



# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
PERSONNEL DEPARTMENT  
EXECUTIVE ESTABLISHMENT / C R CELL

Reg. Add:  
Coal Bhavan, Premises No. 04  
MAR, Plot AF-III, Action Area – III,  
New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ-2017/**B-44**

Date : 19<sup>th</sup> Jan 2017  
20

## ORDER

This has reference to the letter No. CIL/C-5A(v)/CRC/52215/DPC/1548 dtd. 15<sup>th</sup> March 2016, enclosing a copy of the interim order dtd. 3<sup>rd</sup> March 2016 (copy enclosed for ready reference), whereby the Hon'ble Court had directed to maintain status quo in the matter of promotion from E-6 to E-7 grade which was subject of the litigation.

The Appeals filed before Hon'ble High Court of Calcutta by Kajal Sinha & Ors. – Vs – Anil Kumar Joshi & Ors. (ASTA 72 / 73 /74 of 2016) and all other Appeals heard analogously and thereafter the judgment has been passed on 12<sup>th</sup> Jan. 2017 disposing of the appeals. Copy of the Order is enclosed for ready reference.

Consequent, upon the passing of the Final Order dtd. **12<sup>th</sup> Jan. 2017**, the interim order passed by the Ld. Court on 3<sup>rd</sup> March 2016 has merged with the final order and hence on date there is no stay / interim status quo order operative; as such, the **promotion orders** issued in respect of various disciplines from E-6 to E-7 grade, as mentioned hereunder may kindly be **made operative**, forthwith : -

1. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/E&M/1482 dtd. 24<sup>th</sup> Feb. 2016
2. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Excvt./1483 dtd. 24<sup>th</sup> Feb. 2016
3. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Civil/1484 dtd. 24<sup>th</sup> Feb. 2016
4. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/CP/1485 dtd. 24<sup>th</sup> Feb. 2016
5. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/System/1486 dtd. 24<sup>th</sup> Feb. 2016
6. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Env./1487 dtd. 24<sup>th</sup> Feb. 2016
7. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Finance/1488 dtd. 24<sup>th</sup> Feb. 2016
8. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Pers./1489 dtd. 24<sup>th</sup> Feb. 2016
9. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/S&M/1490 dtd. 24<sup>th</sup> Feb. 2016
10. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Sectt./1491 dtd. 24<sup>th</sup> Feb. 2016
11. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Medical(Non-spl.)/PG/1492 dtd. 24<sup>th</sup> Feb. 2016
12. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/ Medical(Non-spl.)/HAT /1493 dtd. 24<sup>th</sup> Feb. 2016
13. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/E&M/1497 dtd. 25<sup>th</sup> Feb. 2016
14. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Excvt./1498 dtd. 25<sup>th</sup> Feb. 2016
15. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Civil/1499 dtd. 25<sup>th</sup> Feb. 2016
16. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/CP/1500 dtd. 25<sup>th</sup> Feb. 2016
17. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/System/1501 dtd. 25<sup>th</sup> Feb. 2016
18. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/MM/1502 dtd. 25<sup>th</sup> Feb. 2016
19. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Finance/1503 dtd. 25<sup>th</sup> Feb. 2016

Cont...



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Page 2 / 2

20. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Personnel/1504 dtd. 25<sup>th</sup> Feb. 2016
21. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Sectt./1505 dtd. 25<sup>th</sup> Feb. 2016
22. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Medical(Splst.)/1506  
dtd. 25<sup>th</sup> Feb. 2016
23. Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Medical(Non-Splst.)/HAT/1507  
dtd. 25<sup>th</sup> Feb. 2016

The concerned subsidiary companies are hereby advised to arrange to release the concerned executives with immediate effect, whose place of posting on promotion has been changed vide subsequent **Order Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/ Posting-1551 dtd. 26<sup>th</sup> Feb. 2016**, to assume charge of the promoted post in E-7 grade at the place of posting indicated in the Order dated 26<sup>th</sup> Feb. 2016.

This issues with the approval of the Competent Authority.

Encl.a.a.

Yours faithfully,

  
19/1/17

(Bijay Swaroop)

General Manager (Personnel)

Copy to –

1. CMDs, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDIL
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Chief Vigilance Officer, CIL Kolkata
4. Director (Personnel), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
5. Director(T)/ES, CMPDIL, Ranchi
6. Director (Technical), ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDIL
7. Director (Finance), ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDIL
8. GM/TS to Chairman, CIL Kolkata
9. TS to Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
10. General Manager (System), CIL - with a request to kindly upload the said promotion order in CIL website under 'Career' head.
11. General Manager (P)/Legal, CIL Kolkata
12. General Manager (P/EE) / HOD(P/EE) – ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDIL



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Ref No : CIL/C-5A(v)/CRC/52215/DPC/1548

Dated – 15<sup>th</sup> March 2016

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

Director (T)/ES, CMPDIL

Dear Madam / Sir,

This is with reference to video conferencing held on 3<sup>rd</sup> March 2016 with CIL and Director (Pers.) of all Subsidiary Companies on the issue of Promotion / Reversion of executives from E-6 to E-7 grade in Non-Mining disciplines.

The Hon'ble High Court of Calcutta in A.S.T. 83 of 2016 dated 03-March-2016 has passed the order which has now been received in our Office. The said order of Hon'ble High court is enclosed herewith for information and needful.

Encl.a.a.

Yours Faithfully,

  
7573/16  
(Bijay Swaroop)

General Manager (Personnel)

Copy to –

1. CGM/TS to Chairman, CIL
2. General Manager(P)EE / Dy General Manager (P)EE / HOD (P)EE, ECL / BCCL / CCL / WCL / SECL / NCL / MCL
3. Dy General Manager (Excvt.)/P&A, CMPDIL
4. TS to Director (P&IR), CIL

03.03.2016  
Item No.3  
ad

**A.S.T 83 of 2016**

**Kajal Datta Roy & Ors.**

**Vs.**

**Anil Kumar Joshi & Ors.**

**With**

**A.S.T.A 17 of 2016**

**With**

**A.S.T.A 18 of 2016**

**With**

**A.S.T.A 19 of 2016**

Mr. Bikash Ranjan Bhattacharyya,  
Ms. Nandini Mitra,  
Mr. Sanjay Saha ..... For the appellants

Mr. Biswarup Bhattacharyya,  
Ms. Ashmita Chakrabarty,  
Ms. Reshmi Ghosh  
..... For the respondent/writ petitioner

Mr. Malay Kumar Basu,  
Mr. R.N Majumder,  
Mr. Partha Basu,  
Mr. Nikhil Kumar Roy  
..... For the Coal India Ltd.

In re: A.S.T.A 18 of 2016

This application has been filed for leave to appeal against the judgment and order passed by the learned single Judge on 26<sup>th</sup> September, 2014 in writ petition no. 12002(W) of 2013.

Considering the averments in the application and the fact that the appellants were not heard by the learned single Judge whose order has led to their reversion, we are

of the view that leave must be granted. Accordingly, the application for leave to appeal being A.S.T.A 18 of 2016 is allowed.

