints, etc. and be able to detect and correct the faults.

SI. No.	Designation	Gr./Category	Job description
7.	Asstt. Foreman/ Chargeman/Master Fitter/Master Operator (Mech. & Elec.)	Tech. Gr. 'C'	He should be conversant with the operation and main- tenance procedures. He is required to assist the Foreman in carrying out the duties and responsibilities assigned to him (Foreman). Cleaning, house-keeping and safety of the men under his charge are also his responsibilities.
8.	Tippler Operator	Tech. Gr. 'C'	He is required to operate the wagon tippler. He should be fully conversant with operation and maintenance of wagon tipplera, conveyors, crushers, feeders, etc. He is required to maintain records and inspection sheets. Cleaning and house keeping of the area under his charge and safety of men assigned to him are also his responsibilities.
			This job description exists only in a few Washeries, where the Tippler Operator supervises the entire raw coal section. This will not be applicable to Washeries where the job requirements are less than as specified above.

Sl. No.	Designation	Gr./Category	Job description
9.	Asstt. Shunting Master	Tech. Gr. 'C'	He should be conversant with the operation of the yard. He should also be conversant with loading and unloading operation, despatches and formation of the
101	ANNI ANIONIS	2007-20-34	trains. He should have knowledge of demurrage rules.
10.	B. G. Loco Driver (Diesel)	Tech. Gr. 'C'	He is required to drive locos and carry out various shunting operations in accordance with the instructions given to him. He should have elementary knowledge of the working of locos. He should be thoroughly conversant with various precautions to be taken during the starting, running and stopping of the locos. He is required to watch various instruments installed in the locos, keep a log of their readings and stop the locos in case of malfunction. Maintenance of log records,
			inspection of sheets and also cleaning and safety of the equipment under his charge are also his responsibilities.
11,	B. G. Steam Loco	Tech. Gr. 'C'	He should have worked as a Steam Loco Driver and
W. W.	In-Charge	ta numble of	should be sufficiently literate to maintain driver's and fireman's musters engine repair books and other related

SL No.	. Padagettea	Gr./Category	Job description ""
11	CO (Free martine)	12864	documents. He should be able to allocate duties to drivers and fireman and also supervise their work and guide loco fitter in rectification of their faults.
12.	B. G. Diesel Loco Fitter	Tech. Gr. 'C'	He should be capable of carrying out routine maintenance as well as major overhauls of diesel and petrol engines, diesel electric/hydraulic locos. He should be thoroughly conversant with the operation and maintenance of all the above mentioned equipments and their various components. Maintenance of records, inspection sheets, Cardex and cleaning and house keeping of the area under his charge are also his jobs.
13.	Fitter Foreman	Tech. Gr. 'C'	He should be conversant with the operation and maintenance of, equipments under his charge. He is required to assist the Foreman in carrying out the duties and
14	Auto Romano de la	1 to the age	responsibilities assigned to him (Foreman). Cleaning, house-keeping and safety of the men under his charge
A Vie	7	or nested	are also his responsibilities. The posts of Fitter Foreman, are meant for such

Sl. No.	Designation	Gr./Category	Job description
			workmen who are otherwise highly skilled, experienced and proficient but do not possess adequate educational qualifications.
14.	B. G. Loco Driver (Steam)	Tech. Gr. 'D'	He is required to drive locos and carry out various shunting operations in accordance with the instructions given to him. He should have elementary knowledge of the working of locos. He should be thoroughly conversant with various precautions to be taken during the starting, running and stopping of the locos. He is required to watch various instruments installed in the locos, keep a log of their readings and stop the locos in case of malfunction. Maintenance of log records, inspection of sheets and also cleaning and safety of the equipment under his charge are also his responsibilities.
15.	Shunting Jamadar	Cat. V or Tech. 'F'	He is required to keep the receiving fine clear and give assurance to yard master on duty about the clearance of line to admit trains. He is required to conduct movement of shunting locomotives and wagons by

N.C.W.A.-11-J.I. No. 38

Sub: Implementation of certain decisions of the Standardisation Committee taken at its meetings held at Calcutta on 26th, 27th and 28th February, 1981.

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Excavation Workshops at Barkakana and Korba as approved by the Standardisation Committee is given in Annexure-IV.

- 3.1 The JBCCI at its meeting held on 14th March 1981 ratified the above decisions of the Standardisation Committee.
- 3.2 As regards the new job descriptions and categorisations, as approved by the Standardisation Committee, it may be stated that these job descriptions and categories are intended to cover the new jobs which are in existence and not covered by the Wage Board job descriptions and categorisation. They will be applicable only where the actual job performed corresponds to the job descriptions given and it will not be a ground for creation of new jobs to correspond to the recommended categories.
- 4. In regard to the job descriptions and categorisations of jobs in underground mines as recommended by the Standardisation Committee and circulated under I. I. No. 36 dated 2nd February 1981, the correct category for Senior Roof Bolter (Sl. No. 12 of Annexure-A) should be Category-V instead of Category-IV.
- 5. The above categorisation and job description will be effective from 1-4-80.

Managements have been requested to take necessary action to implement the same.

DESIGNATION, CATEGORY AND JOB DESCRIPTION OF JOBS NOT COVERED UNDER WAGE BOARD IN RESPECT OF COAL WASHERIES AS FINALISED BY STANDARDISATION COMMITTEE

Sl. No.	Designation	Gr./Category	Job Description
1.	Foreman-In-charge (Mech./Elec.)	Tech. Gr. 'A'	He should be fully conversant with washing processes and equipments and be responsible for their proper operation and maintenance, including quality control He should have full knowledge of preventive maintenance and should be able to take complete charge of the Plant/Section independently in his allotted shift. He should be able to carry out inspection of different equipments under his charge and plan preventive maintenance of equipments. He will be required to maintain records, reports and other related documents. He will be responsible for the safety of men and equipments

under his charge.

Sl. No.	Designation	Gr./Category	Job Description
2.	Yard-Master/ Foreman-In-Charge Yard	Tech. Gr. 'A'	He should be capable of independently managing the working of the Yard including regulation of receipt of wagons, receipt of rakes, movement in the yards and despatch of trains. He should be fully conversant with the safe working rules of the Rlys. and supervise and co-ordinate the work of staff during various shifts. He is expected to attend all the breakdowns/derailments in the Yard, including tippler etc. He will maintain all necessary liasion with the Rly. terminal yards feeding the Washery. He should be conversant with the latest demurrage rules and be responsible for the up-keep and maintenance of records pertaining to demurrage.
3.	B. G. Diesel Loco Supervisor	Tech. Gr. 'A'	He is required to take independent charge of routine maintenance as well as major overhauls of diesel-electric/hydraulic locos, bulldozers, cranes and other allied equipments under his charge. He should be able to plan and enforce preventive maintenance and should be capable of maintaining records, inspection

correct the faults.

Sl. No.	Designation	Gr./Category	Job description
7.	Asstt. Foreman/ Chargeman/Master Fitter/Master Operator (Mech. & Elec.)	Tech. Gr. 'C'	He should be conversant with the operation and main- tenance procedures. He is required to assist the Foreman in carrying out the duties and responsibilities assigned to him (Foreman). Cleaning, house-keeping and safety of the men under his charge are also his responsibilities.
8.	3. Tippler Operator Tech. Gr. 'C'	Tech. Gr. 'C'	He is required to operate the wagon tippler. He should be fully conversant with operation and maintenance of wagon tipplers, conveyors, crushers, feeders, etc. He is required to maintain records and inspection sheets. Cleaning and house keeping of the area under his charge and safety of men assigned to him are also his responsibilities.
			This job description exists only in a few Washeries, where the Tippler Operator supervises the entire raw coal section. This will not be applicable to Washeries where the job requirements are less than as specified above.

Sl. No.	Designation	Gr./Category	Job description
9.	Asstt. Shunting Master	Tech. Gr. 'C'	He should be conversant with the operation of the yard. He should also be conversant with loading and unloading operation, despatches and formation of the trains. He should have knowledge of demurrage rules.
10.	B. G. Loco Driver (Diesel)	Tech. Gr. 'C'	He is required to drive locos and carry out various shunting operations in accordance with the instructions given to him. He should have elementary knowledge of the working of locos. He should be thoroughly conversant with various precautions to be taken during the starting, running and stopping of the locos. He is required to watch various instruments installed in the
10	Wilder or		locos, keep a log of their readings and stop the locos in case of malfunction. Maintenance of log records, inspection of sheets and also cleaning and safety of the equipment under his charge are also his responsibilities.
11,	B. G. Steam Love In-Charge	Tech. Gr. 'C'	He should have worked as a Steam Loco Driver and should be sufficiently literate to maintain driver's and fireman's musters engine repair books and other related

SL No.	- Polepetion	Gr./Category	Job description
111	Thirth Lesen Levil	J. 4	documents. He should be able to allocate duties to drivers and fireman and also supervise their work and guide loco fitter in rectification of their faults.
12.	B. G. Diesel Loco Fitter	Tech. Gr. 'C'	He should be capable of carrying out routine maintenance as well as major overhauls of diesel and petrol engines, diesel electric/bydraulic locos. He should be thoroughly conversant with the operation and maintenance of all the above mentioned equipments and their various components. Maintenance of records, inspection sheets, Cardex and cleaning and house keeping of the area under his charge are also his jobs.
13.	Fitter Foreman	Tech. Gr. 'C'	He should be conversant with the operation and mainte- nance of, equipments under his charge. He is required to assist the Foreman in carrying out the duties and
	Assessment of the		responsibilities assigned to him (Foreman). Cleaning, house-keeping and safety of the men under his charge are also his responsibilities.
11.50	1 40	TO State 46th	The posts of Fitter Foreman, are meant for such

Sl. No.	Designation	Gr./Category	Job description
			workmen who are otherwise highly skilled, experienced and proficient but do not possess adequate educational qualifications.
14.	B. G. Loco Driver (Steam)	Tech. Gr. 'D'	He is required to drive locos and carry out various shunting operations in accordance with the instructions
10.	Tipoto Hebro	OPTIA	given to him. He should have elementary knowledge of the working of locos. He should be thoroughly conversant with various precautions to be taken during the starting, running and stopping of the locos. He is required to watch various instruments installed in the
			locos, keep a log of their readings and stop the locos in case of malfunction. Maintenance of log records, inspection of sheets and also cleaning and safety of the equipment under his charge are also his responsibilities.
15.	Shunting Jamadar	Cat. V or Tech. 'F'	He is required to keep the receiving fine clear and give assurance to yard master on duty about the clearance
	1 MACE WILL		of line to admit trains. He is required to conduct movement of shunting locomotives and wagons by

SI. No.

Designation

Gr./Category

He is required to check up and ensure correct placement of wagons inside the tippler. He should ensure that the wagon has been clamped properly before signalling to the Tippler Operator to start tippling operations. He should also ensure that the tippler clamps have been fully released before movement of unloaded wagons takes place. He is required to clear the jamming of the tippler hepper. Cleaning and house keeping of the area of his work is also his job.

Job description

2. STANDARDISATION COMMITTEE

A. Grouping, Job Description etc. of Excavation Workers Implementation Instruction No. 16 dt. 22-2-1984

- 1. The Member-Secretary, JBCCI vide his letter No-CIL/III JBCCI/1693 dated 9th September, 1983 forwarded to all the members of JBCCI the revised grouping, description, nomenclature, job description of certain categories of Excavation workers as finalised by the Working Group on Excavation Operation constituted at the instance of Wage Structure Formulation Committee, taking into consideration the position arising out of introduction/utilisation of increased capacity machines and new types of machines in excavation and other relevant factors.
- At the second meeting of Standardisation Committee of JBCCI-III held on 8th & 9th February, 1984 the same were discussed and it was decided that keeping in view the provisions of Clause 12.4.1 and 12.5.1 of NCWA-III, implementation instruction in this respect should be issued by the member Secretary, JBCCI-III with copies to all the members of JBCCI.
- 3. Accordingly, the revised grouping, description, nomenclature, job description of certain categories of Excavation workers as drawn up by the Working Group on Excavation Operation, referred to in Para-1 above, is enclosed as per Annexure-A for immediate implementation in supersession/addition/alteration of the existing ones.



Grouping, Job Description etc. of Excavation Workers

Group-'A'

1. Sr. Dumper Operators:

A highly skilled workman with not less than 8 years experience in the operation of heavy duty off the highway dumpers of coal haulers of which he must have 3 years experience in the next below grade i.e. in Group B. He will operate such equipment of a capacity of 45 tonnes and above. He should also have general knowledge of the mechanism of the equipment and should undertake minor maintenance and running repairs. He should hold a valid licence endorsed for driving heavy duty vehicles.

2. Excavation Plant Sr. Electrician:

A highly skilled workman possessing a minimum of 10 years experience in the maintenance and repairs of electrical system of heavy excavation equipment of which he must have minimum experience of three years in the next below grade i.e. Group B. He should possess statutory qualification and have thorough knowledge and capability of handling high tension equipment, control circuits including electronics machines and controls. He should be able to read circuits, detect and rectify faults and carry out installations and maintenance independently and handle testing equipment required for the jobs.

3. Sr. Dozer Operator:

A highly skilled workman possessing not less than 8 years experience in the operation and handling of Crawler or Wheel type dozers of not less than 385 Hp/410 Hp class, of which he must have 3 years minimum experience in the next below grade i.e. in group-B. He should have general knowledge of the mechanism of the equipment and should

undertake minor running repairs and maintenance. He should hold valid licence for tractor driving.

4. Sr. Drill Operator:

A highly skilled workman possessing not less than 8 years experience in the operation and handling of heavy duty rotary/percussive blast hole drills of dia (12½") 311 mm and above of which he must have 3 years minimum experience in the next below grade i.e. in Group-B. He should be fully conversant with the types of bits used in different formation and applications.

Group—'B'

5. Excavator Operator Grade II:

A skilled workman with not less than 3 years experience in the operation and handling of electric/diesel dragline/shovel. He will operate such equipment of a capacity of not less than 1.9 cu mtr. but below 3.5 cu. m. He should in addition possess some knowledge of mechanism of the equipment and should undertake minor running repairs.

6. Drill Operator Gr-I:

A skilled workman with not less than 5 years experience in the operation and handling of heavy duty rotary/percussive blast hole drills of dia 200 mm (7—7/8") and above but less than 311 mm (12½") dia. He should have general knowledge of the mechanism of the drill and should undertake minor repairs and maintenance. He should be conversant with the types of bits to be used in different formations and applications.

Group-'C'

7. Excavator Operator Grade-III;

A skilled workman with not less than 3 years experience in the operation and handling of electric/diesel dragline/shovel. He will operate such equipment and of capacity not less than

1.5 cu.m. but below 1.9 cu.m. He should in addition possess some knowledge of machanism of the equipment and should undertake minor running repairs.

8. Drill Operator Gr.-II:

A skilled workman with not less than 3 years experience in the operation and handling of rotary/percussive drills used for quarry work. He should operate such equipment of dia 160 mm (6½") and above, but less than 200 mm (7-7/8") dia. He should have adequate knowledge of the type of bits to be used in different formations and applications and should undertake minor running and maintenance.

Group-'D'

9. Excavator Operator (Junior):

A skilled workman with not less than 2 years experience in the operation and handling of electric/diesel shovel/draglines. He will operate such equipment of a capacity of less than 1.5 cu. m. He should in addition possess some knowledge of mechanism of the equipment and should undertake minor ruuning repairs.

10. Drill Operator Gr.-III:

A skilled workman with less than 3 years experience in the operation and handling of rotary/percussive drills used for quarry works. He should operate such equipment of dia less than 160 mm (6½"). He should have sound knowledge of the mechanism of the equipment and should undertake running repairs and maintenance. He should be conversant with types of bits used in different formations and applications.

B. Winding Engine Khalasi to be designated as Winding Engine Operator

Implementation Instruction No. 31 dt. 4-7-1984

The subject relating to redesignation of Winding Engine Khalasi as Winding Engine Operator was discussed at the Standardisation Committee meetings held on 27th and 28th June, 1984. It was decided that all Winding Engine Khalasis who are presently in Category-IV & V respectively and who are in possession of Winding Engine Driver Certificate issued by the Mines Department would be redesignated as Winding Engine Operators.

- 2. Accordingly the word "Winding Engine Operator" will be substituted for the word "Winding Engine Khalasi" at Sl. No. 9 of page-41 and Sl. No. 5 of page-44 respectively of the booklet, "Groupings, Nomenclatures, Job Descriptions & Work-norms of Coal Employees & National Coal Wage Agreement dated 11th December, 1974" issued by Joint Bipartite Committee For The Coal Industry. The job description and categorisation will remain the same as mentioned in the Booklet.
- 3. Those Winding Engine Khalasis who are not in possession of the Winding Engine Driver certificate issued by the Mines Department will continue to be designated as Winding Engine Khalasis.

C. Ceiling of pay under NCWA-III for certain purpose in the case of pre-Wage Board monthly rated employees of erstwhile NCDC.

Implementation Instruction No. 32 dt. 5-7-1984

Ref: Implementation Instruction No. 25 issued in Circular letter No. IR/94/IMP/505 dated 6th March, 1980 by the Member Secretary, JBCCI-II

The subject regarding revision of ceiling of pay under NCWA-III for the purpose of reimbursement of tution fees, payment of childern's education allowance and payment of

Implementation Instruction No. 51 dt. 26-8-1985

G. Grouping, Job description etc. of Excavation Workers.

Ref.:—JBCCI office letter No. NCWA-III (I.I. No. 16/84)/ 192 Dated 22-2-1984.

At the 16th meeting of the Standardisation Committee of III JBCCI held on 18th & 19th June, 1985, the Report of the Working Group on Excavation was discussed and approved. In the 17th meeting held on 22nd & 23rd August, 1985 it was agreed that Implementation Instructions may be issued as under.

1. It was agreed to create the post of Special Grade Senior Dumper Operator in Special Grade with the following job description:

"Special Grade

Special Grade Sr. Dumper Operator-Spl. Grade.

A highly skilled workman with not less than 10 years experience in the operation of heavy duty off the highway dumpers or coal-haulers of which he must have 3 years minimum experience in the next below grade i.e. in Group-A. He will operate such equipment of a capacity of 120 tonnes and above. He should also have general knowledge of the mechanism of the equipment including electrical circuit and should undertake minor maintenance & running repairs. He Should hold a valid licence endorsed for driving heavy duty vehicles.

He should preferably be a matriculate."

2. It was also agreed to create the post of Master Armature Winder (Heavy Electrical Shop) Grade-A exclusively in Central Workshops at Barkana and Korba, in view of the introduction of new heavy electrical equipments in these workshops with the following job description;

"Master Armature Winder (Heavy Electrical Shop) Gr.-'A':

A highly skilled workman possessing not less than 12 years experience in design aspects and winding, of all types of motors, generators, transformers, magnetic separaters, emplidyne and any other type of electrical equipments etc. out of which 3 years must be in the next lower grade i.e. Group-'B'. He should be able to undertake and be engaged in repairs overhaul/rewinding of all types of assemblies and components of highly sophisticated electrical assemblies of Heavy Earth Moving machinery equipments and all types of starters. switches, relays and types of A.C./D.C. motors, generators. transformers, and communication equipments etc. He should have basic knowledge in electronic circuit. He should have thorough knowledge of various types of connections and conducting various types of necessary tests. He should be capable of preparing circuit diagram for the same independently. He should be able to prepare various types of Coils suitable for his work and guide persons to do independent work. He must be capable of working independently and render guidance to his juniors in repairing.

He should preferably be matriculate.

- 3. It was further agreed that Implementation Instruction No. 16 (Vide letter No. NCWA-III (I.I. No. 16/84) / 192) dated 22nd February, 1984 shall be effective from 22-2-1984 (i.e.) the date of issue of the said circular by the Member Secretary-III JBCCI.
- 4. Managements have been requested to take necessary action to implement the above decisions with immediate effect.

N.C.W.A.-11-J.I. No. 38

Sub: Implementation of certain decisions of the Standardisation Committee taken at its meetings held at Calcutta on 26th, 27th and 28th February, 1981.

- 1.0 The Standardisation Committee discussed and approved certain unanimous recommendations of the following Sub-Committees, constituted by JBCCI, at its meetings held on 26th, 27th and 28th February, 1981.
- 1.1 Sub-Committee A: On categorisation and job descriptions of new jobs and job descriptions where they did not exist, of old jobs in Coal Washeries.
- 1.2 Sub-Committee C: On categorisation and job descriptions of new jobs and job descriptions of old jobs, where they did not exist, in miscellaneous sections (e.g.) Power Houses, Ropeways, Central Excavation Workshops and Coke Plants etc.
- 2.1 The list of designations, category and job description of jobs not covered under wage Board in respect of Coal Washeries as approved by the Standardisation Committee is given in Annexure-I.
- 2.2 The list of designations, category and job description of jobs not covered under Wage Board in respect of Cokeovens and By-Product Plants as approved by the Standar-disation Committee is given in Annexure-II.
- 2.3 The list of designations, category and job description of jobs not covered under Wage Board in respect of Central Ropeways as approved by the Standardisation Committee is given in Annexure-III.
- 2.4. The list of designations, category and job description of jobs not covered under Wage Board in respect of Central

Excavation Workshops at Barkakana and Korba as approved by the Standardisation Committee is given in Annexure-IV.

- 3.1 The JBCCI at its meeting held on 14th March 1981 ratified the above decisions of the Standardisation Committee.
- 3.2 As regards the new job descriptions and categorisations, as approved by the Standardisation Committee, it may be stated that these job descriptions and categories are intended to cover the new jobs which are in existence and not covered by the Wage Board job descriptions and categorisation. They will be applicable only where the actual job performed corresponds to the job descriptions given and it will not be a ground for creation of new jobs to correspond to the recommended categories.
- 4. In regard to the job descriptions and categorisations of jobs in underground mines as recommended by the Standardisation Committee and circulated under I. I. No. 36 dated 2nd February 1981, the correct category for Senior Roof Bolter (Sl. No. 12 of Annexure-A) should be Category-V instead of Category-IV.
- 5. The above categorisation and job description will be effective from 1-4-80.

Managements have been requested to take necessary action to implement the same.

DESIGNATION, CATEGORY AND JOB DESCRIPTION OF JOBS NOT COVERED UNDER WAGE BOARD IN RESPECT OF COAL WASHERIES AS FINALISED BY STANDARDISATION COMMITTEE

Sl. No.	Designation	Gr./Category	Job Description
1.	Foreman-In-charge (Mech./Elec.)	Tech. Gr. 'A'	He should be fully conversant with washing processes and equipments and be responsible for their proper operation and maintenance, including quality control He should have full knowledge of preventive maintenance and should be able to take complete charge of the Plant/Section independently in his allotted shift. He should be able to carry out inspection of different equipments under his charge and plan preventive maintenance of equipments. He will be required to maintain records, reports and other related documents. He will be responsible for the safety of men and equipments under his charge.

Sl. No.	Designation	Gr./Category	Job Description
2. ,	Yard-Master/ Foreman-In-Charge Yard	Tech. Gr. 'A'	He should be capable of independently managing the working of the Yard including regulation of receipt of wagons, receipt of rakes, movement in the yards and despatch of trains. He should be fully conversant with the safe working rules of the Rlys. and supervise and co-ordinate the work of staff during various shifts. He is expected to attend all the breakdowns/derailments in the Yard, including tippler etc. He will maintain all necessary liasion with the Rly. terminal yards feeding the Washery. He should be conversant with the latest demurrage rules and be responsible for the up-keep and maintenance of records pertaining to demurrage.
3.	B. G. Diesel Loco Supervisor	Tech. Gr. 'A'	He is required to take independent charge of routine maintenance as well as major overhauls of diesel-electric/hydraulic locos, bulldozers, cranes and other allied equipments under his charge. He should be able to plan and enforce preventive maintenance and should be capable of maintaining records, inspection

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F-28	Sl. No.	Designation	Gr./Category	Job description
	•			with loading and unloading operations, despatch, receipt and formation of trains and other allied operations in the yard. He should be fully conversant with demurrage rules and should be able to maintain records as required. He should also be capable of maintaining liasion with the Railways. House keeping, cleaning and the safety of men under his charge are also his responsibilities.
*	6.	P.W.I. (Permanent Way Inspector)	Tech. Gr. 'B'	Highly skilled Technical Supervisory Personnel having at least 7 years experience in construction and layout of Railway lines, maintenance and repairs thereof to
		Charles Charles		ensure smooth and safe movement of locomotives, Diesel Engines and safety of men and materials. Besides, he has to attend derailment of wagons/engines etc. He should be capable of controlling the gang of workers deployed under him and allocate the work.
7				He must be fully conversant with the work of laying out new lines, joints, etc. and be able to detect and
217				correct the faults.

SI. No.	Designation	Gr./Category	Job description
7.	Asstt. Foreman/ Chargeman/Master Fitter/Master Operator (Mech. & Elec.)	Tech. Gr. 'C'	He should be conversant with the operation and main- tenance procedures. He is required to assist the Foreman in carrying out the duties and responsibilities assigned to him (Foreman). Cleaning, house-keeping and safety of the men under his charge are also his responsibilities.
8.	Tippler Operator	Tech. Gr. 'C'	He is required to operate the wagon tippler. He should be fully conversant with operation and maintenance of wagon tipplers, conveyors, crushers, feeders, etc. He is required to maintain records and inspection sheets. Cleaning and house keeping of the area under his charge and safety of men assigned to him are also his responsibilities.
			This job description exists only in a few Washeries, where the Tippler Operator supervises the entire raw coal section. This will not be applicable to Washeries where the job requirements are less than as specified above.

Sl. No.	Designation	Gr./Category	Job description
9.	Asstt. Shunting Master	Tech, Gr. 'C'	He should be conversant with the operation of the yard. He should also be conversant with loading and unloading operation, despatches and formation of the trains. He should have knowledge of demurrage rules.
10.	B. G. Loco Driver (Diesel)	Tech. Gr. 'C'	He is required to drive locos and carry out various shunting operations in accordance with the instructions given to him. He should have elementary knowledge of the working of locos. He should be thoroughly conversant with various precautions to be taken during the starting, running and stopping of the locos. He is required to watch various instruments installed in the locos, keep a log of their readings and stop the locos in case of malfunction. Maintenance of log records, inspection of sheets and also cleaning and safety of the equipment under his charge are also his responsibilities.
11,	B. G. Steam Loco	Tech. Gr. 'C'	He should have worked as a Steam Loco Driver and
	În-Charge	N. S. P. L.	should be sufficiently literate to maintain driver's and fireman's musters engine repair books and other related

SL No.	(a Production	Gr./Category	Job description
11,	E Order and con-	Torona de la	documents. He should be able to allocate duties to drivers and fireman and also supervise their work and guide loco fitter in rectification of their faults.
12.	B. G. Diesel Loco Fitter	Tech. Gr. 'C'	He should be capable of carrying out routine maintenance as well as major overhauls of diesel and petrol engines, diesel electric/hydraulic locos. He should be thoroughly conversant with the operation and maintenance of all the above mentioned equipments and their various components. Maintenance of records, inspection sheets, Cardex and cleaning and house keeping of the area under his charge are also his jobs.
13.	Fitter Foreman	Tech. Gr. 'C'	He should be conversant with the operation and mainte-
	Alega Street No.	00 miles	nance of equipments under his charge. He is required to assist the Foreman in carrying out the duties and responsibilities assigned to him (Foreman). Cleaning, house-keeping and safety of the men under his charge are also his responsibilities.
4.2.16	11	4007041	The posts of Fitter Foreman, are meant for such

Gr./Category	Designation	Sl. No.
Tech. Gr. 'D'	B. G. Loco Driver (Steam)	14.
Cat. V or Tech. F	Shunting Jamadar	15.
workmand proqualification in the state of th	workm and proqualific qualific Tech. Gr. 'D' He is shunting iven of the conver the star require locos, in case inspect equipm Cat. V or He is resulted the require form the star require locos, in case inspect equipm of line assurance.	B. G. Loco Driver Tech. Gr. 'D' He is (Steam) shunting given of the conver the star require locos, in case inspect equipm. Shunting Jamadar Cat. V or He is resulted.

Job description

16. Tippler Helper

Cat. IV

giving proper signals from and to different loading points, responsible for the formation of trains, attaching and detaching to ensure that the points of Rly. tracks are correctly get clamped and the vehicles are properly secured against unwarranted movement by tightening the brakes.

Existing employees in Grade-'F' will have an option to opt for daily rated category with corresponding service conditions within a month of the notice.

He is required to check up and ensure correct placement of wagons inside the tippler. He should ensure that the wagon has been clamped properly before signalling to the Tippler Operator to start tippling operations. He should also ensure that the tippler clamps have been fully released before movement of unloaded wagons takes place. He is required to clear the jamming of the tippler hepper. Cleaning and house keeping of the area of his work is also his job.

No. CIL: III JBCCI/99/90

IMPLEMENTATION INSTRUCTION NO. 41

Sub: Implementation Instruction in respect of new jobs in Washeries, new jobs in Underground mines, jobs in respect of Central Workshops at Barkakana and Korba, Large size Integrated Water Supply Scheme and Data Processing personnel.

The Third JBCCI at its second meeting held on 11th September, 1982 constituted a Sub-committee to examine the following issues amongst others:

- a) The unanimous recommendations of the Sub-committees which could not be placed for ratification before JBCCI-II and, hence, not ratified by JBCCI.
- b) Unanimous recommendations of Sub-committees which have repercussions vis-a-vis recommendations of other Sub-committees etc., or other complications which are to be resolved.
- 2. The Sub-committee was required to submit its final recommendations in respect of the above within two weeks. Accordingly, it met on 23rd & 24th September, 1982 and considered the unanimous recommendations of the previous Sub-committees 'A', 'B' & 'C', and also the Implementation Instruction No. 39 dated 10th August, 1982 (wherein instructions for implementing some of the pending unanimous recommendations of the three Sub-committees were issued) and Implementation Instruction No. 40 dated 25th August, 1982 (concerning Data Processing personnel.).

3. The report of the Sub-committee was considered by the JBCCI-III at its 3rd meeting held on 4th October, 1982 when it was decided to accept the report of the Sub-committee. In terms of these decisions and the report of the Sub-committee however, the following amendments would be made in the Implementation Instruction No. 39 dated 10th August, 1982:—

ANNEXURE—IIA

- (1) Against Sl. No. 1, Coal Handling Plant (CHP)
 Operator-cum-Despatcher, the Category should be
 Grade D' instead of Clerical Gr. II.
- (2) Against Sl. No. 2, Hautage-cum-Switch Attendant, "against Category-IV, V & VI—depending on HP of the haulage, the following will be substituted:—
 - (i) Haulage Khalasis operating haulages below 75 HP will be given Category-IV instead of Cat. III in view of the additional work performed.
 - (ii) Haulage Khalasis operating haulages from 75
 HP upto 125 HP will be given Category-V
 instead of Cat. IV, in view of the additional
 work performed.
 - (iii) Haulage Khalasis operating haulages from 125 HP and above will be given Category-VI instead of Category-V, in view of the additional work performed."
- 4. The Committee has also decided that the unanimous recommendations of Sub-committee 'B' of IInd JBCCI in respect of new jobs in Underground mines shall also be accepted and implemented. Accordingly, the following designations, job descriptions and grades / category in respect of new jobs in Underground mines shall be implemented:

Unanimous recommendations of Sub-committee 'B' of JBCCI-II on Underground Mines (Annexure-I dated 19-7-1979)

Sl. No.	Designation	COLUMN TO STATE TO ST	ecommended r./Category
1.	Side-dump loader Ope- rator GrI.	A skilled workman who operates the equipment and has working knowledge of the same for undertaking minor running maintenance and operates loader of 0.75 cu. m. or more bucket capacity.	Excavation GrC
4.	Load-haul- dumper Operator GrI.	A skilled workman who operates the equipment and has working knowledge of the same for undertaking minor running maintenance and operates the loader of bucket capacity 0.75 cu. m. or more.	Excv. GrC.
7.	Road-header Operator GrI.	A highly skilled workman who operates the machine and has experience of coal cutting machine, plough, loader or other similar face machines for 7 years and operates the header of 150 Kw. or more capacity. He should have general knowledge of the machine and should be capable of doing minor running repair and maintenance. The experience may be relaxed to 2 years for those who are technically qualified and have special knowledge and training on the machine.	Exev. GrA.

Sl. No.	Designation	Character and Character State (Character	Recommended Gr./Category
8.	Road-header Operator GrII.	Same as above that experience needed can be relaxed to 5 years and for persons having technical qualifications and special knowledge and training, the experience needed will be 1½ years.	d GrB. B

5. These instructions together with others covered in Implementation Instruction No. 39 dated 10th August, 1982 will come into force with effect from 15th August, 1982.

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N.C.W.A-II I.I. No.-39

Sub: Implementation of some of the pending unanimous recommendations of Sub-committees A, B and C constituted by JBCCI.

Some of the pending unanimous recommendations of Sub-Committees A, B and C have been examined further and keeping in view the modifications suggested by the Sub-Committee appointed by the Standardisation Committee in respect of Laboratory personnel, it has been decided to implement the same as per the enclosed Annextures.

- ANNEXURE-I : Some of the unanimous pending recommendations of Sub-Committee A of JBCCI on new jobs in Washeries.
- ANNEXURE-II: Unanimous recommendations of Subcommittee B of JBCCI on New Jobs in Underground Mines. (Annex.-II dated 19-7-79).
- ANNEXURE-IIA: Unanimous rocommendations of Subcommittee B of JBCCI on New Jobs in Underground Mines. (Annexure-III dated 19-7-79.).
- ANNEXURE-III: Some of the unanimous recommendations of Sub-committee 'C' of JBCCI on new jobs/existing, jobs not covered under NCWA in respect of miscellaneous sections (Annexure-E of the report on Central Workshop at Barkakana and Korba).

ANNEXURE-IV: Some of the unanimous recommendations of Sub-committee 'C' of JBCCI on miscellaneous section (Annexure-G part D & E on Duplicator Operator and Large Size Integrated Water Supply Scheme for 2 million gallons capacity.)

The recommendations in respect of 'Laboratory Personnel' (Serial No. 2 to 8 of Annexure-I) will be applicable to other coal laboratories in the coal Companies also in addition to Washeries.

UNANIMOUS RECOMMENDATION OF SUB-COMMITTEE 'A' OF JBCCI ON NEW JOBS IN WASHERIES

Sl. No.	Designation	Job Description	Grade/Cat.
1.	PIECE RATED WORKERS	The Committee found it difficult to give any specific job description and work-load, as the situation vary from washery to washery and the work-load will vary accordingly. Therefore it was agreed that the same may be fixed mutually between the Union representatives and the Washery Management wherever such workmen exists.	Control to the control of the contro
2.	SR. CHEMIST	Chemical Laboratory: He should be graduate in Science with 5 years experience as a Chemist. Alternatively he should have at least 13 years experience out of which 5 years must be a Chemist. He must be fully conversant with analysis of Coke, coal, mine gas, mine dust, boiler feed water etc. He must be able to interpret results of analysis or gas, mine dust, boiler feed water etc. or in Washery, he should be capable of independently organising a process and quality control laboratory. He should be fully conversant with the Indian and as	Grade-'A'

SI. No.

Designation

Job Description

Grade/Cat.

F. Persons in Clerical Grade-III

Implementation Instruction No. 25 dt. 18-4-1984

Attention is invited to the note regarding persons in clerical grade-III in Annexure-II of the National Coal Wage Agreement-III which is reproduced below for ready reference.

- "1. Such of the Munshis who may be performing the following jobs in addition to their normal designated by given clerical grade-II.
 - a) Preparation and issue of slips in respect of piecerated workers concerned.
 - b) Filling up of forms IV.
 - c) Measurements of lead, lift and pushing.
 - d) Taking attendance of workers concerned.

The cases of persons in clerical grade-III will be reviewed by the Management and such of the persons whose existing job content is comparable with that of clerks in

grade-II will be placed in grade-II within four months of signing of the Agreement."

- 2. The above note was examined by the Standardisation Committee at its meeting held on 12th & 13th April 1984 and it was agreed that for immediate implementation of the above provisions, the following steps should be taken:
 - a) Managements shall issue option forms within a month of issue of this Implementation Instruction to all grade-III Munshis asking them to intimate their willingness to perform the four jobs mentioned in the note (clause 1. (a) (b) (c) & (d).
 - b) Munshis will exercise their options within 15 days of receiving the option form.
 - c) On receipt of the option forms the Management will upgrade all the wilting Munshis to grade-II.
 - d) If after working for three months, it is found that any of the Munshis is either not capable of doing the jobs or not doing the jobs even if entrusted to do the same, he may be reverted.