In re: A.S.T.A 17 of 2016

This application has been filed for condoning the delay of 522 days in preferring the appeal. For the reasons mentioned in the application, we are of the view that the delay must be condoned. Accordingly, the application for condonation of delay being A.S.T.A 17 of 2016 is allowed and the delay is condoned.

In Re: A.S.T 83 of 2016

The appeal is admitted. As all the respondents appear through their respective counsel, formal service of notice of appeal to them is dispensed with.

The appellants are given liberty to prepare and file requisite number of informal composite paper books printed, typewritten or cyclostyled, incorporating all the papers and documents used before the learned single Judge, as the case may be, out of Court, within eight weeks from today.

Paper books to be filed within eight weeks from today.

In re: A.S.T.A 19 of 2016

This application has been filed for a stay of the order issued on 24<sup>th</sup> February, 2016 by Coal India Ltd. to comply with impugned judgment passed by the learned single Judge of this court on 26<sup>th</sup> September, 2014. The effect of the order of 24<sup>th</sup> February, 2016 is that the appellants who were not before the learned single Judge have been reverted without hearing them.

In these circumstances, the order dated 24<sup>th</sup> February, 2016 is stayed. Parties will maintain status quo as of today till the appeal is heard.

(Nishita Mhatre, J.)

(Tapash Mookherjee, J.)

**IN THE HIGH COURT AT CALCUTTA**

**Civil Appellate Jurisdiction  
APPELLATE SIDE**

Present:

**The Hon'ble Acting Chief Justice Nishita Mhatre  
&  
The Hon'ble Justice Tapabrata Chakraborty**

**A.S.T. 83 of 2016**

*(A.S.T.A. 17 of 2016)*

*(A.S.T.A. 18 of 2016)*

*(A.S.T.A. 19 of 2016)*

**Kajal Dutta Roy & Others**

**Vs.**

**Anil Kumar Joshi & Others**

*With*

**F.M.A. No. 1029 of 2015**

*(C.A.N. 2219 of 2016)*

**Coal India Ltd. & Ors.**

**Versus**

**Anil Kr. Joshi & Ors.**

*With*

**F.M.A. No. 569 of 2015**

*(C.A.N 1107 of 2015)*

**Coal India Ltd. & Ors.**

**Versus**

**Dr. Ashok Kr. Singh & Ors.**

*With*

**F.M.A. No. 567 of 2015**

*(C.A.N 1104 of 2015)*

**Coal India Ltd. & Ors.**

**Versus**

**R.P. Singh & Ors.**

*With*

**F.M.A. No. 568 of 2015**

*(C.A.N 1111 of 2015)*

**Coal India Ltd. & Ors.**

**Versus**

**C. Rajseelam**

*With*

**F.M.A. No. 571 of 2015**

*(C.A.N 1106 of 2015)*

**Coal India Ltd. & Ors.**

**Versus**

**Asit Kr. Das & Ors.**

*With*  
**F.M.A. No. 576 of 2015**  
*(C.A.N 1103 of 2015)*  
**Coal India Ltd. & Ors.**

**Versus**

**R.S. Natarajan**

*With*

**F.M.A. No. 601 of 2015**  
*(C.A.N 1102 of 2015)*  
**Coal India Ltd. & Ors.**

**Versus**

**N.K. Suresh & Ors.**

*With*

**F.M.A. No. 728 of 2015**  
*(C.A.N 1105 of 2015)*  
**Coal India Ltd. & Ors.**

**Versus**

**C.B. Singh**

*With*

**F.M.A 2815 of 2016**  
*(C.A.N 2212 of 2016)*  
*(C.A.N.9337 of 2016)*

**S.K Shrivastava & Anr.**

**Vs.**

**Coal India Ltd. & Ors.**

*With*

**M.A.T. 391 of 2016**

**Pawan Kumar Shrivastava & Ors.**

**Vs.**

**Dr. Ashok Kumar Singh & Ors.**

*With*

**M.A.T. 387 of 2016**  
*(C.A.N 2713 of 2016)*  
*(C.A.N.2710 of 2016)*

**Shyamal Mukherjee & Others**

**Vs.**

**Anil Kumar Joshi & Ors.**

*With*

**M.A.T. 389 of 2016**  
*(C.A.N 2704 of 2016)*

**Dr. Sumit De & Another**

**Vs.**

**Anil Kumar Joshi & Ors.**

*With*

**M.A.T. 388 of 2016** **[Defective]**  
*(C.A.N 2717 of 2016)*  
*(C.A.N.2715 of 2016)*



**Sudhanshu Kumar Trivedi & Another**  
**Vs.**

**C. Raja Seelan & Ors.**

*With*

**M.A.T. 385 of 2016**

*(C.A.N 2707 of 2016)*

*(C.A.N.2705 of 2016)*

**Umesh Kumar Tripathi**

**Vs.**

**Anil Kumar Joshi & Ors.**

*With*

**M.A.T. 386 of 2016**

*(C.A.N 2709 of 2016)*

*(C.A.N.2708 of 2016)*

**Ram Narayan Dubey**

**Vs.**

**K. S. Nata Rajan & Ors.**

*With*

**M.A.T. 390 of 2016**

*(C.A.N 2720 of 2016)*

*(C.A.N.2718 of 2016)*

**Soumitra Singh**

**Vs.**

**Anil Kumar Joshi & Ors.**

*With*

**M.A.T. 383 of 2016**

*(C.A.N 2697 of 2016)*

*(C.A.N.2698 of 2016)*

**Rajib Kumar Patra**

**Vs.**

**Anil Kumar Joshi & Ors.**

*With*

**M.A.T. 384 of 2016**

*(C.A.N 2701 of 2016)*

*(C.A.N.2700 of 2016)*

**Subhasis Sahu**

**Vs.**

**N. K. Suresh**

*With*

**M.A.T. 392 of 2016**

*(C.A.N 2722 of 2016)*

*(C.A.N.2721 of 2016)*

**Krishnendu Rakshit**

**Vs.**

**Asit Kumar Das & Others**

*With*

**A.S.T. 267 of 2016**

*(A.S.T.A. 72 of 2016)*

(A.S.T.A. 74 of 2016)  
(A.S.T.A. 73 of 2016)  
**Kajal Sinha & Others**  
**Vs.**  
**Anil Kumar Joshi & Others**

For the Appellants in  
A.S.T. 83 of 2016, M.A.T. Nos.  
387,389, 388, 385, 386, 390,  
383, 384, 392 of 2016 & A.S.T.  
No.267 of 2016

*Mr. Bikash Ranjan Bhattacharyya,*  
*Ms. Nandini Mitra,*  
*Mr. Sanjoy Saha.*

For the Appellants  
(F.M.A 2815 of 2016)

*Mr. Joydip Kar,*  
*Mr. Soumya Majumder,*  
*Mr. Sourav Sengupta.*

For the Appellants in  
F.M.A. Nos. 1029, 569, 567, 568,  
571, 576, 601, 728 of 2015 &  
M.A.T. 391, 387, 389, 388, 385,  
386, 390, 383, 384, 392 &  
A.S.T. No. 267 of 2016

*Mr. Krisnendu Banerjee,*  
*Md. Idrish,*  
*Mr. N. A. Basu.*

For the Coal India Ltd.