With regard to other clerks in grade-III, management will review their job contents within a month of issue of this Implementation Instruction and upgrade the deserving candidates with effect from 1-3-1984.

G. Persons in Clerical Grade-III. Implementation Instruction No. 28 dt. 7-6-1984

Ref.:-NCWA-III (I.I. No. 25/84) dated 18th April, 1984.

Attention is invited to the Implementation Instruction No. 25 dated 18th April, '84 with regard to the implementation of the note regarding persons in clerical Grade-III in Annexure-II of the National Coal Wage Agreement-III.

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- 2. The matter was further examined at the Standardisation Committee meeting held on 17th and 18th May, '84 and it was further agreed as follows:—
 - "(i) Munshis who have been doing all the four jobs listed in the Agreement will be upgraded from 1-1-83 or from the actual date they have been performing the said jobs after 1-1-83.
 - (ii) Those Munshis who had been asked to exercise option before 13th April, 1984 and had actually exercised option would be upgraded from the date of exercising such option by them."

D. Categorisation of Brakeman/Pointsman working in a siding other than Washery siding and Pay loaders

Implementation Instruction No. 39 dt. 27-9-1984

The categorisation of Brakeman/Pointsman working in a siding other than washery siding was discussed at the Standardisation Committee of III JBCC1 meeting held on 23rd and 24 July, 84 and it was agreed that the Brakeman/Pointsman working in a siding other than washery siding where coal is loaded by mechanically loading plants will also

be placed in Category-IV as in the case of Washery (Vide JBCCI/IR/94/IMP/1262 dated 16th March, 1981-Implementation Instruction No. 38 Annexure-I).

2. At the meeting of the Standardisation Committee held on 20th & 21st September, 84 it was clarified that Pay loaders wherever they are operating in the Coal Industry will be in Excavation grades depending upon the capacity as per Annexure-B of Implementation Instruction No. 36 (Vide letter No. JBCCI/IR/94/IMP/1167 dated 2nd February, 1981).

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No. CIL/NCWA-III/I. I. No. 74/87/1026

Sub: Categorisation of Operator of Underground Coal Cutter A. M. 500 and above.

At the 4th meeting of IV JBCCI held on 7th & 8th September, 1987, it was decided that implementation instruction will be issued on the earlier decision taken at the 31st meeting of III JBCCI held on 2nd December, 1986 that Shearer Operators operating Shearers of A. M. 500 (375 K. W.) and above will be placed in Excavation Grade 'A'.

Accordingly, it is informed that Shearer Operators operating Shearers of A. M. 500 (375 K. W.) and above may be placed in Excavation Grade 'A'.

Managements have been requested to take necessary action to implement this decision with immediate effect.

Implementation Instruction No. 75 dt. 22nd Feb. 1988

No. CIL/NCWA-III/I. I. No. 75/88/202

Sub.: Categorisation of Crane Operators.

The Working Group on Excavation of JBCCI-III at the 13th meeting held on 12th November, 1986 discussed the suggestions of the representatives of the workmen regarding categorisation of Crane Operators and decided as follows:

"It was agreed that such of the Crane Operators who operate Cranes of not less than 75 tons capacity will be placed in Excavation. Special Grade".

It was also agreed that the job description of Crane Operators in Excavation Special Grade will be as under:

"Crane Operator

Spl. Grade:

A nighly skilled workman with not less than 10 years experience in the operation and handling of heavy duty crane (Crawler mounted/mobile crane). He will operate such equipment of capacity of not less than 75 tons. He should also have general knowledge of the mechanism of the equipment including minor maintenance and running repairs of the equipment. Out of 10 years of experience, he should have 3 (three) years experience in the next lower grade (i. e.) Group A of excavation?.

The above decisions of the Working Group on Excavation was discussed by the Standardisation Committee of JBCCI-IV at the meeting held on 9th February '88 and it was agreed to issue implementation instruction for implementation.

Managements have been requested to take necessary action to implement the above decisions.

B. Winding Engine Khalasi to be designated as Winding Engine Operator

Implementation Instruction No. 31 dt. 4-7-1984

The subject relating to redesignation of Winding Engine Khalasi as Winding Engine Operator was discussed at the Standardisation Committee meetings held on 27th and 28th June, 1984. It was decided that all Winding Engine Khalasis who are presently in Category-IV & V respectively and who are in possession of Winding Engine Driver Certificate issued by the Mines Department would be redesignated as Winding Engine Operators.

- 2. Accordingly the word "Winding Engine Operator" will be substituted for the word "Winding Engine Khalasi" at Sl. No. 9 of page-41 and Sl. No. 5 of page-44 respectively of the booklet, "Groupings, Nomenclatures, Job Descriptions & Work-norms of Coal Employees & National Coal Wage Agreement dated 11th December, 1974" issued by Joint Bipartite Committee For The Coal Industry. The job description and categorisation will remain the same as mentioned in the Booklet.
- 3. Those Winding Engine Khalasis who are not in possession of the Winding Engine Driver certificate issued by the Mines Department will continue to be designated as Winding Engine Khalasis.

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY **COAL INDIA LIMITED** 10, NETAJI SUBHAS ROAD, CALCUTTA-700 001

No.CIL/C-5B/JBCCI/TT No.22/2001/1 72.

Dated: 29th May, 2001

NATIONAL COAL WAGE AGREEMENT-VI **IMPLEMENTATION INSTRUCTION NO.22**

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

Sho Cadro scheme for Electronic Data Processing personnel

Ref No. 11 No. 48 date. 22.7 1985 of NCWA-III Annexure No. X-I X-2.X-III

Your kind attention is invited to LL No. 48 dt. 22.7.1988 of NCWA- III enclosing therewith cadre Scheme for Electronic Data Processing Personnel (Annexure No X-1 , X-2 X-III)

In the meeting of Standardisation Committee of [BCCI -VI held on 22.5 2001 the modification in the Cadre Scheme for EDP Personne. (Annexure No X-I, X-2, X-III) was discussed and modified

The following Cadre Scheme as modified by the Standardisation Committee of JBCCI-VI are enclosed.

- Cadre Scheme for EDP Personnel Data Entry Operator Annexure-X-I
- 2 Cadre Scheme for Computer Operation Annexure X-II
- Cadre Scheme for Input Output Operator, Annexure X-III

You are requested to take necessary action to implement the above decesion.

Encl: as above

(C.H KHISTY) DIRECTOR(P&IR)& MEMBER SECRETARY/BCCI-VI

Distribution:

All Members & Alternate Members of JBCCI-VI

2 Chairman-MD SCCIL FO Kethagudam Collys Dist., Khammam (A.P).

3 Vice President (HRM), TISCO Jamshedpur

Managing Director, IISCO, Burnpur, Dist. Burddhaman (W.B.)

contd.2/-

- 5. Director(Personnel). ECL/BCCL/CCL/WCL/SECL/NCL/MCL
- 6. Director(F), ClL. Calcutta
- 7. Director(T)./Director(Marketing),ClL Calcutta
- 8 Chief Vigilance Officer, CIL Calcutta
- 9 CGM NEC, Guwahati/CGM, DCC, Dankuni
- 10. Executive Director(IICM) Kanke Rd., Ranchi
- 11. CGM CIL, Ansal Bhawan, New Delhi
- 12. CGM(P)/CGM(F), CIL. Calcutta
- 13. All RSMs.
- 14. GM(F)/TS to Chairman, Cil., Calcutta
- 15. Dy CME(AW), CIL. Calcutta.

PROMOTIONAL CHANNEL FOR ELECTRONIC DATA PROCESSING PERSONNEL - DATA ENTRY OPERATOR

ANNEXURE X-I

SL	Designation	Grade/	Minimum	Eligibility for promotion	Mode of Slection/ promotion
No.	Jr. Data Entry Operator (Trainee)	Scale of pay T&S Gr.'E'	Qualification Matriculate or equivalent certificate	Any permanent employee having matriculate or equivalent certificate with 3 years service in the Company	Aptitude Test for
2.	Jr. Data Entry Operator	T&S Gr. 'D'	-Do-	On completion of 1 years as Data Entry Operator (Trainee) in T&S Gr.'E' the candidates will be placed in T&S Gr. 'D' as Jr. Data Entry Operator.	DPC
3.	Data Entry Operator	T&S Gr. 'C'	-Do-	3 years experience as Jr. Data Entry Operator in T&S Gr. 'D'	DPC/Proficiency test of 8000 KDPH
4.	Sr.Data Entry Operator Grade-II	T&S Gr. 'B'	-Do-	3 years experience as Data Entry Operator in T&S Gr.'C'	DPC/Proficiency test of 10000 KDPH
5	Sr.Data Entry Operator Grade-I	T&S Gr. 'A'	-Do-	3 years experience as Sr. Data Entry Operator in T&S Gr.'B'	DPC

Note: 1) Entry in this cadre will be from departmental candidates.

2) TISCO & HSCO will have their own Cadre Scheme in consultation with their unions on the same lines.



ANNEXURE X-2

CADRE SCHEME FOR ELECTRONIC DATA PROCESSING PERSONNEL COMPUTEER OPERATION - CONSOLE

SL No.	Designation	Grade/ Scale of pay	Minimum Qualification	Eligibility for promotion	Mode of Selection/ promotion
1	Jr. Console Operator Magnetic Tape/Media Librarian	T&S Gr. 'B'	B.Sc./B.Com./B.A.	Any permanent employee of Data Processing Deptt. possessing the requisite qualification and having put in 3 years in Technical-C	Any employee passing 'O' level Exam from DOEACC for direct induction.
2	Programmer Asstt/ Console Operator	T&S Gr. 'A'	B.Sc./B.Com./B.A. with '0' level Exam. from DOEACC	3 years experience as Jr. Console Operator/Magnetic Tape/Media Librarian in T&S Gr.'B'	DPC

Note: 1) Entry in this cadre will be from departmental candidates.

2) TISCO & IISCO will have their own Cadre Scheme in consultation with their unions on the same lines.



ANNEXURE - X-3

CADRE SCHEME FOR ELECTRONIC DATA PROCESSING PERSONNEL (INPUT/OUTPUT SECTION)

SL No.	Designation	Grade/ Scale of pay	Minimum Qualification	Eligibility for promotion	Mode of promotion	
1	Jr. Input/Output T&S Control Asstt.		B.Sc./B.Com./B.A	3 years experience as Jr. Data Entry Operator in T&S Gr. 'D'	DPC	
2	2 Input/Output Control T&S Gr. 'B' Asstt.		B.Sc./B.Com./B.A	3 years experience as Jr. Input/ Output Control Asstt. in T&S Gr. 'C'	DPC	
3	3 Input/Output Control T&S C Supervisor		B.Sc./B.Com./B.A	3 years experience as Input/ Output Control Asstt in T&S Gr. 'B'	DPC	

Note: 1) Entry in this cadre will be from departmental candidates.

2) TISCO & IISCO will have their own Cadre Scheme in consultation with their unions on the same lines.



Implementation Instruction No. 48 dt. 22-7-1985

1. 'Cadre Scheme for Electronic Data Processing Personnel.

At the meeting of the Promotion Policy Committee of III JBCCI held on 16th & 17th July, 85 the Cadre Scheme for Electronic Data Processing personnel was discussed and finalised.

2. The Cadre Scheme as finalised is enclosed as detailed below:

Cadre Scheme for Electronic Data
Processing Personnel -- Cadre Scheme No. X.

- Punch Verifier/Data Entry
 Operator to Shift Supervisor Annexure-X-1
 Punch Room/Data Entry Supervisor.
- Console Operator to
 Console Operator --- Annexure X-2
- iii) Jr. Input/Output Control Asstt. to
 Input/Output Control Supervisor. —Annexure-X-3
- i iv) 'Machine Operator Traince to

 A Machine Supervisor. Annexure-X-4
- Cadre Schemes, all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.
- Managements have been requested to take necessary cotions to implement the above Cadre Scheme with immediate offect.

CADRE SCHEME NO. X

Cadre Scheme For Electronic Data Processing Personnel

1.0 Short title, coverage and classification:

- (a) This scheme formulated under National Coal Wage Agreement shall be called the cadre scheme for EDP personnel.
- (b) The scheme shall apply to all the EDP personnel as under:
 - i) Punch Verification Operation/Data Entry Operation.
 - ii) Computer Operation (Console)/Mag. tape librarian.
 - iii) Input Output Control.
 - iv) Unit Record Machine Operation.

2.0 Definition:

In this Scheme unless there is anything repugnant in the subject or context:

- (a) 'Competent Authority' means the Chief Executive of the Company or Area General Manager as the case may be or any other authority who may be delegated with such powers by them from time to time.
- (b) 'Educational Qualification' means qualifications as recognised by the Central Government or State Government or qualification/test as prescribed and conducted by the companies.

- (c) 'Service' means service in the posts as shown in Annexures hereto.
- (d) 'Test' means method of adjudging the skill as prescribed in the Cadre Scheme from time to time.

3.0 Promotional Channel:

- 3.1 The promotional channel for various grades of Discipline shall be as per Annexures hereto. The said Annexures only indicate the qualifications and experience to be possessed by the Departmental candidates included in the cadre from time to time for the purpose of eligibility for selection/promotion of candidates as specified in this scheme.
- 3.2 Selection for the posts upto Grade-C shall be on the basis of seniority-cum-merit and from Grade-C to Grade-B and Grade-B to Grade-A shall be on the basis of skill/merit-cum-seniority.
- 3.3 The promotional zone for filling all the vacancies will be the company.
- 3.4 Educational qualification will not be a bar for the incumbent as on date of the coming into force of this Cadre Scheme.

4.0 Departmental Promotion Committee:

The Selection/Promotion of candidates for filling vacancies in higher categories shall be made on the recommendations of Departmental Promotion Committee to be constituted by the Competent Authority or any other officer who may be delegated with such powers by him from time to time. The decision of the Competent Authority on such recommendations shall be final.

5.0 Direct Recruitment

Direct recruitment shall be resorted to only if there is no likelihood of departmental candidates to fill all the vacant posts within a period of 6 months.

6.0 Repeal, Savings etc.:

- 1. All existing Cadre Schemes, if any, for this discipline shall become in-operative simultaneously with the coming into force of this Scheme.
- 2. TISCO, HSCO & SCCL agreed subject to modification to suit their local conditions.

Promotional Channel For Electronic Data Processing Personnel Punch Verifier/Data Entry Operator

Annexure-X-1

SI. No.	Designation 2	Grade/ Scale of pay 3	Minimum qualification 4	Eligibility for Promotion 5	Mode of Promotion 6
1.	Punch Verifier Operator Trainee/ Data Entry Operator Trainee.	T & S Grade-E Rs. 625-23-947/-	Matriculate or equivalent certificate.	Any permanent employee having matriculate or equivalent certificate with 3 years service in the company.	DPC/ Aptitude test
				In future Punch Verifier/ Data Entry Operator Trainee will be taken in T & S Grade-B only.	
2.	Jr. Punch Verifier Operator/Jr. Data Entry Operator.	T & S Grade-D Rs. 678-30-918- 35-1198/-	-do-	On completion of 1 year training as Punch Verifier Operator/ Data Entry Operator trainee in T&S Grade-E, the candidates will be placed in T&S Grade-D as Jr. Punch Verifier Operator/ Jr. Data Entry Operator.	DPC
3.	Punch Verifier Operator/Data Entry Operator.	T&S Grade-C Rs. 742-40-1062- 45-1422/-	-do-	2 years experience as Jr. Punch Verifier/Jr. Data Entry Opera- tor in Grade-D.	DPC/Profesion Te

1	2	3	4	5	6
4.	Sr. Punch Verifier Operator/Sr. Data Entry Operator.	T&S Grade-B Rs. 810-46-1178- 51-1586/-	-do-	3 years experience as Punch Verifier/Data Entry Operator in Tech. Grade-C.	DPC/Profici- ency Test of 10,000 KDP
5.	Shift Supervisor Punch Room/Data Entry Supervisor.	T&S Grade-A Ra. 892-53-1316- 55-1701/-	-do-	3 years experience as Sr. Punch Verifier/Sr. Data Entry Ope- rator in Tech. Grade-B.	DPC

- Note:—(1) The recategorisation of EDP personnel wherever called for will be in accordance with the above.
 - (2) Jr. Punch Verifier/Jr. Data Entry Operator in Grade-D may also opt for career growth in Input/Output Section.

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(3) Data Entry machines includes Direct Data Entry and off line Data Entry machines.

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Cadre Scheme For Electronic Data Processing Personnel Computer Operation-Console

Annexure-X-2

SI. No.	Designation	Grade/ Scale of pay	Minimum qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	(a) Jr. Console/ Operator.	Technical-B Rs. 810-46-1178- 51-1586/-	B.Sc./ B.Com/ B.A.	Any permanent employee of Data Processing Deptt. Possessing the requisite	DPC/Test after training.
	(b) Magnetic Tape/ Disc Librarian	70 700 0	There are not the first	qualification and having put in 3 years service in Technical-C.	reaction entires
2.	Console Operator.	Technical-A Rs. 892-53-1316- 55,1701/-	-do-	3 years experience as Jr. Console Operator/Magnetic Tape/Disc. Librarian.	

- Note:—1. Machine Supervisor working in Unit Record Machine shall be redesignated as Sr. Console Operator.
 - 2. Employees of Unit Recording Machine Operators system will be considered after conversion training by DPC and test after training by the companies as follows, as and when the said system becomes obsolete:

- (a) Sr. Machine Operator in Tech.-A for the post of Console Operator in Tech.-A.
- (b) Machine Operator in Tech.-B for the post of Jr. Console Operator or Magnetic Tape Disc Librarian in Tech.-B.
- 3. The employees of Unit recording thatchine operator system may opt wither for administer operation or input/Output section.

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Cadre Scheme For Electronic Data Processing Personnel (Input/Output Section)

Annexure-X-3

SI. No.	Designation	Grade/ Scale of pay	Minimum qualification (Educational/Technical)	Eligibility for Promotion	Mode of Promotion
1.	Jr. Input/Output Control Assistant	Technical-C Rs. 742-40-1062- 45-1422/-	B Sc./B. Com. or B. Ado-	3 years experience as Jr. Punch Verifier/Jr. Data Entry Opera- tor in TechD.	10000
2.	Input/Output Control Asstt.	Technical-B Rs. 810-46-1178- 51-1586/-	-do-	3 years experience as Jr. Input Output Control Asstt. in TechC.	
	Input/Output Control Super- visor.	Technical-A Rs. 892-53-1316- 55-1701/-	-do-	3 years experience as Input, Output Control Asstt. in TechB.	