*Mr. Malay Kumar Basu,*  
*Mr. R.N. Mazumder,*  
*Mr. Partha Basu,*  
*Mr. Nikhil Kumar Roy.*

For the writ petitioners  
/Respondents

*Mr. Kishore Dutta,*  
*Mr. Partha Sengupta,*  
*Mr. Biswaroop Bhattacharya,*  
*Ms. Aishmita Chakraborty,*  
*Ms. Reshmi Ghosh.*

*Hearing is concluded on*

*16.12.2016.*

**Judgment On**

**12<sup>th</sup> January, 2017.**

**Tapabrata Chakraborty J. :**

1. As common questions of law and fact are involved in the instant appeals, the same have been heard analogously. All these appeals have been preferred challenging the judgment dated 26<sup>th</sup> September, 2014 passed by the learned Single Judge in WP 12002 (W) of 2013 deciding the issues as to whether the vacancies of the year 2010 existing in the posts of Executive in E-7 grade in different disciplines under Coal India Limited (hereinafter referred to as CIL) can be filled up by the promotion policy of 2011 or as to whether the same ought to have been filled up in terms of the policy prevalent in the year 2010 and as to whether the rules relating to promotion can be altered midway.

2. By the impugned judgment the learned Single Judge has set aside and quashed the promotion policy dated 3/5<sup>th</sup> May, 2011 and has prohibited CIL from giving effect or further effect to the said promotion policy and has also directed CIL to fill up the vacancies arising in the year 2010 on the basis of the promotional policy governing the field when the vacancies arose.

3. At the inception it needs to be stated that we have not been able to ascertain the reasons for which the entire promotion policy dated 3/5<sup>th</sup> May, 2011 has been set aside though the issue for consideration was as to whether the promotion of the writ petitioners from E-6 to E-7 grade would be guided by the said promotion policy. A perusal of the judgment impugned also does not reveal that any argument was advanced to the effect that there was any infirmity in the said promotion policy. In the said conspectus, we are of the opinion that the directions to set aside

the said promotion policy and to prohibit CIL from giving effect or further effect to the said promotion policy are not sustainable in law and the said directions are accordingly set aside.

4. Mr. Bhattacharyya, learned senior counsel appearing for the appellants in AST 83 of 2016 submits that pursuant to the direction of the Board of Directors of CIL in its 257<sup>th</sup> meeting held on 31<sup>st</sup> May and 1<sup>st</sup> June, 2010 at Kolkata, new guidelines were formulated for promotion of Executives from E-6 to E-7 grade. The eligibility and competence of the appellants was duly ascertained by the employer on the rudiments of the new promotion policy and after the appellants emerged to be successful in the said promotional process, they were awarded promotion by the memorandum dated 2<sup>nd</sup> April, 2013. Though in the writ petitions the said memorandum dated 2<sup>nd</sup> April, 2013 was under challenge, the appellants who were promoted and whose names featured in the said memorandum were not impleaded in the writ petition and orders were obtained in their absence and against them and on the said ground itself the impugned judgment needs to be set aside.

5. He further argues that formulation of a promotion policy is the prerogative of the employer and any such decision towards formulation and implementation of a promotion policy is a policy decision which should not be interfered with by the Court in exercise of its powers of judicial review.

6. Drawing the attention of this Court to a note pertaining to promotion of Executives who have completed nine years of service in E-6 grade, he argues that the writ petitioners were members of

Coal Mines Officers' Association of India (hereinafter referred to as CMOAI) and the said Association approached the employer with the demand to consider the claim for promotion through the Departmental Promotion Committee (hereinafter referred to as DPC) for promotion of Executives from E-6 to E-7 grade on the basis of the pre-revised promotion policy as formulated on 22<sup>nd</sup> December, 1992 so that all eligible Executives in E-6 grade, who have completed nine years as on 30<sup>th</sup> September, 2010 are promoted to E-7 grade. Such demand of the writ petitioners was acceded to by CIL and as such the said writ petitioners, who were purportedly stagnated for nine years, cannot turn back and claim that the vacancies pertaining to the year 2010 should also be filled up in terms of the old promotion policy.

7. It would be explicit from the memorandum dated 3/5<sup>th</sup> May, 2011 that the guidelines for promotion of Executives from E-6 to E-7 grade were formulated in the Board of Director's 257<sup>th</sup> meeting held on 31<sup>st</sup> May and 1<sup>st</sup> June, 2010 and that the cut off date for eligibility towards such promotion was fixed to be 30<sup>th</sup> September of the year and that as such, according to Mr. Bhattacharyya, the vacancies which occasioned subsequent to 30<sup>th</sup> September, 2009 would come under the purview of the new promotion policy.

8. Mr. Kar, learned senior counsel appearing for the appellants in F.M.A. 2815 of 2016 adopts the submissions of Mr. Bhattacharyya and submits that the writ petitioners participated in the process towards promotion to the post of Executive in E-7 grade without raising any objection whatsoever. Their entitlement

towards promotion was tested on the rider of merit-cum-seniority in strict consonance with the new promotion policy. Having participated in the said process, the writ petitioners cannot turn back and challenge the same. The right which accrued to the appellants on the basis of promotion vide memorandum dated 2<sup>nd</sup> April, 2013 was sought to be interfered with, without impleading the appellants and that as such the judgment delivered without hearing the affected parties, is not sustainable in law.

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9. He further argues that the new promotion policy was rightly applied in respect of the vacancies which occasioned after 30<sup>th</sup> September, 2009. The allegation that CIL has given retrospective effect to the new promotion policy is not sustainable in law since it was decided and disclosed that vacancies up to the year 2009 would be filled up on the basis of the pre-revised promotion guidelines (i.e. old promotion policy). In support of such contention, he has drawn the attention of this Court to the memorandum dated 27<sup>th</sup> December, 2011.

10. He further submits that the fact that the vacancies pertaining to the year 2010 onwards would be filled up as per the new promotion policy was within the knowledge of the writ petitioners, as would be explicit from the memoranda dated 30<sup>th</sup> December, 2010 and 14/18<sup>th</sup> January, 2011. By the latter memorandum all Executives were advised to submit the Executive Evaluation Report (hereinafter referred to as EER) and pursuant thereto necessary records were submitted by the writ petitioners and as such the contention of the writ petitioners to

the effect that screening for such promotion was conducted behind their back is not sustainable in law.

11. He further argues that the new promotion policy was adopted in the month of June, 2010, as would be explicit from the memoranda dated 18<sup>th</sup> June, 2010 and 13<sup>th</sup> July, 2010. In the latter memorandum dated 30<sup>th</sup> July, 2010 it has been categorically indicated that the promotions from E-6 up to E-9 grade shall be dependent upon positive selection by DPC on the principle of merit-cum-seniority. The writ petitioners cannot feign ignorance about the said memoranda and as members of the CMOAI they agreed to the proposal towards promotion of Executives, who were stagnating for nine years in E-6 grade, by application of the pre-revised promotion policy. It is not a fact that CIL has altered the rules in the midst of the promotion process.

12. Mr. Sengupta, learned senior counsel appearing for the writ petitioners submits that the guidelines towards the promotional policy were admittedly formulated on 3/5<sup>th</sup> May, 2011. The cut off date for eligibility was the 30<sup>th</sup> September of the concerned year. It would be explicit from the averments made in the application for stay in AST 83 of 2016 that the concerned appellants have also stated that the new promotion guidelines were formulated on 3/5<sup>th</sup> May, 2011. As such the vacancies existing on 30<sup>th</sup> September, 2010 do not come under the purview of the new promotion policy formulated on 3/5<sup>th</sup> May, 2011. The said promotion policy cannot be given

retrospective effect to bring within its fold the vacancies existing on 30<sup>th</sup> September, 2010.

13. He further submits that the evaluation process in the new promotion policy has been drastically changed so as to frustrate the promotion of senior employees with greater experience. The difference of marks between excellent and commendable for EER of 3 years was drastically increased to 8 marks as against 6 marks in the old policy. Whereas maximum marks for experience was 19 as per the old policy, in terms of the new policy maximum marks for experience was altered to maximum 20 marks for 14 years of experience (1 mark for every year up to 8 years of service and additional 2 marks for every year beyond 8 years), thus creating lesser scope of promotion of senior executives with greater experience over their juniors.

14. He further argues that CIL has in a most illegal manner clubbed the vacancies pertaining to the years 2010, 2011 and 2012 and conducted the selection in the year 2013. The writ petitioners after attaining the requisite qualification, experience and seniority became eligible for promotion in respect of the vacancies of the year 2010 but CIL did not hold any DPC whatsoever and for such laches on the part of CIL the writ petitioners cannot suffer. The vacancies in respect of which they had a right to be considered for promotion could not have been clubbed with the vacancies of the subsequent years. The vacancies pertaining to the year of 2010 could not have been filled up by giving retrospective effect to the new promotion policy which was formulated on 3/5<sup>th</sup> May, 2011.



15. The argument to the effect that the writ petitioners participated in the selection process pertaining to promotion held in the year 2013 is also not sustainable in law inasmuch as the procedure resorted to by CIL for such promotion was by holding paper DPC and none of the writ petitioners were informed about any DPC or about any consideration of their profile. Screening took place behind the back of the writ petitioners and it was only upon publication of the order of promotion by memorandum dated 2<sup>nd</sup> April, 2013, the writ petitioners came to learn that they were considered for promotion upon giving retrospective effect to the promotion policy as formulated on 3/5<sup>th</sup> May, 2011.

16. Mr. Dutta, learned senior counsel appearing for some of the writ petitioners adopts the submissions of Mr. Sengupta and submits that the writ petitioners ought to have been considered for promotion in application of the pre-revised promotion guidelines since the vacancies pertain to the year 2010 and within the cut off date specified for the said year (30<sup>th</sup> September, 2010) the petitioners were not considered for promotion in applications of the rules prevailing at that juncture and the respondents illegally clubbed the vacancies pertaining to the years of 2010, 2011 and 2012.

17. Mr. Bose, learned senior counsel appearing for CIL submits that CIL is willing to grant promotion to all the writ petitioners, subject to DPC, as well as to the private respondents and the applicants who have preferred the application for leave to appeal from E-6 to E-7 grade. For future promotion to the E-8 grade the Executives from E-7 grade would be considered only on

the basis of merit. In the event the vacancies pertaining to the year 2010 are filled up as per the pre-revised promotion policy, the writ petitioners would be securing a higher position in the seniority list compared to that of the private respondents and the applicants, who have preferred the application for leave to appeal and the position would be vice versa in the event the new promotion policy is applied. Thus the said issue needs to be decided and finalised in the present appeals.

18. He further submits that taking into consideration the various dimensions and dynamics of Coal India's growth, the CIL Board (the highest body for policy making) at its meeting held on 31<sup>st</sup> May and 1<sup>st</sup> June 2010 decided to give more emphasis on the merit of Executives at the time of their promotion from E-6 to E-7 grade of all the disciplines and thereby a circular/guideline was issued on 3<sup>rd</sup>/5<sup>th</sup> May, 2011. However, later, on the demand of CMOAI the issue towards grant of promotion from E-6 to E-7 grades as per pre-revised promotion guidelines was deliberated upon and the Board of Directors in their 275<sup>th</sup> meeting held on 14<sup>th</sup> December, 2011 agreed to consider promotion from E-6 to E-7 grade for the year 2009 on pre-revised promotion guidelines and such decision was communicated vide memorandum dated 27<sup>th</sup> December, 2011 and accordingly, the promotion orders were issued on the basis of pre-revised promotion policy. The modus operandi towards formulation of promotion policy is the prerogative of the management taking into consideration the healthy and sustained growth of the company as well the Executives' development and career growth. When the new policy of promotion based on merit is implemented, there is likelihood

that juniors may get early promotion on the basis of their performance subject to fulfilment of other paraphernalia.

19. Heard the learned counsels appearing for the respective parties and considered the materials on record. The undisputed facts are that the pre-revised promotion policy was formulated on 22<sup>nd</sup> December, 1992. Promotion to the vacancies in the post of Executives in E-7 grade existing in the year 2009 was agreed to be considered on the basis of the said pre-revised promotion policy so that all eligible Executives in the E-6 grade, who have completed 9 years of service as on 30<sup>th</sup> September, 2009 are promoted to E-7 grade. The writ petitioners though eligible for promotion in the vacancies pertaining to the year 2010 could not avail promotion as CIL did not hold any DPC in the said year. The vacancies pertaining to 2010 were clubbed with the vacancies pertaining to the years 2011 and 2012 and the DPC was held on 7<sup>th</sup> March, 2013. By the said date the new promotion policy came into effect, as would be explicit from the memorandum dated 3/5<sup>th</sup> May, 2011. The Executives in E-7 grade, who have been promoted by the memorandum dated 2<sup>nd</sup> April, 2013, are admittedly junior to the writ petitioners.

20. It is well settled that although an employee has no fundamental right of promotion in terms of Article 16 of the Constitution of India, he has a fundamental right to be considered therefor. An effective and meaningful consideration is postulated thereby [See the judgment delivered in the case of **S.B. Bhattacharjee -vs- S.D. Majumdar & Ors.**, reported in **AIR 2007 SC 2102**].

21. It is also a settled proposition of law that a natural person has the capacity to do all lawful things unless his capacity has been curtailed by some rule of law. It is equally a fundamental principle that in case of a statutory authority, it is just the other way. The said authority can act only in terms of the rules prescribed and operative. Reference may be made to the decision of ***Asian Leather Limited and Anr. -vs- Kolkata Municipal Corporation***, reported in ***(2007) 3 CALLT 64 HC***.