Note:—1. Employees of Unit Recording Machine Operator system will be considered after Convertion Training by the DPC/Test by the companies as follows as said when the said system becomes obsolete:

- (a) Machine Supervisor for Sr. Input Output Control Supervisor.
- (b) Sr. Machine Operator for Input Output Control Supervisor.
- (c) Machine Operator Tech-B for Output Control Asstt. 'B'.
- (d) Jr. Machine Operator Tech.-C for Jr. Input Output Control Asstt.

SI. No.	Designation	Grade/ Scale of pay	Minimum qualification (Educational/Tech.)	Eligibility for promotion	Mode of Promotion	
1. Machine Operator Trainee		Technical-D Rs. 678-30-918- 35-1198/-	B. Sc/B. Com or B.A.	Any permanent worker having B.Sc/B.Com/B.A. with 3 years service in the company. In future no Machine Operator Traince will be appointed.	DPC/Proficiency Test	
2.	Jr. Machine Operator	Technical-C Rs. 742-40-1062- 45-1422/-	HAR TO ALL THE PROPERTY ASSESSMENT ASSESSMEN	On completion of 1 year training as Machine Operator in Tech. Grade-D, the candidates will have to appear for Proficiency Test. On passing the same they will be placed in Grade-C as Jr. Machine Operator.	-49-	
3.	Machine Operator	Technical-B Rs. 810-46-1178- 51-1586/-	• •do•	2 years experience as Jr. Machine Operator in Grade-C.	-do-	
4.	Sr. Machine Operator	Technical-A Rs. 892-53-1316- 55-1701/-	-do-	4 years experience as Machine Operator in T & S Grade-B.	-do-	

3 years experience as Sr. DPC/ Machine Operator ciency

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DPC/Proficiency Test

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Note: 1. The recategorisation of EDP personal wherever called for, will be in accordance with the above.

2. As the system is fast becoming obsolete the employees will be suitably absorbed in Computer Operation (Console) and Input/Output section as and when required by the companies.

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Implementation Instruction No. 49 dt. 22-7-1985

3. Cadre Scheme for Accounts Personnel

- 1. At the 17th meeting of rhe Promotion Policy Committee held on 16th & 17th July, 1985, it was agreed that Implementation Instruction in respect of the Cadre Scheme for Accounts personnel as finalised in the 15th meeting held on 6th & 7th May, 1985 may be issued with immediate effect.
- 2. Accordingly, the Cadre Scheme for Accounts personnel as finalised by the Promotion Policy Committee in its meeting held on 7th May, 1985 is enclosed as detailed below:

Cadre Scheme for Accounts personnel.

-Cadre Scheme No. IX.

(i) Accounts Clerk Gr.-II to Cost Accountant/ Accountant

-Annexure-IX-I

In the Cadre Scheme for ministerial staff (Cadre Scheme No. VIII) circulated in Implementation Instruction No. 34 (vide letter No. NCWA-III (I.I. No. 34/84/771 dated 17th July, 1984) under Item No. 1-Short title, coverage and classification, (b)(v) Accounts Cadre may be deleted.

- 3. It will be noted that with the enforcement of this Cadre Scheme, all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.
- 4. Management have been requested to take necessary action to implement the above Scheme with immediate effect.

Cadre Scheme No.-IX

Cadre Scheme For Accounts Personnel

1. Short Title:

(a) This scheme formulated under National Coal Wage Agreement shall be called the Cadre Scheme for Accounts Discipline Employees.

A SHALL BE THE THE PARTY OF THE

Committee of age 2001 and

(b) The scheme shall apply to the entire workers in Accounts discipline. Initially, while constituting the Cadre all graduates from any stream may opt for horizontal movement to this Cadre.

2. Definition:

In this scheme unless there is anything repugnant in the subject or context:

- (a) 'Competent Authority' means the Chief Executive of the Company or Area. General Manager as the case may be or any other authority who may be delegated with such powers by them from time to time.
- (b) 'Educational Qualification' means qualifications as recognised by the Central Government or State Government or Qualification/test as prescribed and conducted by the Companies.
- (c) 'Service' means service in the posts as shown in

3. Promotional Channel:

(i) Selection for the post upto Clerical Grade-I shall be on the basis of seniority-cum-merit

and for Clerical Grade Special and above on the basis of Merit-cum-Seniority.

(ii) The promotional zone for filling the post upto Clerical Grade Special will be Area or Company as per the prevailing practice in the respective company, but for Technical Grade-'A' will be the Company only.

4. Departmental Promotion Committee:

The Selection/Promotion of candidates for filling vacancies in higher categories shall be made on the recommendations of the Departmental Promotion Committee to be constituted by the Competent Authority or any other Officer who may be delegated with such powers by him from time to time. The decision of the Competent Authority on such recommendations shall be final.

5. Direct Recruitment:

Direct recruitment to the extent more than the minimum indicated in the Cadre Scheme will be resorted to only if there are no qualified Departmental candidates to fill the vacant posts available and are not likely to be available within a period of 6 months.

6. Repeal Savings etc.

All existing Cadre Scheme for this discipline shall become inoperative simultaneously with the coming into force of this scheme.

SI. No		Category/Scale of pay	Minimum qualific		tion	omo- Remarks
1	2	3	4	5	6	7
1.	Accounts Clerk GrII	Clerical GrII Rs. 678-30-918- 35-1198/-	Matriculation or equivalent examination from any recognised Board of Examination.	l) Any regular employee of the company in the same scale who opts for the Cadre. or 2) Any regular employee of the company working in lower grade/category who opts for Accounts Cadre.	1) Moves horizontally with same pay. Or 2) Moves horizontally with same pay as Accounts Trainee for one year after which they will be regularised in the grade.	A Minimum of 25% of the vacancies every year will be filled up by direct recruitment of graduate who will be on Training for one year before regularisation in the Grade.
2.	Cost/Accounts Clerk GrI	Clerical Gr1 Rs. 742-40- 1062-45-1422/-	Matriculation or equivalent exami- nation from any recognised Board of Examination.	1) 3 years experience as Gr-II Account Clerk.	D.P.C.	٠

NCWA-II I. I. No. 40

Sub: Implementation Instruction in respect of Data Processing Personnel.

- 1. The unanimous recommendations of Sub-Committee 'C' of JBCCI on New Jobs / Existing Jobs not covered under NCWA, in respect of miscellaneous sections—Annexure-G Part-C, on Data Processing Personnel, was discussed in the meetings of Standardisation Committee held on 7th & 8th April, 1982 in which the designations and Grades were finalised as per Annexure-A. The Implementation Instructions, however, could not be issued as some of the members of the Standardisation Committee felt that along with gradation, job description of Data Processing Personnel should also necessarily be given.
- 2. The job description of various Data processing personnel has since been finalised as per Annexure-B and accordingly, the Implementation Instructions are being issued.
- 3. The re-categorisation of EDP Personnel whereever called for will be done in the manner shown in Appendix-A and other workmen of EDP section will continue to perform existing duties and responsibilities in their existing Grades and they will carry out such instructions as may be given by the management for better utilisation including working shifts.
- 4. The benefits of re-categorisation as mentioned in Annexure-A will be extended to the workmen concerned so recategorised respectively from 1-4-1980 as has been agreed to by the Standardisation Committee of JBCCl.

DECISION TAKEN BY THE STANDARDISATION COMMITTEE AT ITS MEETING HELD AT CALCUTTA ON 16-5-1981 IN CONNECTION WITH THE UNANIMOUS RECOMMENDATIONS OF SUB-COMMITTEE 'C' ANNEXURE 'G' ON DATA PROCESSING

Data Processing Grade

- Punch/Verifier
 Operator Trainee.
- 'E' In future Punch/Verifier Operator will be taken in Tech. & Supervisory Grade 'E' only. On completion of one year training the candidates will have to appear in proficiency Test. On passing the same, they will be placed in Tech. & Supervisory Grade 'D' as Jr. Punch/Verifier Operator.
- 2. Jr. Punch/Verifier Operator.
- 'D' Jr. Punch / Verifier Operator after completion of two years in the Grade will be placed in Tech. & Supervisory Grade 'C' as Punch/Verifier Operator.
- 3. Punch/Verifier © Operator.
- 4. Sr. Punch/Verifier 'B'
 Operator.
- 5. Shift Supervisor 'A'
 Punch Room.
- 6. Machine Operator 'D' In future, Trainee Machine (Trainee) Operators will be taken in

Data Processing Grade

Tech. & Supervisory Grade 'D' only. On completion of one year training the candidates will have to appear in Proficiency test. On passing the same they will be placed in Tech. & Supervisory Grade 'C' as Jr. Machine Operator.

- 7. Jr. Machine Operator
- 'C' Jr. Machine Operators after completion of two years in the Grade will be placed in Tech. & Supervisory Grade 'B' as Machine Operator.
- 8. Machine Operator 'B'
- 9. Sr. Machine 'A'
 Operator
- 10. Machine Supervisor 'A'
 (with 3 increments in the Grade)

REMARKS

For Punch / Verifier Operators:

- 1. Existing trainees who have not completed one year as trainee will continue to be in the Grade in which they are.
- 2. Existing trainees who have completed one year as trainee will be given a proficiency test and on passing the same will be placed in Tech. & Supervisory Grade 'D' and be designated as Jr, Punch / Verifier Operator.
- 3. Existing Jr. Punch / Verifier Operator in Grade 'D' or Grade 'C' or Clerk Gr. I will be placed in Grade 'C' and redesignated as Punch / Verifier Operator.

4. Existing Sr. Punch/Verifier Operator in Grade 'B' or Grade 'C' or Clerical Special Gr. I will continue to be designated as Sr. Punch/Verifier Operator and be placed in Grade 'B'.

For Machine Operators:

5. Existing trainees who have not completed one year as trainee will continue to be in the Grade in which they are.

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- 6. Existing trainees who are in Tech. and Supervisory Grade C, or Clerk Grade-I and have completed one year as trainee will be given a proficiency test on passing the same will be placed in Tech. and Supervisory Grade-B and will be designated as Machine Operator.
- 7. Existing Machine Operators who are in Tech. and Supervisory Grade-B or Clerical Special will continue to be designated as Machine Operator in Grade-B.

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JOB DESCRIPTION OF VARIOUS CATEGORIES OF EDP PERSONNEL AS PER ANNEXURE 'A'

1. Punch/Verifier Operator Trainee (T & S Grade-E):

The minimum qualification for entry as Punch/Verifier Operator Trainee is matriculation.

2. Junior Punch/Verifier Operator (T & S Grade-D):

- a) To create data file by punching/verifying/keying data entry machine as the case may be as per the directions of the superiors and as per job requirements.
- b) To give the average output of 8000 key depressions per hour on Punch/Verify machine.
- c) To maintain the log sheet/book attached to each machine by filling up all the columns therein.
- d) To undertake clerical work, whenever necessary, in connection with the creation of input data file.
- e) To maintain cleanliness around the working area including the machine.
- f) To report the malfunctioning of the machine to superiors for rectification of faults.
- g) To collect input data document from superiors and to return the same along with the output as applicable.
- h) To perform any other job that may be assigned by the Supervisors/superiors from time to time.

3. Punch/Verifier Operator (T & S Grade-C):

a) To collect documents from supervisors as per advice and in case of difficulty, to get guidance from the supervisor in understanding and sorting out the problem.

- b) To process the documents by operating machine (i. e. punching the documents on fresh cards or verify the punched cards on punching and verifying machines respectively) as per job requirements and card designs.
- c) To take fresh cards from stacked/punched cards from supervisor as the case may be and feed them in the machine.
- d) To make programme panels or programme cards and feed them in the machine.
- e) To submit the processed/completed cards along with the connected documents to the supervisor.
- f) To report to the supervisor about the machine trouble/breakdown.
- g) Not to uncover and touch the hardware areas of the machine.
- h) To maintain the cleanliness around the working area.
- i) To give an average output of 8000 key depressions per hour.
- j) To route application through the supervisor.
- k) To perform any other job that may be assigned by the superiors/supervisors from time to time.

4. Sr. Punch/Verifier Operator (T & S Grade-B):

- a) To perform all the jobs of Punch/Verifier Operator besides following jobs:—
- b) To give an average output of 10,000 key depressions per hour instead of 8000 key depressions meant for Punch/Verifier Operator.
- c) To do the punching job as and when required, even though the main job is verifying.

- d) To guide the PVOs in case of difficult documents or jobs, and if assigned, to do such jobs.
- e) To perform any other job that may be assigned by the Superior/Supervisors from time to time.

5. Shift Supervisor Punch Room (T & S Grade-A):

- a) To receive record and distribute the input documents.
- b) To guide individual operators and ensure correct output as per schedule.
- c) To indent cards and stationery and maintain the records as necessary.
- d) To maintain registers in which job progress and individual progress and other information as may be necessary and advised.
- e) To maintain call sheet and arrange to get the fault rectified by the engineers.
- f) To send the output data file alongwith the necessary documentation to the Machine/Computer Room.
- g) To ensure cleanliness of the Section including machines.
- h) To report job progress to his superiors.

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i) To perform any other jobs that may be assigned by the Superiors/Supervisors from time to time.

6. Machine Operator Trainee (T & S Grade-D):

a) Minimum qualification for entry as Machine Operator Trainee is B. Sc. / B. Com.

7. Jr. Machine Operator (T & S Grade-C):

- a) To operate unit record machine alongwith allied machines such as sorter, collator, re-producer etc.
- b) To load cards for processing on the machine.

No. CIL: III JBCCI/99/90

IMPLEMENTATION INSTRUCTION NO. 41

Sub: Implementation Instruction in respect of new jobs in Washeries, new jobs in Underground mines, jobs in respect of Central Workshops at Barkakana and Korba, Large size Integrated Water Supply Scheme and Data Processing personnel.

The Third JBCCI at its second meeting held on 11th September, 1982 constituted a Sub-committee to examine the following issues amongst others:

- a) The unanimous recommendations of the Sub-committees which could not be placed for ratification before JBCCI-II and, hence, not ratified by JBCCI.
- b) Unanimous recommendations of Sub-committees which have repercussions vis-a-vis recommendations of other Sub-committees etc., or other complications which are to be resolved.
- 2. The Sub-committee was required to submit its final recommendations in respect of the above within two weeks. Accordingly, it met on 23rd & 24th September, 1982 and considered the unanimous recommendations of the previous Sub-committees 'A', 'B' & 'C', and also the Implementation Instruction No. 39 dated 10th August, 1982 (wherein instructions for implementing some of the pending unanimous recommendations of the three Sub-committees were issued) and Implementation Instruction No. 40 dated 25th August, 1982 (concerning Data Processing personnel.).

3. The report of the Sub-committee was considered by the JBCCI-III at its 3rd meeting held on 4th October, 1982 when it was decided to accept the report of the Sub-committee. In terms of these decisions and the report of the Sub-committee however, the following amendments would be made in the Implementation Instruction No. 39 dated 10th August, 1982:

ANNEXURE—IIA

contrict makes do

- (1) Against Sl. No. 1, Coal Handling Plant (CHP)
 Operator-cum-Despatcher, the Category should be
 Grade 'D' instead of Clerical Gr. II.
- (2) Against Sl. No. 2, Hautage-cum-Switch Attendant, "against Category-IV, V & VI—depending on HP of the haulage, the following will be substituted:—
 - (i) Haulage Khalasis operating haulages below 75
 HP will be given Category-IV instead of Cat. III
 in view of the additional work performed.
- (ii) Haulage Khalasis operating haulages from 75
 HP upto 125 HP will be given Category-V
 instead of Cat. IV, in view of the additional
 work performed.
 - (iii) Haulage Khalasis operating haulages from 125 HP and above will be given Category-VI instead of Category-V, in view of the additional work performed."
- 4. The Committee has also decided that the unanimous recommendations of Sub-committee 'B' of IInd JBCCI in respect of new jobs in Underground mines shall also be accepted and implemented. Accordingly, the following designations, job descriptions and grades / category in respect of new jobs in Underground mines shall be implemented:

Unanimous recommendations of Sub-committee 'B' of JBCCI-II on Underground Mines (Annexure-I dated 19-7-1979)

Sl. No.	Designation	100 LC 840400 (DAR 104	commended r./Category
1.	Side-dump loader Ope- rator GrI.	A skilled workman who operates the equipment and has working knowledge of the same for undertaking minor running maintenance and operates loader of 0.75 cu.m. or more bucket capacity.	Excavation GrC
4.	Load-haul- dumper Operator GrI.	A skilled workman who operates the equipment and has working knowledge of the same for undertaking minor running maintenance and operates the loader of bucket capacity 0.75 cu. m. or more.	Excv. GrC.
7.	Road-header Operator GrI.	A highly skilled workman who operates the machine and has experience of coal cutting machine, plough, loader or other similar face machines for 7 years and operates the header of 150 Kw. or more capacity. He should have general knowledge of the machine and should be capable of doing minor running repair and maintenance. The experience may be relaxed to 2 years for those who are technically qualified and have special knowledge and training on the machine.	Excv. GrA.

Sl. No.	Designation	Transport Control of Manager 1987 Co. Science 19	Recommended Gr./Category		
8.	Road-header Operator GrII.	Same as above that experience needed can be relaxe to 5 years and for person	d GrB.		
	tentic carrier	having technical qualification and special knowledge and training, the experience needed will be 11 years.	s d		

5. These instructions together with others covered in Implementation Instruction No. 39 dated 10th August, 1982 will come into force with effect from 15th August, 1982.

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Sub: Implementation of some of the pending unanimous recommendations of Sub-committees A, B and C constituted by JBCCI.

Some of the pending unanimous recommendations of Sub-Committees A, B and C have been examined further and keeping in view the modifications suggested by the Sub-Committee appointed by the Standardisation Committee in respect of Laboratory personnel, it has been decided to implement the same as per the enclosed Annextures.