22. The new promotion policy came into effect in the month of June, 2011 and there was no specification in the said policy that it would be having retrospective effect. The cut off date pertaining to the vacancies of the year 2010 was 30<sup>th</sup> September, 2010. At that juncture the pre-revised promotion policy was in operation and for filling up the said vacancies CIL was bound to act only in terms of the pre-revised promotion policy. The said vacancies could not have been brought within the fold of the new promotion policy. The vacancies pertaining to the years 2010 could not have been clubbed together with the vacancies pertaining to the years 2011 and 2012.

23. The principle of "seniority-cum-merit" and "merit-cum-seniority" are conceptually different, as in the case of the former, there is greater emphasis upon seniority even though the same is not the deciding factor, while the case of the latter, merit is the deciding factor. After having put in long years of service it is the seniority and promotion which an officer looks forward to. He expects to be given his due promotion in time. It is regrettable that because of the inaction on the part of CIL the promotion

pertaining to the vacancies of 2010 could not be made in time which created an imbalance in the service and ultimately it was the writ petitioners and officers similarly placed who suffered. Had the DPC been held, the same would have been in terms of the promotion policy operative on the cut-off date pertaining to the said year being 30<sup>th</sup> September, 2010. Equity regards as done, which should have been done. As a model employer it was incumbent upon CIL to consider the writ petitioners' claim for promotion in terms of the pre-revised promotion policy.

24. In view of the submissions that CIL is willing to grant promotion to all the writ petitioners, subject to DPC, as well as to the private respondents and the applicants who have preferred the application for leave to appeal from E-6 to E-7 grade, the equities also stand balanced among the parties. Depending on their success in the DPC the writ petitioners will naturally be senior to the appellants in E-7 grade.

25. The learned Single Judge, upon dealing with all the factual issues arrived at specific findings and we do not find any error in the judgment impugned. The impugned judgment does not suffer from any infirmity warranting interference of this Court.

26. For the reasons discussed above, all the appeals are dismissed and the judgment dated 26<sup>th</sup> September, 2014 passed by the learned Single Judge in WP 12002 (W) of 2013 is affirmed subject to the directions contained in paragraph 3 hereinabove.

There shall, however, be no order as to costs.

Urgent Photostat certified copy of this judgment, if applied for, be given to the parties, as expeditiously as possible, upon compliance with the necessary formalities in this regard.

~~(Tapabrata Chakraborty, J.)~~

~~(Nishita Mhatre, A.C.J.)~~



# COAL INDIA LIMITED

(A MAHARAJA COMPANY)  
PERSONNEL DEPARTMENT  
EXECUTIVE ESTABLISHMENT / C R CELL

Reg. Add:  
Coal Bhavan, Premises No. 04  
MAR, Plot AF III, Action Area – III,  
New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/E&M/ 1482

Date : 24<sup>th</sup> Feb. 2016

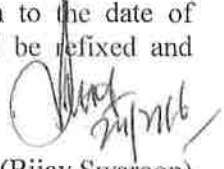
## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151 (W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Manager (E&M) in E-6 grade who has SINCE SUPERANNUATED/SEPERATED, is hereby notionally promoted to the post of Chief Manager (E&M) in E-7 grade in the scale of pay of Rs.43,200-66,000/- at par with his immediate junior in seniority list of E6 grade as on the date of impugned DPC – pursuant whereto the orders of promotion to E-7 grade were issued vide no. CIL/C-5A(iii)/DPC/E6-E7/2013/ E&M/B-06 dtd. 01.04.2013 :

Sl No	PROMOTION / Retired	EIS NO	Comp.	DATE OF BIRTH
1	BHABH NATH JHA	90185380	CCL	27121954

However, consequent to said promotion to E-7 grade (pay scale- Rs.43,200-66,000/-) in compliance of the order of the Hon'ble Calcutta High Court, the pecuniary benefits payable to the concerned executives in the promoted grade E-7 from the date of their deemed promotion to the date of superannuation/separation, would be notionally calculated and their pension shall be revised and payable prospectively. There shall be no payment of arrears.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)  
General Manager (Personnel)

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE),NCL/MCL; DyGM(P)/EE,ECL/BCCL/CCL/WCL/SECL; DyGM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



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Kolkata 700 156, WB  
CIN : L23109WB1973GO1028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Excv./1483

Date : 24<sup>th</sup> Feb. 2016

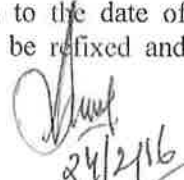
## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (Excv.) in E-6 grade who have SINCE SUPERANNUATED/SEPERATED, are hereby notionally promoted to the post of Chief Manager(Excv.) in E-7 grade in the scale of pay of Rs.43,200-66,000/- at par with their immediate junior in seniority list of E6 grade as on the date of impugned DPC – pursuant whereto the orders of promotion to E-7 grade were issued vide no. CIL/C-5A(iii)/DPC/E6-E7/2013/Excv./B-17 dtd. 02.04.2013 :

SI No	PROMOTION / Retired	EIS NO	Comp.	DATE OF BIRTH
1	KRISHNA KR. SINHA	90178443	CCL	06111954
2	ARUN PRASAD	90178484	CCL	17071953
3	SALIL KUMAR SINHA	90178500	CCL	01091954
4	AWADESH NARAYAN SINGH	90072679	BCCL	01011954

However, consequent to said promotion to E-7 grade (pay scale- Rs.43,200-66,000/-) in compliance of the order of the Hon'ble Calcutta High Court, the pecuniary benefits payable to the concerned executives in the promoted grade E-7 from the date of their deemed promotion to the date of superannuation/separation, would be notionally calculated and their pension shall be revised and payable prospectively. There shall be no payment of arrears.

This issues with the approval of the Competent Authority.