- ANNEXURE-I : Some of the unanimous pending recommendations of Sub-Committee A of JBCCI on new jobs in Washeries.
- ANNEXURE-II: Unanimous recommendations of Subcommittee B of JBCCI on New Jobs in Underground Mines. (Annex.-II dated 19-7-79).
- ANNEXURE-IIA: Unanimous rocommendations of Subcommittee B of JBCCI on New Jobs in Underground Mines. (Annexure-III dated 19-7-79.).
- ANNEXURE-III: Some of the unanimous recommendations of Sub-committee 'C' of JBCCI on new jobs/existing, jobs not covered under NCWA in respect of miscellaneous sections (Annexure-E of the report on Central Workshop at Barkakana and Korba).

ANNEXURE-IV: Some of the unanimous recommendations of Sub-committee 'C' of JBCCI on miscellaneous section (Annexure-G part D & E on Duplicator Operator and Large Size Integrated Water Supply Scheme for 2 million gallons capacity.)

The recommendations in respect of 'Laboratory Personnel' (Serial No. 2 to 8 of Annexure-I) will be applicable to other coal laboratories in the coal Companies also in addition to Washeries.

UNANIMOUS RECOMMENDATION OF SUB-COMMITTEE 'A' OF JBCCI ON NEW JOBS IN WASHERIES

Sl. No.	Designation	Job Description	Grade/Cat.
1.	PIECE RATED WORKERS	The Committee found it difficult to give any specific job description and work-load, as the situation vary from washery to washery and the work-load will vary accordingly. Therefore it was agreed that the same may be fixed mutually between the Union representatives and the Washery Management wherever such workmen exists.	Figure photonical Corto graph hill delignment effects to scripture of creates separated.
2.	SR. CHEMIST	Chemical Laboratory: He should be graduate in Science with 5 years experience as a Chemist. Alternatively he should have at least 13 years experience out of which 5 years must be a Chemist. He must be fully conversant with analysis of Coke, coal, mine gas, mine dust, boiler feed water etc. He must be able to interpret results of analysis or gas, mine dust, boiler feed water etc. or in Washery, he should be capable of independently organising a process and quality control laboratory. He should be fully conversant with the Indian and as	Grade-'A'

Si. No.	Designation	Job Description	Grade/Cat.
	T. Sanware I	well as other standard specifications in use for sampling, pre- paration and analysis of coal/magnetite and other materials used in coal preparation plant. He should be conversant with washability and efficiency tests and principles of various coal preparation process. He should be capable of carrying out mine air and dust analysis. He will also be required to draw raw coal samples from coal seams. He must be able to inter- pret the result for guidance in quality control etc. He should be responsible for indent, storage and chemicals, equipment and maintain necessary records thereof. He shall guide and supervise the work of assistants under him in Laboratory.	
3.	CHEMIST	He should be graduate in Science with 3 years experience as Asstt. Chemist. He must be fully conversant with analysis of coke coal, mine gas, mine dust, boiler feed water etc. He must be able to interpret the results for guidance in quality control etc. or in Washery, he should be fully conversant with	Grade'B'
		washability and efficiency tests of the control Laboratory. He should be able to independently carry out the calculations	1,000 -1,6,08

Implementation Instruction No. 57 dt. 17-12-1985.

1. Job description, categorisation and Cadre Scheme for Drilling personnel employed in Geology/Exploration Department.

In the 18th meeting of the Standardisation Committee of III JBCCI held on 10th and 11th December, '85 the jeb description, categorisation and Cadre Scheme for drilling personnel employed in Geology/Exploration Department was discussed and finalised. It was also agreed that Member Secretary III JBCCI may issue implementation instruction in this respect.

- 2. Accordingly, the job description and categorisation and Cadre scheme for drilling personnel employed in Geology/Exploration Department as detailed below is enclosed:
 - i) Job description and categorisation of Drilling personnel.
 - ii) Covering note for cadre scheme
 for Drilling personnel employed in
 Geology/Exploration Department.: Annexure-XIV.
 - iii) Cadre Scheme:

Drill Helper to Sr. Asstt. Driller. : Annexure-XIV-1.

- 3. It will be noted that with the enforcement of this Cadre Scheme, all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.
- 4. Managements have been requested to take necessary action to implement the above scheme with immediate effect.

Job Description of Drilling Personnel in the Geology/Exploration Department

These job descriptions are illustrative and not exhaustive.

- 1. Sr. Asstt. Driller (Tech. Grade-A):
 - (a) He will be posted under a Driller/Sr. Driller.
 - (b) He will operate the drill above 350 m. capacity in NX size and be responsible for smooth operation of the drill.
 - (c) He will allot duties to the operational staff of the drill including routine maintenance of the drill, pump and other equipments.
 - (d) He will arrange movements of the drill and associated equipment from site to site.
 - (e) He will maintain all records pertaining to his shift as per proforma to be laid down by the Department.
 - (f) He will also look after day to day repairs of the drill.
 - (g) During the shift, he will ensure maximum uptime of the rig, maximum core recovery, proper handling of the core and sludge, ensure proper utilisation of all accessories including bits, ensure safety of the drill operation. He will be responsible for setting of drilling camps. He will guide and train his juniors in the shift in performing their duties efficiently.

- 2. Asstt. Driller (Tech. Grade-B):
- (a) He will be posted under a Driller/Sr. Driller.
- (b) He will operate the drill of capacity of 350 m. and below capacity in NX size and be responsible for smooth operation of the drill.
- (c) He will allot duties to the operational staff of the drill in a shift for efficient operation of drill including routine maintenance of the drill, pump and other equipments.
- (d) He will arrange movement of the drill and associated equipment from site to site.
 - (e) He will maintain all records pertaining to his shift as per proforma to be laid down by the Department.
 - (f) He will also look after day to day repairs of the
 - (g) During the shift, he will ensure maximum uptime of the rig, maximum core recovery, proper handling of the core and sludge, ensure proper utilisation of all accessories including bits, ensure safety of the drilling operation. He will be responsible for setting of drilling camps. He will guide and train his juniors in the shift in performing their duties efficiently.
 - 3. Senior Rigman (Tech. Grade-C):
 - (a) He will be posted under an Asstt. Driller/Sr. Asstt. Driller for operation of the Drill.
- (b) He will carry out daily maintenance of all equipment/ accessories at drill site with assistance of Rigman Grade-I and Asstt. Rigman Grade-II.

- (c) He will inspect thoroughly condition of core barrel and bit after each run and will make necessary adjustment, if required, for better core recovery.
- (d) He will give all assistance during hoisting and lowering of drill/casing string and during fishing operation.
- (e) He will arrange safe handling of bore hole cores and sludge.
- (f) He will arrange sand mixing and cement mixing.
- (g) He will render assistance during repair of drill at site.
- 4. Rigman Grade-I Tech. Grade-D):
- (a) He will be posted under an Asstt. Driller/Sr. Asstt. Driller for operation of the drill.
- (b) He will carry out daily maintenance.
- (c) He will help lowering and hoisting of drill-string, fishing operation and shifting equipment from one place to another.
- (d) He will keep drill roads, casings, core barrels and other accessories clean and stack them in order.
- (e) He will prepare drill site and water-sump.
- (f) He will arrange mixing of mud, mud additives and cement.
- 5. Rigman Grade-II (Tech. Grade-E):
- (a) He will be posted under an Asstt. Driller/Sr. Assit.

 Driller for operation of the drill.
- (b) He will carry out daily maintenance, help in lowering and hoisting of drill-string, fishing operation and shifting of equipment from one place to another.

CHAPTER-XII

2. Standardisation Committee.

Implementation Instruction No. 62 dt. 8-7-1986

J. Workload for soft coke makers.

In the 21st meeting of Standardisation Committee of III JBCCI held on 24th & 25th April. 1986 at CIL (Hqrs.) Calcutta, the above subject was discussed and it was agreed to issue clarification that the workload for soft coke makers in Group-IV for the composite work i. e. stacking, covering, firing and quenching is 3.75 tonnes of raw coal.

- 2. Accordingly, in the booklet "Grouping, Nomenclature, Job Description and Work Norms of Coal Employees" published by JBCCI, against the designation of 'soft coke maker' in Group-IV the workload will read as "3.75 tonnes of raw coal".
- 3. Managements have been requested to take necessary action to implement the above decision of the Standardisation Committee with immediate effect.

Implementation Instruction No. 67 dt. 3-9-1986

L. Ex-cadre post in Central Workshop Barkakana and Korba

Ref: I. I. No. 39 dt. 10-8-82

The recommendation of the Working Group on Excavation constituted by the Standardisation Committee taken in its meeting held on 5th May, 1986 and 20th August, 1986 was discussed by the Standardisation Committee in its meeting held on 28th August, 1986 and was approved as under:

Ex-cadre Post :

The existing designations and grades in the Central Workshop, Barkakana and Korba will be redesignated as follows:

Existing designate and grade	ion	Agreed dea	
Production Asst	. — A		
Dy. Design Asst	1. – A	Foreman Inch	arge — A
Sr. Indenting Asst	t. — A		
Estimating Asstt.	— B		
Planning Asstt.	— B		
Progress Asstt.	— B	Foreman	— В
Job Inspector	— B		
Inspector (Tyre)	— B		
Foreman (Auxilian	·y/		
Misc)	— В		

The present designation of Junior Job Inspector-Tech. C in the Central Workshop, Barkakana and Korba will be abolished and the employees in the said grade and designation will be absorbed suitably at unit level by the companies.

JOB DESCRIPTION (for the above)

(a) Foreman Incharge-Tech. A

He should be fully conversant with maintenance and operation of HEMM/Workshop machines. He should have full knowledge of the mechanism of the machine/maintenance system. He will be incharge in the allotted shift. He should be able to carry out inspection of the machines under his charge and plan work of repairs and maintenance. He shall be required to maintain records, reports and other related documents. He shall be resposible for the safety of men and machines under his charge wherever applicable. He shall also look after the planning, progress, production and design of the work/equipment allotted to him. He should also ensure that the shift timings are strictly maintained.

He shall be the team leader of the workmen working under his control with a view to achieve the allotted task and should also strive to inprove the productivity, availability and utilisation of the machines under his charge.

He should be in possession of Elect. Supervisor' Certificate in case where he is put in charge of High Tension Elect, Equipment/installations.

He shall also perform any other job that may be assigned by the superior/supervisors from time to time.

(b) Foreman-Tech. B.

He should be fully conversant with maintenance and operation of HEMM/workshop machines. He should have full knowledge of the mechanism of the machine/maintenance system. He should be able to carry out inspection of the machine under his charge and plan work of repairs and maintenance. He shall be required to maintain records, reports and other related documents. He shall be responsible for the safety of men and machines under his charge wherever applicable. He shall also look after the planning, progress, production and design of the work/equipment allotted to him. He should also ensure that the shift timing is strictly maintained.

He shall be the team leader of the workmen working under his control with a view to achieve the allotted task and should also strive to improve the productivity, availability and utilisation of the machines under his charge.

He will also perform any other job that may be assigned by the superior from time to time and will be in charge of subsection/machines of the shift.

He should be in possession of Elect, Supervisors' Certificate in case where he is put in charge of high Tension Elect. Equipment/installations."

Managements have been requested to replace the revised designation and job description relating to the ex-cadre post in Central Workshop, Barkakana & Korba with Annexure-3 of I. I. No. 39 dated 10-8-1982 circulated earlier, with the present one and take necessary action to implement the same.

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IMPLEMENTATION INSTRUCTION NO. 39

No. CIL/JBCCI-IV/I.I. No. 39/5576 Date 31 December, 1992

Sub ; Cadre Scheme for employees working in Hindi Cell (official language)

Ref. Implementation Instruction No. 63 dated 14-7-1986.

Cadre Scheme No. XVI in respect of employees working in Hindi Cell was circulated in I.I No. 63 under reference.

The Hindi Salahkar Samithi of the Ministry of Energy while reviewing the above Scheme suggested certain amendments. These were again discussed at the Non-Technical Committee meeting held on 15th November, 1992 and the amended Cadre Scheme was finalised. Subsequently, the Standardisation Committee at its meeting held on 30th November, 1992, approved the amended Cadre Scheme as recommended by the Non-Technical Committee in respect of (a) Clerical Cadre, (b) Secretarial Cadre and (c) Translator.

The amended Cadre Scheme is enclosed and this will replace the Scheme circulated in I.I. No. 63 dated 14-7-1986.

Management have been requested to take necessary action to implement the same.

on the part of the

CADRE SCHEME NO. XVI

CADRE SCHEME FOR THE EMPLOYEES WORKING IN HINDI CELL

1. Short title, coverage & classification :

- (a) This scheme may be called the Cadre Scheme for the employees working in Hindi Cell.
- (b) This scheme shall apply to all employees working in Hindi Cell and shall be classified as below:
 - (i) General Clerical Cadre—Annexure—I
 - (ii) Secretarial Cadre-Annexure-II
 - (iii) Translator-Annexure-III

2. Definition:

In this scheme unless there is anything repugnant in the Subject or context;

- (a) 'Competent Authority' means the Chief Executive of the company or Area General Manager or Chief of the Project as the case may be or any other officer who may be delegated with such powers by them from time to time.
- (b) 'Educational qualification' means qualification as recognised by the Central Government or State Government or qualification'/test as prescribed and conducted by the company.
- (c) 'Service' means service in the post as shown in Annexure hereto.
- (d) 'Test' will be for adjudging the skill as prescribed in the Cadre Scheme by the Wage Board and also by the management from time to time.

3. Promotional Channel:

- 3.1 The promotional channel for various grades of the employees working in Hindi Cell shall be as per Annexure hereto. The said Annexure only indicate the qualification and experience to be possessed by the departmental candidates included in the Cadre Scheme from time to time for the purpose of eligibility of selection of candidates as specified in this scheme.
- 3.2 Promotion for the post upto the Clerical Spl. Grade shall be on the basis of Seniority-cum merit and from Clerical Spl. Grade to Tech. & Sup. Grade-A shall be on the basis of merit-cum-seniority.
- 3.3 The promotional zone for filling the post upto Clerical Spl. Grade will be Area or equivalent and for the post of Tech. & Sup. Grade-A will be company.

4. Departmental Promotion Committee:

The selection of candidates for filling up vacancies in higher categories shall be made on the recommendation of the Departmental Promotion Committee to be constituted by the competent authority or any other officer who may be delegated with such powers by him from time to time. The decision of the competent authority on such recommendation shall be final. The final panel prepared by the DPC may be made known to the concerned persons after the DPC are met and found them suitable.

5. Direct Recruitment:

Direct recruitment shall be resorted to only after the DPC has met and found that the departmental candidates to fill up the vacant post within the period of 6 months.

6. Repeal Savings etc.:

All the existing instructions and orders etc., hereto issued shall be deemed to have inoperative simultaneously with coming into force of this scheme.

Amended Cadre Scheme for Clerical (O. L.) Staff General Clerical Cadre.

Annexure—XVI-I

Sl. No.	Designation	Category/Grade Scale of Pay	Minimum Qualification (Educational/Technical)	Eligibility for promotion	Mode of promotion	
1.	Clerk (O.L.) Gr. III	Clerical Gr. III Ra. 1095-37-1613.	Matriculation or equivalent exam. from any recognised Board of Exam. with Hindi as one of the subject. or Matric with certificate in Hindi like Prabhakar, Praveshika etc.	3 years experience in the company	Selection/ Test,	
2. a)	Clerk (O. L.) Gr. II	Clerical Gr. II Rs. 1158-48-1542- 58-2006.	do	3 years experience as clerk (OL) in Gr. III	D.P.C.	
Ъ)	Typist (O.L.)	do-	i) —do— ii) Typing speed essential 30 words per minute in Hindi.	_do_	D.P.C.	

1	2	3	4	5	6
3.	Clerk (O.L.) Gr.I	Clerical Gr. I Rs. 1222-60-1702- 66-2230.	Matric or equivalent same as in Si. No. 1 above	3 years experienc as Clerk (O.L.) in GrII	D.P.C.
4.	Sr. Clerk (O.L.)	Clerical Spl. Gr. Rs. 1290-68-1834- 74-2426.	A CHI MANAGANA	5 years experience as Clerk (O.L.) in Gr. 1 or 8 years experience as Clerk (O.L.) Gr. II & I out of which 3 years	D.P.C.
		A STATE OF THE STATE OF	DI Control of the Con	be in Gr. I.	78 J.
5,	Office Supdt. (O.L.)		Matric or equivalent. Same as in Sl. No. 1 above.	5 years experience as Sr. Clerk (O.L.) in Clerical Spl. Grade.	D.P.C.
40	THAT HE A	80-2537,	All-Maria Alemana (Distribution in the	MH IN

Amended Cadre Scheme for Stenographer

Sl. No	Designation .	Category/Grade Scale of pay		Minimum qualification (Educational/Technical)	Eligibility for promotion	Mode of promotion
1.	Typist (O.L.)	Clerical GrII Rs. 1158-48-1542- 58-2006	i) ii)	Matriculation or equivalent exam. from recognized Board of exam. with Hindi as one of the subject. Or Matric with certificate in Hindi like Prabhakar, Praveshika etc. Typing speed in Hindi at 30 w.p.m.	3 years experience as Clerk Gr. III	igase 1) We
2.	Stenographer (O.L.)	Clerical Gr. I Rs. 1222-60-1702- 66-2230	i) ii)	Same as i) above Must have a speed of 80 w.p.m. in Hindi Shorthand and 30 w.p.m. in Hindi typins.	3 years experience as Typist (O.L.) is Clerical Gr. II	

1	2	3		4	5	6
3.	Personal Asstt. (O.L.)	Clerical Spl. Gr. Ra. 1290-68-1834- 74-2426	i) ii)	Same as in Sl. No. 2 above Must have a speed of 100 w.p.m. in Hindi Shorthand and 40 w.p m. in Hindi typing.	3 years experience as Stenographer (O.L.) in Clerical Gr. I	DPC/Test
4.	Sr. Personal Asstt. (O.L.)	Tech. & Sup. Gr'A' Rs. 1387-75-2137- 80-2537.	i) ii)	Same as in Sl. No. 3 above Knowledge of English typing and shorthand desirable.	3 years experience as Personnel Asstt. (O.L.) in Clerical Spl. Gr.	D.P.C.

Note-1) Existing incumbents will be redesignated as above according to the corresponding scales.

2) Educational qualification will not be a bar for promotion of the existing employees upto the post of Clerical Gr. I.

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3) TISCO, IISCO & SCCL can modify the scheme to suit their local conditions.

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Cadre Scheme for Translator (O.L.)

SI. No	Designation .	Category/Grade Scale of pay	Minimum Qualification Educational/Tech.)	Bligibility for promotion	Mode of promotion
1.	Jr. Translator (O.L.)	Clerical Spl. Gr. Rs. 1290-68-1834- 74-2426	B.A. or equivalent with Hindi and English. Govt. Diploma Holder in Hindi translation preferred.	5 years experience as Clerk (O.L.) in Clerical Gr. I or 8 years experience as Clerk (O.L.) in-	Selection/ Test
4	veru (CC)	NOTION IN THE STATE OF THE STAT	A to the table of the party. The table is a fair to party.	Clerical Gr. I and II of which 3 years must be in Clerical Grade-II.	1 010
2.	Sr. Translator (O.L.)	Tech. & Sup. Gr'A' Rs. 1387-75-2137- 80-2537	Same as above	5 years experience as Jr. Translator in Clerical Spl. Grade.	D.P.C.

- Note : 1) Typist (O.L.) in Grade-II on option will have opportunity to grow either in this cadre or in the Secretariat Cadre provided he possesses the prescribed Hindi Stenographic qualification.
 - 2) Educational qualification will not be a bar for promotion of the existing employees upto the post of Clerical Gr. I.
 - 3) Clerk (O.L.) Grade-I will have opportunity to grow either as Spl. Gr. Clerk/Sr. Clerk or as Translator provided he possesses the prescribed qualifications.
 - 4) TISCO, IISCO & SCCL can modify the scheme to suit their local conditions.

M. Nomenclature, job description & categorisation of coal employees

At the 22nd meeting of the Standardisation Committee of III JBCCI held on 29th & 30th May, 1936 while consolidating the job descriptions as available in different documents for the above purpose the following modifications in the designations were agreed to in the Booklet "Grouping, Nomenclature, job Description & Work Norms of Coal Employees and National Coal Wage Agreement dated 11th December, 1974" issued by JBCCI.

Page No. of the Booklet		Existing designation	Category	Revised designation
29	2	Survey/Centre Boys	1	Survey/Centre
29	7	Friction Roller & Oiling/Roller Boys	I	Friction Roller & Oiling Roller
44	5	Winding Engine Khalasi	v	Winding Engine Operator (2nd Class Certificate holder)

In the last line of the job description the word "new category-VI" should be read as only "Category-VI".

- 2. Similarly, in the 23rd meeting of the Standardisation Committee of III JBCCI held on 28th August, 1986, the following decisions were taken.
 - (1) "The word 'Khalasi' wherever it appears in the Booklet 'Grouping, Nomenclature, Job description and Work Norms of Coal Employees and NCWA-I dated 11th December 1974' issued by the JBCCI or in the implementation instructions issued by the Member Secretary, JBCCI, thereafter, in the daily rated Cat. I to VI will be changed, except for Winding Engine Khalasi

(unqualified) in Cat. IV, as 'Operator' wherever the engines/machineries to be operated are stationary and as 'Driver' wherever engines/machineries to be operated are moving."

(2) a) Sr. Roof Bolter:

Sr. Roof Bolter as per I. I. No. 36 dated 2-2-81 read with I. I. No. 38 dated 16-3-81 will be placed in Cat. V and will be redesignated as Sr. Roof Bolter/Stitchingman.

b) Roof Bolting Crew. Cat. IV

Roof Bolting Crew. Cat. IV as per I. I. No. 36 dated 2-2-1981 will be redesignated as Roof Bolting/Stitching Crew.

c) Central Despatcher Desk Operator Grade-I
I. I. No. 36 dated 2-2-1981.

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It was agreed that instead of Clerical Grade-I they will be placed in T & S Grade C.

d) Central Despatcher Desk Operator Clerical Grade-II I. I. No 36 dated 2-2-1981.

It was agreed that instead of Clerical Grade-II they will be placed in T & S Grade-D. It was also agreed that the implementation instruction may be issued in the matter accordingly by the Member Secretary, JBCCI.

Managements have been requested to take necessary action to implement the above decisions.

Implementation Instruction No. 70 dt. 3-11-1986

N. Crude Benzol Driver/Operator in Coke Plants

Ref: i) This office letter No. JBCCI/IR/94/MP/1262

(NCWA-II Implementation Instruction No. 38)

dated 16th March, 1981

ii) This office letter No. NCWA-III (I. I. No. 69/86) / 985 dated 8th October, 1986

Your kind attention is invited to Implementation Instruction No. 38 dated 16th March 81 in which the list of designations, category and job descriptions of jobs not covered under Wage Board in respect of Coke Ovens and By-products Plants as approved by the Standardisation Committee was enclosed as Annexure II. In that Annexure II, against serial No. 13, the designation of Crude Benzol Driver/Khalasi with category V and job descriptions has been given.

Similarly, in the Booklet on Nomenclature, job descriptions and categorisation of coal employees circulated vide letter No. NCWA III (I. I. No. 69/86)/985 dated 8th October '86, in page No, 95, against Sl. No. 3, designations of "Under Benzol Driver/Operator and job descriptions has been given under category V.

From the information received from the companies, it was noticed that neither there is any Benzol Plant nor any Crude Benzol Driver/Operator in Category V in Coke Plant.

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From the information received from the companies, it was noticed that neither there is any Benzol Plant nor any Crude Benzol Driver/Operator in Category V in Coke Plant.

At the meeting of the Standardisation Committee held on 30th September and 1st October '86 it was decided to delete the designations of Crude Benzol Drivers/Operator in Category V from the Nomenclature, job descriptions and categorisation of workers employed in Coke Oven and By-product Plants circulated in the above two references to avoid confusion.

Managements have been requested to take necessary actions to implement to the above decisions.

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N.C.W.A.-11-J.I. No. 38

Sub: Implementation of certain decisions of the Standardisation Committee taken at its meetings held at Calcutta on 26th, 27th and 28th February, 1981.

- 1.0 The Standardisation Committee discussed and approved certain unanimous recommendations of the following Sub-Committees, constituted by JBCCI, at its meetings held on 26th, 27th and 28th February, 1981.
- 1.1 Sub-Committee A: On categorisation and job descriptions of new jobs and job descriptions where they did not exist, of old jobs in Coal Washeries.
- 1.2 Sub-Committee C: On categorisation and job descriptions of new jobs and job descriptions of old jobs, where they did not exist, in miscellaneous sections (e.g.) Power Houses, Ropeways, Central Excavation Workshops and Coke Plants etc.
- 2.1 The list of designations, category and job description of jobs not covered under wage Board in respect of Coal Washeries as approved by the Standardisation Committee is given in Annexure-I.
- 2.2 The list of designations, category and job description of jobs not covered under Wage Board in respect of Cokeovens and By-Product Plants as approved by the Standar-disation Committee is given in Annexure-II.
- 2.3 The list of designations, category and job description of jobs not covered under Wage Board in respect of Central Ropeways as approved by the Standardisation Committee is given in Annexure-III.
- 2.4. The list of designations, category and job description of jobs not covered under Wage Board in respect of Central

Excavation Workshops at Barkakana and Korba as approved by the Standardisation Committee is given in Annexure-IV.

- 3.1 The JBCCI at its meeting held on 14th March 1981 ratified the above decisions of the Standardisation Committee.
- 3.2 As regards the new job descriptions and categorisations, as approved by the Standardisation Committee, it may be stated that these job descriptions and categories are intended to cover the new jobs which are in existence and not covered by the Wage Board job descriptions and categorisation. They will be applicable only where the actual job performed corresponds to the job descriptions given and it will not be a ground for creation of new jobs to correspond to the recommended categories.
- 4. In regard to the job descriptions and categorisations of jobs in underground mines as recommended by the Standardisation Committee and circulated under I. I. No. 36 dated 2nd February 1981, the correct category for Senior Roof Bolter (Sl. No. 12 of Annexure-A) should be Category-V instead of Category-IV.
- 5. The above categorisation and job description will be effective from 1-4-80.

Managements have been requested to take necessary action to implement the same.

DESIGNATION, CATEGORY AND JOB DESCRIPTION OF JOBS NOT COVERED UNDER WAGE BOARD IN RESPECT OF COAL WASHERIES AS FINALISED BY STANDARDISATION COMMITTEE

Sl. No.	Designation	Gr./Category	Job Description
1.	Foreman-In-charge (Mech./Elec.)	Tech. Gr. 'A'	He should be fully conversant with washing processes and equipments and be responsible for their proper operation and maintenance, including quality control. He should have full knowledge of preventive maintenance and should be able to take complete charge of the Plant/Section independently in his allotted shift. He should be able to carry out inspection of different equipments under his charge and plan preventive maintenance of equipments. He will be required to maintain records, reports and other related documents. He will be responsible for the safety of men and equipments

under his charge.

Sl. No.	Designation	Gr./Category	Job Description
2.	Yard-Master/ Foreman-In-Charge Yard	Tech. Gr. 'A'	He should be capable of independently managing the working of the Yard including regulation of receipt of wagons, receipt of rakes, movement in the yards and despatch of trains. He should be fully conversant with the safe working rules of the Rlys. and supervise and co-ordinate the work of staff during various shifts. He is expected to attend all the breakdowns/derailments in the Yard, including tippler etc. He will maintain all necessary liasion with the Rly. terminal yards feeding the Washery. He should be conversant with the latest demurrage rules and be responsible for the up-keep and maintenance of records pertaining to demurrage.
3.	B. G. Diesel Loco Supervisor	Tech. Gr. 'A'	He is required to take independent charge of routine maintenance as well as major overhauls of diesel-electric/hydraulic locos, bulldozers, cranes and other allied equipments under his charge. He should be able to plan and enforce preventive maintenance and should be capable of maintaining records, inspection

of his shift's operations. He should be conversant

Job description

6. P.W.I. (Permanent Way Inspector)

LANGE OF LINE I

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William Employed

Tech. Gr. 'B'

with loading and unloading operations, despatch, receipt and formation of trains and other allied operations in the yard. He should be fully conversant with demurrage rules and should be able to maintain records as required. He should also be capable of maintaining liasion with the Railways. House keeping, cleaning and the safety of men under his charge are also his responsibilities.

Highly skilled Technical Supervisory Personnel having at least 7 years experience in construction and layout of Railway lines, maintenance and repairs thereof to ensure smooth and safe movement of locomotives, Diesel Engines and safety of men and materials. Besides, he has to attend derailment of wagons/engines etc. He should be capable of controlling the gang of workers deployed under him and allocate the work. He must be fully conversant with the work of laying out new lines, joints, etc. and be able to detect and correct the faults.

Sl. No.	Designation	Gr./Category	Job description
7.	Asstt. Foreman/ Chargeman/Master Fitter/Master Operator (Mech. & Elec.)	Tech. Gr. 'C'	He should be conversant with the operation and maintenance procedures. He is required to assist the Foreman in carrying out the duties and responsibilities assigned to him (Foreman). Cleaning, house-keeping and safety of the men under his charge are also his responsibilities.
8.	Tippler Operator	Tech. Gr. 'C'	He is required to operate the wagon tippler. He should be fully conversant with operation and maintenance of wagon tipplers, conveyors, crushers, feeders, etc. He is required to maintain records and inspection sheets. Cleaning and house keeping of the area under his charge and safety of men assigned to him are also his responsibilities.
0.0			This job description exists only in a few Washeries, where the Tippler Operator supervises the entire raw coal section. This will not be applicable to Washeries where the job requirements are less than as specified above.

Sl. No.	Designation	Gr./Category	Job description
9.	Asstt. Shunting Master	Tech. Gr. 'C'	He should be conversant with the operation of the yard. He should also be conversant with loading and unloading operation, despatches and formation of the trains. He should have knowledge of demurrage rules.
101	PHILL FOREsting	The Age 100	trains. The should have knowledge of demantage roles.
10.	B. G. Loco Driver (Diesel)	Tech. Gr. 'C'	He is required to drive locos and carry out various shunting operations in accordance with the instructions given to him. He should have elementary knowledge of the working of locos. He should be thoroughly conversant with various precautions to be taken during the starting, running and stopping of the locos. He is required to watch various instruments installed in the locos, keep a log of their readings and stop the locos in case of malfunction. Maintenance of log records, inspection of sheets and also cleaning and safety of the equipment under his charge are also his responsibilities.
11,	B. G. Steam Loco	Tech. Gra 'C'	He should have worked as a Steam Loco Driver and
776	In-Charge	M A and Ma	should be sufficiently literate to maintain driver's and fireman's musters engine repair books and other related

SL No.	Priesetion	Gr./Category	Job description and many
# i *	C. C. Lamina	7 - 2 t n 4	documents. He should be able to allocate duties to drivers and fireman and also supervise their work and guide loco fitter in rectification of their faults.
12.	B. G. Diesel Loco Fitter	Tech. Gr. ⁴ C*	He should be capable of carrying out routine mainte- nance as well as major overhauls of diesel and petrol engines, diesel electric/hydraulic locos. He should be thoroughly conversant with the operation and mainte- nance of all the above mentioned equipments and their various components. Maintenance of records, inspection sheets, Cardex and cleaning and house keeping of the area under his charge are also his jobs.
13.	Fitter Foreman	Tech. Gr. 'C'	He should be conversant with the operation and maintenance of, equipments under his charge. He is required to assist the Foreman in carrying out the duties and
14	year and		responsibilities assigned to him (Foreman). Cleaning, house-keeping and safety of the men under his charge are also his responsibilities.
1	Manager*	John Mark Mills	The posts of Fitter Foreman, are meant for such

Sl. No.	Designation	Gr./Category	Job description
			workmen who are otherwise highly skilled, experienced and proficient but do not possess adequate educational qualifications.
14.	B. G. Loco Driver (Steam)	Tech. Gr. 'D'	He is required to drive locos and carry out various shunting operations in accordance with the instructions given to him. He should have elementary knowledge of the working of locos. He should be thoroughly conversant with various precautions to be taken during the starting, running and stopping of the locos. He is required to watch various instruments installed in the locos, keep a log of their readings and stop the locos in case of malfunction. Maintenance of log records, inspection of sheets and also cleaning and safety of the equipment under his charge are also his responsibilities.
15.	Shunting Jamadar	Cat. V or Tech. 'F'	He is required to keep the receiving line clear and give assurance to yard master on duty about the clearance
611	E TRIBLE FOR	100 AC 1	of line to admit trains. He is required to conduct movement of shunting locomotives and wagons by

SI. No.

Designation

Job description

the jamming of the tippler hepper. Cleaning and house

keeping of the area of his work is also his job.

Gr./Category

SI. No.	Designation	Gr./Category	Job description
17. Pointsman		Cat. IV	He sets the points and crossings and gives the signal for the movement of wagons in the washery yard. It is his responsibility to ensure safe movement of the rolling stock over the points and crossings under his charge.
18.	Brakeman	Cat. IV	He is required to couple and un-couple the wagons and guide their movement in the washery yard through the application of brakes.
19.	B. G. Loco Fireman	Cat. IV	He is required to charge coal in the loco boiler, remove the ashes and fill the water tender besides helping the Loco Driver for any other function in the operation of the Steam Loco.
20.	Points Cleaner	Cat. II	He should clean and lubricate points and crossings in the Washery Yard and ensure smooth and proper operation of the same.
21.	Sampling Attendant/ Lab. Helpers	Cat. II	His job is to collect samples of materials from belt conveyors, chutes, hoppers, etc. as per the directive

Sl. No.

Attendant

1 110

Job description

and open the gates in order to draw material from the bunker. He is also required to lubricate the equipment

under his charge. Cleaning and house keeping of the area under his charge is also his job. Cat. II He should be able to clean the surface and apply paint 24. Painting Mazdoor as directed.

DESIGNATION, CATEGORY AND JOB DESCRIPTION OF JOBS NOT COVERED UNDER WAGE BOARD IN RESPECT OF COKE-OVENS AND BY-PRODUCT PLANTS AS AGREED BY THE STANDARDISATION COMMITTEE

Sl. No.	Designation	Category	Job Description
1.	General Mazdoor	I	
a)	Line/Coke Car Track		An unskilled worker who performs manual Jobs.
b)	Jam Cutter		He is also required to render assistance to semi-
c)	Carpenter		skilled and skilled personnel in their already allotted
d)	Breeze Heap		jobs.
e)	Morter Mill		
f)	Track Cleaning		
g)	Coke Depot		
h)	Dust Bunker		
i)	Bellowman		
j)	Boiler		
2. a)	Ram Car Cleaner	tt	Helper/Assit/Attendant shall be engaged in rende
b)	Exhauster House Cleaner/Gilman	***	ring assistance of semi-skilled nature to other skilled
c)	Benzol Plant Oilman		personnel and in their concerning jobs will also

SI. No.	Designation	Category	Job description
, d)	Tar Cleaner		attend to cleaning and oiling of machines and ovens,
e)	Elevator Belt Cleaner		
()	Ram Oilman		
g)	Lead Burner Helper		
h)	Valve Cleaner		
i)	Crusher House Assistant/Helper		
j)	Mortar Mill Operator/Khalasi		
k)	Mortar Miller		
1)	Exhauster House Assistant/Khalasi		THE RESIDENCE OF THE PARTY OF T
m)	Gasman Assistant/Helper		the in this hydrony or male, defined and the
n)	Ram Car Assistant/Helper		in million - in the policy of the
o)	Neutraliser		
p)	Boiler Assistant/Helper		
q)	Mortar Pug Mill Khalasi (Below 35 H. P.)		The state of the s
r)	Tar Mazdoor		The appasts
3. a)	Ram Side Winchman	111	He shall carry out any one of the different jobs as
b)	Ram Side Doubman	11	covered by the designations listed which are self-
c)	Ram Side Fireman		explanatory. He is also required to render assistance

कील इपिड्या लिमिटेड

10, नेताबी सुवाब रोड. कनकला-700 001
 फोब: 220-9980, दाघ - कोलद्दोखया
 टेमेक्स - 21-7180, बीआईस्थ दन



Coal India Limited

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No.CIL'C-5B JBCCIImp 2 34

Pated 14th February, 611

The General Managert NEE Pension).
B.C.C.L.,
Koyla Nagar.
Dhanbad

Dear Sir.

Please refer to your letter No BCCT PA-V 04 857 dated 2 4 04

The employees working in Revenue discipline must possess Amanat Certificate Surveyor's Certificate from III as per Cadre Scheme.

Yours tatthfully,

A Chattopadhyav)
Thief Personnel Manager(IR)

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD, CALCUTTA-700 001

No.CIL/C-5B/JBCCI/I.I.No30/2001/ 6/0

Dated: 14th September, 2001

NATIONAL COAL WAGE AGREEMENT-VI IMPLEMENTATION INSTRUCTION NO.30

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

Sub: Placement of Explosive Carrier/Blasting
Crew in OC mines in Cat.-IV and Cableman

Excavation Cat.E

Your kind attention is invited to the provision of Para 12.11.2 of Chapter-XII of NCWA-VI dated 23.12.2000 on the above subject.

In the meeting of Standardisation Committee of JBCCI-VI held on 27th July, 2001 the report of Technical Sub.committee on the provision of Para 12.11.2 -Chapter-XII of NCWA-VI dated 23.12.2000 was discussed and approved.

Accordingly, the Explosive Carriers/Blasting Crew in OC mines working in Cat. II will be placed in Cat.-IV

and,

Cableman in Cat.-III will be placed in Excavation Cat.-E

These provisions shall be effective from the date of issue of this Implementation Instruction.

You are requested to take necessary action to implement the above decision.

(C. H. KHISTY.)

DIRECTOR(P&IR) &

MEMBER SECRETARY, IBCCI-VI

Distribution:

1. All Members & Alternate Members of JBCCI-VI

Chairman-MD, SCCL, PO: Kothagudam Collya. Dist.: Khammam (A.P).

3. Vice President, (HRM), TISCO, Jamshedpur

4. Managing Director, HSCO, Burnpur, Dist. Burddhaman (W.B.)
5. Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCI.

6. Director(F),CIL, Calcutta

7. Director(T)/Director(Marketing),CiL, Calcutta

Contd_/2

Chief Vigilance Officer, ClL, Calcutta
CGM, NEC, Gawabat/CGM, DCC, Dankusi
Executive Director(HCM), Kanke Rd., Ranch
CGM, CIL, Annal Bhawan, New Delta
CGM(P)/CGM(F), CIL, Calcutta
All RSMs,
GM(F)/TS to Chairman, CIL, Calcutta
Dy. CME(AW), CIL, Calcutta

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY COAL INDIA LIMITED 10, NETAJI SUBHAS ROAD. CALCUTTA-700 001

No.CIL/C-5B/JBCCI/Imp.Vol.II/99/ % 67

Dated: 17th December., 1999

The Director Personnel Central Coalfields Ltd., Ranchi

Sub: P

Placement of Turbine Operators of Captive Power
Plant at Kathara Area in E&M Cadre holding Diploma

(3 years course) in Electrical or Mechanical Engineering.

Ref:

I.I. No.32 dated 15-07-1992 (Annexure No.VII-16)

Dear Sir,

In the Standardisation Committee meeting of JBCCI held on 16.11.99 at CIL(HQ), Calcutta the report of the Technical Sub-committee of JBCCI regarding placement of Operator (Turbine) T&S Grade "C", Asst. Controller/Operator, T&S Grade "B" and Controller(Operator), T&S Grade "A" of Captive Power Plant of Kathara Area in E&M Cadre was discussed. Accordingly, it was decided that the Career Growth of above personnel holding Diploma (3 years course) in Electrical or Mechanical Engineering will be as per the provisions of Cadre Scheme for E&M personnel, circulated vide I.I. No.32 dated 15.07.1992 of NCWA-IV - Annexure VII-16.

The above Turbine Operators will continue to operate/discharge their present responsibilities and they will be designated as under:

(i) Operator (Turbine)

T&S Grade "C

(ii) Asstt.Controller/Operator

T&S Grade "B"

(iii) Controller (Operator)

T&S Grade "A"

You are requested to take necessary action to implement the above decision.

Yours faithfully,

(C. H. KHISTY)

MEMBER SECRETARY

IBCCI

Distribution:

All Members of BCCI/Standardisation Committee.

Cabre Schema Nil 19 61

CADRE SCHEME FOR PROCESS PERSONNEL (MATERIAL HANDLING FLANT/
COAL CARBONISATION PLANT/CHEMICAL PROCESS PLANT) OF DANKUNI

COAL COMPLEX, DANKUNI

SHORT TITLE & COVERAGE:

- a) This Scheme may be called the cadre scheme for the Process Personnel (Material Handling Plant/Coal Carbonisation Plant/Chemical Process Plant).
- b) The scheme shall apply to the entire workers in Process Department which has been classified into Four Groups, namely,
 - i/ Supervisors (Foreman-In-Charge, Tech. Gr.A).
 - ii/ Operators (Sr. Operator-cum-Technician, Tech. Gr.B; Operator-cum-Technician, Tech. Gr.C; Sr. Operator, Tech. Gr.D; Operator, Tech. Gr.E; Jr. Operator, Tech. Gr.F; Operational Assistant, Tech. Gr.G)
 - iii/ Attendant/Helper, Tech. Gr.H.
 - iv/ Mazdoor (Category I).

DEFINITION:

- a) *Competent Authority* means Chief Executive of the Company or COM/CM as the case may be or any other authority who may be delegated with such powers by them from time to time.
- b) 'Educational Qualification' means qualification as recognised by the Central Govt. or State Govt. or qualification/test as prescribed and conducted by companies.
- c) 'Service' means in the posts as shown in annexure hereto.

PROMOTIONAL CHANNEL:

- a) The promotional channel for various categories/grades of process discipline shall be as per annexure hereto. The said annexure only indicate qualification and experience to be-possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for selection/promotion of candidates as specified in this scheme.
- Operators will grow from Operational Assistant, Tech.Gr.G to Jr. & Sr. Operator-cum-Technician, Tech.Gr.B respectively within the department. 'Process' Department will be divided in three broad sections, namely, (i) Retort/PGP(Coal Carbonisation Section), (ii) MHP & (iii) By-product & Utility (Chemical). And the employees of these three sections will grow within the section only.
- Selection/Promotion for the post of Sr. Operator upto Tech.Gr.D shall be on the basis of Seniority-cum-Merit and from Tech.Gr.D to Tech.Gr.C and Tech. Gr.C to Tech.Gr.B shall be on the basis of Merit-cum-Senior. Selection to Tech. & Supervisory Gr.A shall be on the basis of merit from employees of Tech.Gr.B.
- d) All promotions are subject to available vacancy within the Department.

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CIDRE SCHEME FOR INSTRUMENT PERSONNEL OF DANKUNI COAL COMPLEX, DANKUNI.

SHORT TITLE & COVERAGE:

- a) This scheme may be called the Cadre Scheme for the Instrumentation Section.
- b) The scheme shall apply to the entire workers in Instrumentation Section which has been classified into Four Groups, namely,
 - i/ Supervisors (Foreman-in-charge, Tech.Gr.A).
 - ii/ Mechanics (Sr. Instrument Technician, Tech.Gr.B; Instrument Technician, Tech.Gr.C; Assistant Instrument Technician, Tech Gr.D; Sr. Instrument Mechanic, Tech.Gr.E; Instrument Mechanic, Tech Gr.F; Junior Instrument Mechanic, Tech.Gr.G).
 - iii/ Helper, Tech. Gr.H.
 - iv/ Mazdoor (Category I).

DEFINITION:

- a) *Competent Authority* means Chief Executive of the Company or CGM/GM as the case may be or amy other authority who may be delegated with such powers by them from time to time.
- b) *Educational Qualification* means qualification as recognised by the Central Govt. or State Govt. or qualification/test as prescribed and conducted by companies.
- c) 'Service' means in the posts as shown in annexure hereto.

PROMOTIONAL CHANNEL:

- The promotional channel for various categories/grades or Instrumentation discipline shall be as per annexure hereto. The said annexure only indicate qualification and experience to be possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for selection/promotion of candidates as specified in this scheme.
- b) Mechanics will grow from Jr. Instrument Mechanic, Tech.Gr.G to Sr. Instrument Technician, Tech.Gr.B within the department.
- Selection/Promotion for the post of Assistant Instrumentation Technician, Tech.Gr.D shall be on the basis of seniority-cum-merit and from Tech.Gr.D to Tech.Gr.C and Tech.Gr.C to Tech.Gr.B shall be on the basis of merit-cum-seniority. Selection to Tech. & Supervisory Gr.A shall be on the basis of merit from employees of Tech.Gr.B.
- d) All promotions are subject to available vacancy within the department.

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NOTE:

- (i) For existing employees, educational qualification will not be a bar for promotion upto Tech. Gr.D.
- (ii) Minimum Educational/Technical Qualification as prescribed above will be essential for new entrants and their subsequent promotions.

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Contd/------

CADRE SCHEME FOR FIRE FIGHTING PERSONNEL OF DANKUHI COAL COMPLEX, DANKUHI.

SHORT TITLE & COVERAGE:

- This scheme may be called the Cadre Scheme for the Fire Fighting Personnel.
- b) The scheme shall apply to the entire workers in Fire & Safety Department which has been enumerated below:
 - i/ Operators (Fire Operator, Tech.Gr.E; Junior Operator-cum-Driver, Tech.Gr.D; Fire Operator-cum-Driver, Tech.Gr.C; Sr. Fire Operator -cum-Driver, Tech.Gr.B).

DEFINITION:

- a) *Competent Authority* means Chief Executive of the Company or CQM/QN as the case may be or any other authority who may be delegated with such powers by them from time to time.
- b) 'Educational Qualification' means qualification as recognised by the Central Govt. or State Govt. or qualification/test as prescribed and conducted by companies.
- c) 'Service' means in the posts as shown in annexure hereto.

PROMOTIONAL CHANNEL:

- The promotional channel for various categories/grades of Fire Discipline shall be as per annexure hereto. The said annexure only indicate qualification and experience to be possessed by the departmental candidates included in the cadre from time to time for the purpose of eligibility for selection/promotion of candidates as specified in this scheme.
- Operators will grow from Fire Operator, Tech.Gr.E to Sr. Fire Operator -cum-Driver, Tech.Gr.B within the department.
- Selection/Promotion for the post of Jr. Fire Operator-cum-Driver upto Tech. Gr.D shall be on the basis of seniority-cum-merit and from Tech. Gr.D to Tech.Gr.C and Tech.Gr.C to Tech.Gr.B shall be on the basis of merit-cum-seniority.
- d) All promotions are subject to available vacancy within the department.

3/c/-1-

PROMOTIONAL CHANNEL FOR FIRE FIGHTING PERSONNEL OF DANKUNI COAL COMPLEX, DANKUNI.

S1.	Designation	Grade	Minimum Educatio Qualification	nal Eligibility for promotion/selection	
1.	2.	3.	4.	5.,	6.
•-•-	OPERATOR		, ~ , ~ , ~ , ~ , ~ , ~ , ~ , ~ , ~ , ~		-,
1.	Fire Operator	Tech-E	<pre>1/ School Final/ yamik or equi</pre>		Selection
			ii/ Fire Fighting (from Govt. re nised course t the Factories	ecog- ander	
2.	Jr. Fire Ope- rator -cum- Driver	Tech-D	1/ -do- 11/ -do-	<pre>3 yrs. work ex- perience in Tech-E as Fire Operator.</pre>	DPC/Test.
3.	Fire Operator -cum-Driver	Tech-C	i/ -do-	5 yrs. work experience in Tech-D as Jr. Fire Operator -cum-Driver.	DPC.
	Sr. Fire Ope- rator -cum- Driver	Tech_B	i/ -do-	5 yrs. work experience in Tech-C as Fire Operator-cum-Driver.	DPC.

NOTE:

- (a) For existing employees, Driving Licence will not be a bar for promotion upto Tech.Gr.D, but, if Licence is not obtained within a period of one year after their promotion in Tech. Gr.D, they will be reverted back to their previous position and grade.
- (b) The existing incumbent must obtain Driving Licence (Heavy Vehicle Licence) within one year if they are not having the same.
- (c) This Cadre Scheme will apply only to incumbent posted at Dankuni Coal Complex.

12/0/1

IMPLEMENTATION INSTRUCTION NO. 32

No. CIL/JBCCI-IV/I.I. No. 32/92/2952 dt. 15th July, 1992

Sub : Cadre Scheme for E & M Personnel.

Ref. I.I. No. 30/84/684 dt. 26-6-84.

Your kind attention is invited to Implementation Instruction No. 30/84/684 dated 26-6-84 enclosing therewith Cadre Scheme of E & M personnel (Electrician/Fitter) Helper (Elect.) to Foreman-in-Charge vide Annexure-VII-15 and Asstt. Foreman/Chargeman (Diploma Holders) vide Annexure-VII-16.

In the meeting of the Standardisation Committee held on 7th April '92 and 29th May '92 and the subsequent meeting held on 22/6/92 the following amendments to above Cadro Scheme were accepted.

- Supervisory Competency Certificate will be applicable to such employees who are working in Coal Washeries, Ropeways, OCPs in which the type of machines are different than in underground mines. Each case could be considered on the merits by the DGMS. This will apply also on workshops where underground equipments/machinery are not being maintained/repaired.
- The candidate should possess the Electrical Supervisory Competency Certificate for a minimum period of 5 (five) years. Three years' experience in the next below grade will also remain.
- 3) Exemption of DGMS will be obtained for giving effect to such authorisation/promotion as Electrical Supervisor.
- 4) The Cadre Scheme for Diploma Holders will be suitably amended on the similar lines.

It was also agreed to make the following amendments in respect of qualification for Category-IV and Category-V, Electrician in Annexure—VII-15.

i) In the qualification column mentioned in the Cadre Scheme Sl. No. 2 item No. iii and Sl. No. 3, item No. ii will be substituted as follows:

"LT permit under I. E., rules for mines or 440/550 volt mining parts permit issued by competent authority applicable for coal mines.

ii) The qualification column for Asstt. Foreman/Chargeman Grade-C is amended as under:

"Same as for Category-VI"

In eligibility for promotion column the following amendment was agreed:

"Worked as Electrician Category-VI for three years".

The minimum qualification for Foreman/Elec.

Grade-B is amended as under:

"Electrical Supervisorship Certificate valid for mines".

Accordingly, a revised Cadre Scheme incorporating the aforementioned decisions for E & M personnel for Helper (Electrical) to Foreman-in-Charge and Asstt. Foreman/Chargeman to Foreman-in-Charge (Diploma Holders) are enclosed.

Managements have been requested to take necessary action to implement the above decision.

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Annexure - VII-15

Promotional Channel of E & M Personnel (Electrician/Fitters): Helper (Elect.) to Foreman-in-Charge (Circulated vide L. I. No. 30 dated 26-6-1984

(Revised) Vide I. I. No. 32

SI. No.	Designation	Scale of pay/ Cat./Grade	Minimum qualification (Educational/Technical)		Mode of promotion
1.	Helper Elect.	CatII	i) Literate	i) 3 years experience as	DPC/
	THE COST	Rs. 39.34-0.85-	ii) Matric with ITI	General Mazdoor CatI	Trade
	Western .	51.24	Uniforms.	ii) 1 year experience in CatI for Matriculate with ITI	Test.
2.	a) Electrician	CatIV	i) Literate	for the state of t	
1	b) Fitter Blect.	Rs. 42.18-1.32-	ii) Matriculate with ITI	3 years experience as	DPC
	30.	60.65	iii) LT permit under IE Rules	Helper in CatIl for	Trade
			for Mines or 440/550 Vol	t literate and 2 years	Test.
			mining parts permit issue		0.01555
3	Finance.		by competent authorit		10

CHAPTER-XII

IMPLEMENTATION OF THE AGREEMENT

1. PROMOTION POLICY COMMITTEE

Implementation Instruction No. 30 dt. 26-6-1984

A. Cadre Scheme/Promotional rules for Electrical & Mechanical disciplines:

The Promotion Policy Committee of III JBCCI finalised the Cadre Scheme / Promotional Rules for Electrical and Mechanical discipline employees, at its meetings held on 8th & 9th May, 84 and 18th June, 1984. It was also agreed that the implementation instructions in this respect may be issued with a copy to the members of JBCCI for their information.

- 2. Accordingly, the same was forwarded as Cadre Scheme No. VII and managements have been requested to take necessary steps to implement the same with the following amendments:
 - (i) In cadre scheme No. VII-1, regarding promotional channel for Haulage Khalasis to Winding Engine Khalasis, at Sl. No. 8, for the words '600 HP and above', the words '550 HP and above' will be substituted.

The amended designation will appear as under:
Koope Winder Operator
(upto 5000 BOB i.e. 550 HP and above).

- 3. Further, the Cadre Scheme as per Annexure-VII-11 regarding Carpenters, will follow as the same is still under discussion.
- 4. It will be noted that with the enforcement of these Cadre Schemes all the existing instructions and orders on the subject shall be deemed to have been repealed simultaneously.

CADRE SCHEME No.-VII

Cadre Scheme for Electrical and Mechanical Discipline Employees

- 1. Short title, Coverage and classification:
 - (a) This scheme formulated under Coal Wage Agreement shall be called the Cadre Scheme for Electrical and Mechanical discipline employees.
 - (b) The scheme shall apply to the entire worker in E & M

 Cadre which has been classified into four groups:
 - (i) Diploma Holders: Those who have successfully completed and passed 3 years diploma in Electrical / Mechanical from recognised Institute/ University after matriculation.
 - (ii) ITI Certificate Holders:
 - (a) Those who have obtained ITI Certificate after Matriculation in respective trades from a recognised Institute.
 - (b) ITI Certificate Holders: Those who have obtained ITi certificate in respective trade from a recognised institute but not having matriculation or SSLC Certificate.
 - (iii) Matriculate: Those who have passed Matric from recognised Institute/Board/University.
 - (iv) Others: Below Matric and illiterate.
 - (c) E & M Cadre has been further divided as under:
 - (i) Operational: This covers the category of personnel as per details given below:—
 - (1) Haulage Khalasi and Winding Engine Khalasi: (Scrapper slusher Khalasi/Driver/

Operator Cat.-III to Haulage Khalasi/Winding Engine Khalasi/Operator/Driver/Koope winder operator Gr.-B.

Annexure-VII-1

- (2) Pump Khalasi: (Pump Khalasi/Driver/ Operator Cat.-II to Pump Khalasi/Driver/ Operator Cat.-III). Annexure-VII-2
- (3) Fan Khalasi: (Fan Khalasi/Driver/Operator Cat.-II to Fan Khalasi in Cat.-IV)

 Annexure-VII-3
- (4) Boiler Personnel: (Boiler Fireman Cat.-IV to Boiler Fireman 1st Class Cat.-V)

 Annexure-VII-4
- (5) Lamp Room Personnel: (Lamp Mazdoor Cat.-i to Lamp Room Incharge Clerical Gr.-I)

 Amnexure-Vii-5
- (') Compresser Personnel : (Compresser Khalasi/Operator/Driver Gr.-III)

 Appexure-VII-6
- (7) Sub-Station Personnel: (Genl. Mazdoor Cat.-I to Sub-Station Attendant Cat.-V)

 Annexure-VII-7
- (8) CCM Crew and Driller: (Genl. Mazdoor Cat.-I to CCM Driver Gr.-I in Cat.-VI)

 Annexure-VII-R
- (ii) Maintenance: This covers the category of personnel as per details given below:

(X) Mechanical:

- (1) Moulder: (Helper Cat.-H to Moulder Gr. (w)
 Annexure-VII-9
- Welder: (Helper Cat.-II to Welder Cat.-VI)
 Annexure-VII-10
 - (3) Carpenter: (Helper Cat.-II to Pattern Maker Cat.-VI)

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(4) Tub-Repairing/Making Personnel: (Tub Rec. ring/Mazdoor Cat.-II to Black Smith Cat.-)

Grade (w)

Annexure-VI:12

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(5) Mech. Fitter: (Helper Cat.-II to Forenau Incharge Gr.-A)

Annexure-VI-13

(Y) Electrical:

- (1) Armature Winder: (Helper Cat -II to Armature Winder Cat.-VI)

 Annexure-VII-14
- (2) Electrical/Fitter: (Helper Cat.-II to Foreman Incharge Gr.-**)

 Americal-Vii-15
 - (3) Asstt.: Foreman/Chargeman Gr.-C to Foreman Incharge Gr.-A (Diploma Holders)

2. Definition:

In this Scheme unless there is anything repignal, ... the subject or context:

- (a) 'Competent Authority' means the Chief Executive of the Company or Area General Manager as the case may be or a..., other authority who may be delegated with such powers by them from time to time.
- (b) 'Educational qualification' means qualifications as recognised by the Central Government of State.

 Govt. or qualification/test as prescribed and conducted by the companies.
- (c) 'Service' means service in the posts as shown in Annexure hereto.
- (d) General Mazdoor: All mazdoors who are in Category-I.

3.0 Promotional Channel:

3.1 The promotional channel for various categories of Electrical and Mechanical discipline shall be as per Annexures.

experience to be possessed by the Departmental idates included, in the Cadre from time to time for the case of eligibility for Selection/Promotion of candidates as ed in this scheme

Selection for the posts upto Category-V shall be on the of seniority-cum-merit and from Category-V to VI on the of merit-cum-seniority. Selection to Supervisory Gr. 'C' be on the besis of Selection on merit from employees in egory-VI.

Similarly promotion from Grade 'C' to 'B' and from Gr.
B' 'A' shall be on the basis of Skill/Merit-cum-Saniority.

3.3 The promotional zone for filling the Vacancy in Category-I to Category-VI will be Unit/Project. As regards Technical and Supervisory grades 'C' to 'A' to promotional zone would be Area, unless otherwise specifically provided in the scheme itself.

4.0 Departmental Promotion Committee:

The selection/promotion of candidates for filling racancies in higher categories shall be made on the recommendations of the Departmental Promotion Committee to be constituted by the Competent Authority or any other Officer who may be delegated with such powers by him from time to time. The decision of the Competent Authority on such recommendations shall be final.

5. Direct Recruitment :

Direct Recruitment shall be resorted to only if there is soon of departmental candidates to fill all the vacant hin a period of 6 months.

depeal, Savings etc.

All existing Cadre Schemer for this discipline shall in operation simultaneously with the coming into force . this scheme.

*.B. Within the following conditions that since the Cadre Schemes has been framed on the basis of the organisational set-up previling in Coal India and its subsidiaties, we shall be allowed the modification wherever required to suit the local conditions in consultation with the Union Representatives at their level. (For Singareni, TISCO & IISCO)

Anexpre-VII-1 126 Promotional Channel of E & M Personnel (Operational) (Hanlage Khalasi & Winding Engine Khalasi) Scraper Slusher Khalasi/Driver/Operator to Haulage Khalasi/Winding Engine Khalasi Mode of Sl. No. Designation Scale of pay/ Bligibility for Minimum qualification Premotion Promotion (Educational/Tech.) Category 5 6 3 4 1. Scraper Slusher Kha-lasi/Driver Operator. Rs. 22.70-0.85-31.80 Cat. III Literate. Any permanent worker D.P.C. and aptiv Must be able to read and write Regional Language/Hindi/English. Must be tude test. able to read the meters such as Volt. Mtra., pre-ssure Meters for (Steam haulage) and carry out and enter in prescribed-log books and daily main-tenance schedule. Scanned by CamScanner 2. Haulage Khalasi/Dri s. 22-70-0 65-·dover/Opere/ .an Car III 75 1:P . W 1980 ç N -

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etc.	st Screeners belt				

4. Haulage Khalasi/Driver/Operator (75 HP to 125 HP Haulage)

p. Act FIRST - Wes

Rs. 24.10-0,80-35-30 Cat. IV

Same as (1) above.

Sept to pro-

Preferably 3 years experience as Haulage Khalasi or as Sl. Nos. 1 and 3,

DPC and Aptitude Test.

5. Haulage Khalasi/Dri-Rs. 26.04-1.00ver/(above 125 HP 40.04 Cat. V Haulage)

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3 years experience de Haulage Khalesi in Cat. IV.

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Extract of Circular No. 18 dated-1-11-79

Payment of arrears:

This matter was earlier dealt with vide paras 26 and 27 of I.I. No. 9. The issue was reviewed by the JBCCI at its meeting held on 25-10-1979 and the following decision was taken:

"Payments as per revised wage structure would be made to the employees from 1-11-79 i. e. for the month of October or part thereof depending on the wage period fixed for each colliery/establishment by the respective Coal Companies. The full arrears due to the employees for the earlier period (from 1-1-1979 till the date when wages at the revised rates have paid) would be paid by the end of December, 1979. A status report would be placed before the JBCCI at the next meeting."

It is requested that this decision may please be implemented.



FAX MESSAGE

FOR: CHAIRMAN-CUM-MD, ECL/BCCL/CCL/WCL/SECL/NCL/MCL/CMPDIL

RPT: DIRECTOR(FINANCE), ECL/BCCL/CCL/WCL/SECL/NCL/MCL RPT: DIRECTOR(PERS.), ECL/BCCL/CCL/WCL/SECL/NCL/MCL

RPT: DIRECTOR(T/P&D), CMPDIL, RANCHI

RPT: CHIEF GENERAL MANAGER, CIL, NEW DELHI.
RPT: GENERAL MANAGER, NEC, GUWAHATI, ASSAM.

FROM: DIRECTOR(P&IR)

CIL KOLKATA

THE DECISIONS TAKEN IN THE 11TH MEETING OF THE STANDARDISATION COMMITTEE HELD AT CIL(HQ) ON 23.12.2006, REGARDING PAYMENT OF SPECIAL REWARD AND RECOVERY OF ELECTRICITY CHARGES ARE QUOTED BELOW:-

QUOTE:

- 1) TO PAY AN AMOUNT OF RS.1950/- AS SPECIAL REWARD FOR THE YEAR 2005-06 IN ADDITION TO RS.3600/- ALREADY PAID AS PLR. THE ELIGIBILITY CRITERIA ETC. WOULD BE AS SPECIFIED IN FAX MESSAGE NO.CIL/C-5B/JBCCI/PLRS/2005-06/512 DATED 21.9.2006. THE PAYMENT WOULD BE MADE BEFORE 31.12.2006;
- TO MAKE RECOVERY OF ELECTRICITY CHARGES @ 1% OF BASIC SALARY FROM THE EMPLOYEES WHO HAVE BEEN ALLOTTED STANDARD HOUSES BY THE COAL COMPANIES. SUCH DEDUCTION SHALL BE EFFECTIVE FROM THE DATE OF OPERATION OF NCWA-VIII SCHEDULED FROM 1.7.2006. HOWEVER, IMMEDIATE RECOVERY SHALL BE EFFECTIVE FROM THE SALARY OF JANUARY, 2007, PAYABLE IN FEBRUARY, 2007. THE MODALITIES OF RECOVERY OF ELECTRICITY CHARGES FROM 1.7.2006 WILL BE DECIDED AT THE TIME OF FINALISATION OF NCWA-VIII. CLAUSE NO 8.3.1 OF NCWA-VII STANDS MODIFIED ACCORDINGLY.

UNQUOTE.

23/12/200to

YOU ARE REQUESTED TO KINDLY IMPLEMENT THE ABOVE.

NO.CIL/C-5B/JBCCI/PLRS/2005-06/ 699-744 DATED, 23RD DECEMBER'2006

ALL REGIONAL SALES MANAGER, CIL.

(MD. SÄĽIM UDDIN) DIRECTOR(P&IR)

COPY TO :

DIRECTOR(T)/DIRECTOR(MKTG.)/DIRECTOR(F), CIL, KOLKATA. DIRECTOR(P), SCCL, KOTHAGUDEM, AP. CHIEF VIGILANCE OFFICER, CIL, KOLKATA. CGM(FINANCE), CIL, KOLKATA. GM(P), CIL, KOLKATA. EXECUTIVE DIRECTOR, IICM, RANCHI. TS TO CHAIRMAN, CIL, KOLKATA. FM(ESTB.)/SR.PO(AW), CIL, KOLKATA.

NCWA-II-I.J. No. 6

Sub: Retiring Gratuity-Computation of amount.

The National Coal Wage Agreement-II which was finalised by the Joint Bipartite Committee for the Coal Industry on 11-8-79 and which has come into operation on 1-1-79 provides as follows:—

"RETIRING GRATUITY-COMPUTATION OF AMOUNT:

10.1.1 For service beyond 30 years, gratuity shall be calculated at the rate of one month's wage (i.e. basic wage plus FDA, SDA, VDA and Underground Allowance) last drawn by the employee for every completed year of service in excess of 30 years, provided that in respect of last year of service proportionate payment of gratuity will be made even if the full year is not completed."

The above provision will be deemed to come into force from 1-1-1979. It is requested that steps may kindly be taken to implement the above decision.

Extract from Circular No. 18 dated 1-11-79:

Medical facilities, Ambulances and expenditure on medicines:

These matters are covered by clauses 10.5.1, 10.5.2 and 10.5.3 of NCWA-II which are reproduced below:

"10.5.1 The unanimous recommendations of the Medical Sub Committee of the JBCCI (Sub Committee-B) will be implemented. A summary of the unanimous recommendation is given in Annexure V to this agreement.

- Ambulance in each colliery to ensure speedy movement of emergency cases to hospitals/dispensaries. However, if there are certain difficulties in providing such Ambulances immediately, the requirement could met adequately by a system of pooling in certain collieries. The method can be discussed at local levels. The management agreed to increase the number of Ambulances within two years to ensure availability of Ambulances for collieries. The matter will be reviewed by the JBCCI periodically.
- 10.5.3 It is agreed that as far as Coal India and its subsidiaries are concerned, the amount to be spent on medicines per capita shall be at the same level as that obtaining in Singareni Collieries Co. Ltd. at present".

A copy of the summary of the unanimous recommendations of the Medical Sub Committee as referred to clause 10.5.1 is also being forwarded herewith. It is requested that all these provisions may also kindly be implemented. The amount to be spent on medicines per capita in coal companies other than Singareni Collieries Co. Ltd. will be intimated to the other Companies as soon as the necessary information is received from Singareni Collieries Co. Ltd.

N.C.W.A.-II-I.I. No. 35

No. JBCCI/IR/94/1mp-988

6 November, 1980

Sub: Cadre Scheme/Promotion rules for Para-Medical Staff (Sanitation)

The Promotion Policy Committee has submitted its unanimous report in respect of Para-Medical Staff (Sanitation). The same is being forwarded herewith and is self-explanatory).

The JBCCI at its meeting held on 3rd & 4th November 1980 has ratified the decisions of the Promotion Policy Committee in this respect. You are requested to take steps to implement the same.

This will form part of Cadre Scheme No. 6 of Para-Medical Staff-Annexure-VI of Implementation Instruction No. 33 circulated by the Member-Secretary, JBCCI, vide Circular No. JBCCI/IR/94/Imp/697 dated June 22, 1980.

It will be seen that with the enforcement of this Cadre Scheme all the existing executive instructions & orders on the subject shall be deemed to have been repealed simultaneously.

PARA MEDICAL STAFF (SANITATION)

SI. N	o. Designation	Scale of Pay/ Category	Minimum qualification (Educational/Technica		Mode for promotion
1.	Sweeping Mazdoor/ Sweeper	Cat. I Rs. 15.00-0.26-18.12			=
2.	Sweeper (Night Soil) Remover	Cat. II Rs. 15.48-0.34-19.48			_
3.	Sweeper Mate/ Sanitary Zamadar	Cat. III Rs. 16.35-0.42-21.39	Ability to supervise the job of other.	5 years experience in C I or Cat. II or combine	
4.	Jr. Sanitary Tech. D Inspector Rs. 508-23-692-28-860 (Qualified)		Matric or equivalent qualification of a recognised University or Instt. Must be a qualified Sanitary Inspectors (S.I. Diploma Course) from a recognised Govt. Inst. with at least one year professional experience).	og matically be placed in Technstt. Grade 'C' and designated a Sanitary Sr. Sanitary Inspector on completion of 2 years servinised from the date of appointments 2) Existing Sanitary Inspec	

SI. N	No. Designation	Scale of Pay/ Category	Minimum qualification (Educational/Technical)	Eligibility for promotion	Mode of promotion
				clerical grades and ha in minimum 10 yrs. so such shall be placed in 'D' and shall continue form their usual jobs shall be personal to the	ervice as n grade e to per- and this
5.	Sanitary Inspector	Tech. C		Melinic sarcyother, Tol	Lab strain
	(Qualified)	Rs. 572-29-804-34-1008	-do-	-do-	
6.	Senior Sanitary	Tech. D	Matric or equivalent qualifi-	10 years experience a	18
	Inspector	Rs. 640-35-920-40-1160	cation of a recognised	Sanitary Inspector in	A SASSAGE OF THE
	(Qualified)		University or Instt. Must be a qualified Sanitary Inspector (S. L. Diploma or	Grade 'C'	
	21 45 yrs	· Securitaria	Certificate Course) from a re		
			nised Govt. Instt. with atleas year professional experience.	st one	

JOB DESCRIPTION ;

- 1) Sweeper Mate/ -- Sanitary Zamadar
- To supervise the job gang of Sweepers engaged in cleaning drains, ash pits, roads etc. to maintain sanitation of housing colonies.
- 2) Ir. Sanitary
 Inspector/
 Sanitary Inspector/
 Sr. Sanitary
 Inspector.
- a) Imunisation/Vaccination; b) Water sampling & Testing, Chlorination of Water Supply Sources; c) Health Education; d) General sanitation; e) Maintenance of Public Latrines & Drains, parks; f) National Malaria Eradication & Family Planning Programes; g) Camp Sanitation; h) Special duties during Epidemics, Jatras etc., i) Supervision of the work entrusted to persons employed under him (such as Sweepers, Mates, Zamadars, etc.); j) Any other allied jobs allotted to them from time to time.

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NOTE: This will form part of cadre scheme No. 6 (Para Medical Staff) already circulated vide I.I. No. 33 by Member Secretary. IBCCI.

Implementation Instruction No. 12 dt. 24-1-1984

Para-4.0 of Notes of Conclusions signed on 11-11-1983 provides as follows:

"4.0 Additional Payment:

- 4.1 There will be an additional payment of Rs. 12/- per month to existing employees in the Coal Industry as on 1-1-1983 with effect from 1-1-1983. The exact nomenclature of this payment and also the eligibility of this payment to new entrants will be discussed further."
- 2. This subject was discussed at the Informal meeting of Steering Group (consisting of representatives of Trade Union leaders and the managements of Coal Industry) held at Calcutta on 30th November, 1983 when the following decisions are taken:—
 - (i) It was agreed by all concerned that this additional payment will be termed as "Special Incentive". It was also agreed that this payment will be made to the existing employees in the Coal Industry as on 1-1-1983 with effect from 1-1-1983. It was also agreed that this amount will also be payable to all employees who become employees of the Coal Industry from the date of their employment.
 - (ii) With regard to the issue as to whether this Special Incentive will attract fringe benefits, such as provident Fund, Gratuity etc. and also as to whether this amount is payable pro-rata according to attendance, it was agreed that in the interest of uniform practice in the major Public Sector Enterprises, the practice obtaining in the Steel Industry may be obtained and adopted.
 - (iii) It was also agreed that while the payment of Special Incentive will be allowed with effect from 1-1-1983

along with other revised wages, the arrears accrued on this account for the period from 1-1-1983 to 31-12-1983 will be paid to the entitled employees in due course.

- Accordingly, it has been decided by Coal India that pending finalisation of the issue by the Standardisation Committee, the Special Incentive of Rs. 12/- per month may be paid provisionally to the permanent employees who were on rolls on 1-1-1983 and continued to be so and also to the employees who become permanent from any date thereafter, from the date they become permanent along with their wages/salaries for January, 1984. Arrears for the period 1-1-1983 to 31-12-1983 will be paid separately.
- 4. Payment of Special Incentive should be made at the rate of 46.2 paise per day of attendance. Also Special Incentive will not attract any fringe benefits, like, P. F., Gratuity, U. G. allowance etc.

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CHAPTER-XI

GENERAL

Implementation Instruction No. 61 dt. 8-7-1986.

D. Payment of due leave wages at the time of superannuation/death.

In the 21st meeting of the Standardisation Committee held on 24th & 25th April, 1986, it was agreed that in the case of retirement of employees, in the retirement notice which is issued by the management to the concerned employee it should be clearly mentioned that the employee concerned will be deemed to have retired on the date prior to the number of days by which his previlege/earned leave is due and he will be paid for the same. In case of refusal of previlege/earned leave, the workmen will be entitled to get leave wages reimbursed to the extent of refusal of leave even after his retirement.

In the case of death of an employee, his dependant will be paid wages for the unavailed earned/annual leave up to 70 days.

Similarly, in the case of employee declared medically unfit also wages for unavailed earned/annual leave upto 70 days will be paid.

Managements have been requested to take necessary action to implement the above decision of the Standardisation Committee with immediate effect.