  
24/2/16  
(Bijay Swaroop)

General Manager (Personnel)

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE),NCL/MCL; DyGM(P)/EE,ECL/BCCL/CCL/WCL/SECL; DyGM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi





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Web Address : [www.coalindia.in](http://www.coalindia.in)

11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



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CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Civil/1484

Date : 24<sup>th</sup> Feb. 2016

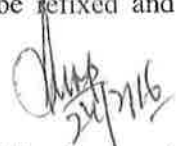
## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (Civil) in E-6 grade who have SINCE SUPERANNUATED/SEPERATED, are hereby notionally promoted to the post of Chief Manager (Civil) in E-7 grade in the scale of pay of Rs.43,200-66,000/- at par with their immediate junior in seniority list of E6 grade as on the date of impugned DPC – pursuant whereto the orders of promotion to E7 grade were issued vide no. CIL/C-5A(iii)/DPC/E6-E7/2013/Civil/B-07 dtd. 01.04.2013 :

Sl No	PROMOTION / Retired	EIS NO	Comp.	DATE OF BIRTH
1	JAWAHAR LAL	90182114	CCL	14011954
2	KUMAR JEE	90096819	CMPD	15031955

However, consequent to said promotion to E-7 grade (pay scale- Rs.43,200-66,000/-) in compliance of the order of the Hon'ble Calcutta High Court, the pecuniary benefits payable to the concerned executives in the promoted grade E-7 from the date of their deemed promotion to the date of superannuation/separation, would be notionally calculated and their pension shall be fixed and payable prospectively. There shall be no payment of arrears.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)

General Manager (Personnel)

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE),NCL/MCL; DyGM(P)/EE,ECL/BCCL/CCL/WCL/SECL; DyGM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL



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Web Address : [www.coalindia.in](http://www.coalindia.in)

14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



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Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/CP/1485

Date : 24<sup>th</sup> Feb. 2016


## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Manager (CP) in E-6 grade who has SINCE SUPERANNUATED/SEPERATED, is hereby notionally promoted to the post of Chief Manager(CP) in E-7 grade in the scale of pay of Rs.43,200-66,000/- at par with his immediate junior in seniority list of E6 grade as on the date of impugned DPC – pursuant whereto the orders of promotion to E-7 grade were issued vide no. CIL/C-5A(iii)/DPC/E6-E7/2013/CP/B-10 dtd. 01.04.2013 :

Sl No	PROMOTION / Retired	EIS NO	Comp.	DATE OF BIRTH
1	A K MUKHOPADHYAY	90078304	BCCL	0921953

However, consequent to said promotion to E-7 grade (pay scale- Rs.43,200-66,000/-) in compliance of the order of the Hon'ble Calcutta High Court, the pecuniary benefits payable to the concerned executives in the promoted grade E-7 from the date of their deemed promotion to the date of superannuation/separation, would be notionally calculated and their pension shall be revised and payable prospectively. There shall be no payment of arrears.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)  
General Manager (Personnel)  
*San*

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE),NCL/MCL; DyGM(P)/EE,ECL/BCCL/CCL/WCL/SECL; DyGM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



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CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/System/ 1486

Date : 24<sup>th</sup> Feb. 2016


## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Manager (System) in E-6 grade who has SINCE SUPERANNUATED/SEPERATED, is hereby notionally promoted to the post of Chief Manager (System) in E-7 grade in the scale of pay of Rs.43,200-66,000/- at par with his immediate junior in seniority list of E6 grade as on the date of impugned DPC – pursuant whereto the orders of promotion to E-7 grade were issued vide no. CIL/C-5A(iii)/DPC/E6-E7/2013/System/B-04 dtd. 01.04.2013 :

Sl No	PROMOTION / Retired	EIS NO	Comp.	DATE OF BIRTH
1	A. M. GHOSH	90194952	CIL	18111955

However, consequent to said promotion to E-7 grade (pay scale- Rs.43,200-66,000/-) in compliance of the order of the Hon'ble Calcutta High Court, the pecuniary benefits payable to the concerned executives in the promoted grade E-7 from the date of their deemed promotion to the date of superannuation/separation, would be notionally calculated and their pension shall be revised and payable prospectively. There shall be no payment of arrears.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)

General Manager (Personnel)

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE),NCL/MCL; DyGM(P)/EE,ECL/BCCL/CCL/WCL/SECL; DyGM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
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CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Env./ 1487

Date : 24<sup>th</sup> Feb. 2016

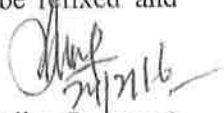
## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Manager (Env.) in E-6 grade who has SINCE SUPERANNUATED/SEPERATED, is hereby notionally promoted to the post of Chief Manager (Env.) in E-7 grade in the scale of pay of Rs.43,200-66,000/- at par with his immediate junior in seniority list of E6 grade as on the date of impugned DPC – pursuant whereto the orders of promotion to E-7 grade were issued vide no. CIL/C-5A(iii)/DPC/E6-E7/2013/Env. /B-03 dtd. 01.04.2013 :

Sl No	PROMOTION / Retired	EIS NO	Comp.	DATE OF BIRTH
1	SONA RAM	90153446	NCL	29011961

However, consequent to said promotion to E-7 grade (pay scale- Rs.43,200-66,000/-) in compliance of the order of the Hon'ble Calcutta High Court, the pecuniary benefits payable to the concerned executives in the promoted grade E-7 from the date of their deemed promotion to the date of superannuation/separation, would be notionally calculated and their pension shall be revised and payable prospectively. There shall be no payment of arrears.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)  
General Manager (Personnel)

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE),NCL/MCL; DyGM(P)/EE,ECL/BCCL/CCL/WCL/SECL; DyGM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
PERSONNEL DEPARTMENT  
EXECUTIVE ESTABLISHMENT / C R CELL

Reg. Add:  
Coal Bhavan, Premises No. 04  
MAR, Plot AF-III, Action Area - III,  
New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Finance/1488

Date : 24<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (Finance) in E-6 grade who have SINCE SUPERANNUATED/SEPERATED, are hereby notionally promoted to the post of Chief Manager (Finance) in E-7 grade in the scale of pay of Rs.43,200-66,000/- at par with their immediate junior in seniority list of E6 grade as on the date of impugned DPC – pursuant whereto the orders of promotion to E-7 grade were issued vide no. CIL/C-5A(iii)/DPC/E6-E7/2013/Finance/B-07 dtd. 01.04.2013 :

Sl No	PROMOTION / Retired	EIS NO	Comp.	DATE OF BIRTH
1	BIRENDRA KUMAR SINGH	90171687	CCL	7121955
2	PRABHAT KUMAR	90171737	CCL	13011956
3	ASHOK KUMAR MISHRA	90171828	CCL	9101953
4	A C WANKHEDE	90116542	WCL	12021955
5	TAPAN KR DEY	90137803	CIL	6011956
6	PRABHAS CHANDRA ROY	90184052	CCL	26101954

However, consequent to said promotion to E-7 grade (pay scale- Rs.43,200-66,000/-) in compliance of the order of the Hon'ble Calcutta High Court, the pecuniary benefits payable to the concerned executives in the promoted grade E-7 from the date of their deemed promotion to the date of superannuation/separation, would be notionally calculated and their pension shall be relaxed and payable prospectively. There shall be no payment of arrears.

This issues with the approval of the Competent Authority.

(Bijay Swaroop)

General Manager (Personnel)

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE),NCL/MCL; DyGM(P)/EE,ECL/BCCL/CCL/WCL/SECL; DyGM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said order in CIL website under 'Career' head.



# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
PERSONNEL DEPARTMENT  
EXECUTIVE ESTABLISHMENT / C R CELL

Reg. Add:  
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MAR, Plot AF-III, Action Area – III,  
New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GO1028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Pers./ 1489

Date : 24<sup>th</sup> Feb. 2016

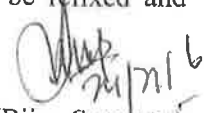
## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (Pers.) in E-6 grade who have SINCE SUPERANNUATED/SEPERATED, are hereby notionally promoted to the post of Chief Manager (Pers.) in E-7 grade in the scale of pay of Rs.43,200-66,000/- at par with their immediate junior in seniority list of E6 grade as on the date of impugned DPC – pursuant whereto the orders of promotion to E-7 grade were issued vide no. CIL/C-5A(iii)/DPC/E6-E7/2013/ Pers./B-25 dtd. 04.04.2013 :

Sl No	PROMOTION / Retired	EIS NO	Comp.	DATE OF BIRTH
1	LAKSHMAN PRASAD CHOWHAN	90048356	ECL	07041953

However, consequent to said promotion to E-7 grade (pay scale- Rs.43,200-66,000/-) in compliance of the order of the Hon'ble Calcutta High Court, the pecuniary benefits payable to the concerned executives in the promoted grade E-7 from the date of their deemed promotion to the date of superannuation/separation, would be notionally calculated and their pension shall be refixed and payable prospectively. There shall be no payment of arrears.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)  
General Manager (Personnel)

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE),NCL/MCL; DyGM(P)/EE,ECL/BCCL/CCL/WCL/SECL; DyGM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File





# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
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New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/S&M/1490

Date : 24<sup>th</sup> Feb. 2016

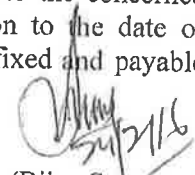
## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (S&M) in E-6 grade who have SINCE SUPERANNUATED/SEPERATED, are hereby notionally promoted to the post of Chief Manager (S&M) in E-7 grade in the scale of pay of Rs.43,200-66,000/- at par with their immediate junior in seniority list of E6 grade as on the date of impugned DPC – pursuant whereto the orders of promotion to E-7 grade were issued vide no. CIL/C-5A(iii)/DPC/E6-E7/2013/S&M/B-09 dtd. 01.04.2013 :

Sl No	PROMOTION / Retired	EIS NO	Comp.	DATE OF BIRTH
1	SRIKANTA CHATTERJEE	90040866	ECL	19091953
2	B B BANERJEE	90040692	ECL	10021953

However, consequent to said promotion to E-7 grade (pay scale- Rs.43,200-66,000/-) in compliance of the order of the Hon'ble Calcutta High Court, the pecuniary benefits payable to the concerned executives in the promoted grade E-7 from the date of their deemed promotion to the date of superannuation/separation, would be notionally calculated and pension shall be refixed and payable prospectively. There shall be no payment of arrears.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)  
General Manager (Personnel)

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE),NCL/MCL; DyGM(P)/EE,ECL/BCCL/CCL/WCL/SECL; DyGM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDI, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



# COAL INDIA LIMITED

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New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Seckt./1491

Date : 24<sup>th</sup> Feb. 2016


## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (Seckt.) in E-6 grade who have SINCE SUPERANNUATED/SEPERATED, are hereby notionally promoted to the post of Chief Manager (Seckt.) in E-7 grade in the scale of pay of Rs.43,200-66,000/- at par with their immediate junior in seniority list of E6 grade as on the date of impugned DPC – pursuant whereto the orders of promotion to E-7 grade were issued vide no. CIL/C-5A(iii)/DPC/E6-E7/2013/Seckt./B-12 dtd. 02.04.2013 :

Sl No	PROMOTION / Retired	EIS NO	Comp.	DATE OF BIRTH
1	MOLLY PHILIP	90158957	WCL	04031953
2	BAPI MUKHERJEE	90042458	ECL	05071953

However, consequent to said promotion to E-7 grade (pay scale- Rs.43,200-66,000/-) in compliance of the order of the Hon'ble Calcutta High Court, the pecuniary benefits payable to the concerned executives in the promoted grade E-7 from the date of their deemed promotion to the date of superannuation/separation, would be notionally calculated and their pension shall be refixed and payable prospectively. There shall be no payment of arrears.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)  
General Manager (Personnel)  
Jew

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE),NCL/MCL; DyGM(P)/EE,ECL/BCCL/CCL/WCL/SECL.; DyGM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Seckt) to Director (Mrkt), CIL / Manager (Seckt.) to Director (Tech)
16. Asstt. Manager (Seckt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
PERSONNEL DEPARTMENT  
EXECUTIVE ESTABLISHMENT / C R CELL

Reg. Add:  
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MAR, Plot AF-III, Action Area – III,  
New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Medical(Non-splst.)/PG/ 1492

Date : 24<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Dy. Chief Medical Officers (Non-specialist)(aquired PG Degree/Diploma) in E-6 grade who have SINCE SUPERANNUATED/SEPERATED, are hereby notionally promoted to the post of Chief Medical Officer (Non-Splst.) in E-7 grade in the scale of pay of Rs.43,200-66,000/- at par with their immediate junior in seniority list of E-6 grade as on the date of impugned DPC – pursuant whereto the orders of promotion to E-7 grade were issued vide no. CIL/C-5A(iii)/DPC/E6-E7/2013/Medical(Non-Splst.)/PG/B-15 dtd. 02.04.2013 :

Sl No	PROMOTION / Retired	EIS NO	Comp.	DATE OF BIRTH
1	DR BIJAY KR. SINHA	90071630	BCCL	31121953
2	DR ASHOK KUMAR SINGH	90072786	BCCL	15091953
3	DR MADHU SINGH	90074543	BCCL	05011955
4	DR K. PARMANIK DAS	90139957	ECL	14121955

However, consequent to said promotion to E-7 grade (pay scale- Rs.43,200-66,000/-) in compliance of the order of the Hon'ble Calcutta High Court, the pecuniary benefits payable to the concerned executives in the promoted grade E7 from the date of their deemed promotion to the date of superannuation/separation, would be notionally calculated and their pension shall be refixed and payable prospectively. There shall be no payment of arrears.

This issues with the approval of the Competent Authority.

(Bijay Swaroop)

General Manager (Personnel)

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE),NCL/MCL; DyGM(P)/EE,ECL/BCCL/CCL/WCL/SECL; DyGM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata



# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
PERSONNEL DEPARTMENT  
EXECUTIVE ESTABLISHMENT / C R CELL

Reg. Add:  
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MAR, Plot A1'-III, Action Area - III,  
New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Medical(Non-Splst.)/HAT/1493

Date : 24<sup>th</sup> Feb. 2016

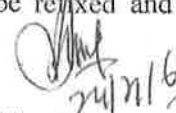
## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151 (W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Dy. Chief Medical Officers (Non-specialist)(possessed HAT Certificate) in E-6 grade who have SINCE SUPERANNUATED / SEPERATED, are hereby notionally promoted to the post of Chief Medical Officer (Non-Splst.) in E7 grade in the scale of pay of Rs.43,200-66,000/- at par with their immediate junior in seniority list of E6 grade as on the date of impugned DPC – pursuant whereto the orders of promotion to E7 grade were issued vide no. CIL/C-5A(iii)/DPC/E6-E7/2013/Medical(Non-Splst.)/PG/B-15 dtd. 02.04.2013:

Sl No	PROMOTION / Retired	EIS NO	Comp.	DATE OF BIRTH
1	DR NARENDRA KUMAR TAYAL	9018487	CCL	27111955

However, consequent to said promotion to E-7 grade (pay scale- Rs.43,200-66,000/-) in compliance of the order of the Hon'ble Calcutta High Court, the pecuniary benefits payable to the concerned executives in the promoted grade E7 from the date of their deemed promotion to the date of superannuation/separation, would be notionally calculated and their pension shall be relaxed and payable prospectively. There shall be no payment of *assess*.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)

General Manager (Personnel)

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE),NCL/MCL; DyGM(P)/EE,ECL/BCCL/CCL/WCL/SECL; DyGM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



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New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/E&M/ 1497

Date : 25<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (E&M) in E-6 grade are hereby notionally promoted to the post of Chief Manager (E&M) in E-7 grade in the scale of pay of Rs.43,200-66,000/- :

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
1	P K HAZRA	WCL	90107566	01011962
2	GAUTAM GANGULI	WCL	90107616	01011963
3	S GANDHI	WCL	90109745	30121960
4	R K CHOURASIA	NCL	90157454	27051961
5	AMITAV SEN	CMPD	90180803	10011960
6	SUNIT SARAN	CCL	90180829	10121960
7	RAJIV NARAYAN	CCL	90180837	09091958
8	MAHESH PRASAD	CCL	90180811	01101959
9	ATUL KUMAR	CCL	90180886	11111961
10	RAJEEV RANJAN KUMAR	CCL	90180878	28121961
11	RANJAN KR MISHRA	CCL	90180852	12011961
12	ANIL KR SINGH	CCL	90180845	19011961
13	ARUP DUTTA CHOUDHURY	CCL	90192576	08021964
14	PRABHAS PD PRABHAKAR	CCL	90192600	01011963
15	KAJARI MULLICK	CMPD	90096892	10011963
16	ANAND MOHAN SINGH	CMPD	90095837	01011963
17	MRITUNJAY KUMAR	NCL	90157462	10021959
18	U P SINGH	NCL	90158064	08081962
19	ANIL KUMAR	NCL	90158056	04101962
20	RAVINDRA	NCL	90158049	04011963
21	D N MANDAL	NCL	90158072	05051963
22	A K SINGH	NCL	90158080	05101962
23	PRITHWIRAJ SINGH	ECL	90032509	02111959
24	MADANESHWAR JHA	CCL	90165820	09091959
25	NAVIN KUMAR SAHU	ECL	90031329	02011961
26	UMESH KANTH	ECL	90031824	03011960
27	BANKEY BEHARI SINGH	ECL	90031014	09111960
28	AMIT BIKRAM DOSTIDAR	ECL	90030933	14011960

*[Handwritten Signature]*



# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
PERSONNEL DEPARTMENT  
EXECUTIVE ESTABLISHMENT / C R CELL

Reg. Add:  
Coal Bhavan, Premises No. 04  
MAR, Plot AF-III, Action Area – III,  
New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
29	RATAN KUMAR CHAKRABORTY	ECL	90031527	18031960
30	UMESH KUMAR	NCL	90158437	03031962
31	SHIVESHWAR PRASAD	NCL	90096306	21071965
32	CM GAJBHIYE	WCL	90114422	02101963
33	RAMSANEHI AHIRWAR	SECL	90131780	01091962
34	V R VAMANKAR	SECL	90132168	17111964

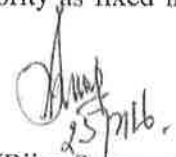
On promotion the above executives will be on probation for a period of one year at the first instance or date of superannuation whichever is earlier.

In terms of transfer policy OM No. CIL/C5A(vi)/52729/CCC/1111 dtd. 07/09.01.2009, the above mentioned executives are liable for inter-company transfer, for which the orders will be issued separately.

The promotion of above executives will be effective on and from the date they actually assume charge of the higher post at the place of posting to be notified subsequently.

On assumption of charge in the higher post, the above executives are entitled to get Notional Seniority / Notional fixation of pay w.e.f. issue of Order No. CIL/C5A(iii)/DPC/E6-E7/2013/E&M/B-06 dtd.01.04.2013. However, the actual financial benefit will accrue on the assumption of charge in promoted post. The inter-se seniority of all the executives promoted to E-7, vide Order dtd. 01.04.2013 will be fixed subsequently, in accordance with the seniority as fixed in terms of old policy of promotion/before the DPC was held in 2013.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)  
General Manager(Personnel)

**Distribution :**

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE), NCL / MCL; Dy GM(P)/EE, ECL / BCCL / WCL / SECL; HOD(P/EE), CCL; Dy GM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said promotion order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata



# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
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EXECUTIVE ESTABLISHMENT / C R CELL

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New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



# COAL INDIA LIMITED

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CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Excvt./ 1498

Date : 25<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (Excvt.) in E-6 grade are hereby notionally promoted to the post of Chief Manager (Excvt.) in E-7 grade in the scale of pay of Rs.43,200-66,000/- :

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
1	ATULYA SAXENA	SECL	90133976	11071963
2	SATISH KR YADAV	CCL	90166174	10101963
3	DINESH MISHRA	CCL	90133950	13011961
4	RAMESH KR SINGH	SECL	90133869	07101963
5	BALRAM PAL	SECL	90133679	03011960
6	R S MAHATO	SECL	90133877	19081960
7	RAMESH KUMAR	SECL	90133505	05101960
8	U P BHATTACHARJEE	SECL	90133356	06021961
9	H C SRIVASTAVA	SECL	90133422	28021961
10	A K PATHAK	MCL	90086836	17051961
11	S K THAWAIT	SECL	90133638	15041964
12	CHITTARANJAN SHARMA	CCL	90178492	18111956
13	BISHWA BIJAY KUMAR	CCL	90178518	29041956
14	DEDIPYA KUMAR	CCL	90178559	04041958
15	BABBAN PRASAD	CCL	90178674	10071959
16	SACHIDANAND PD SINHA	CCL	90178682	03101959
17	RAKESH KUMAR SINHA	CCL	90178690	15111959
18	SANJAY KUMAR SINHA	CCL	90178591	10011960
19	RAGHAVENDRA KUMAR	CCL	90178617	06111960
20	SHEO KUMAR TIWARI	CCL	90178716	25121960
21	SUNIL KUMAR MISHRA	CCL	90178625	03021961
22	ATIUR RAHMAN	NCL	90153354	10111961
23	AWADHESH KR ROY	BCCL	90073263	10011962
24	ANWAR HUSSAIN	BCCL	90067208	10101959
25	OM PRAKASH SINGH	BCCL	90072661	05121961
26	ANUJ KUMAR	CCL	90073883	30101959
27	RAGHAB CHANDRA KUNDU	WCL	90151580	25091961
28	RAM NATHAN SESHADRI	CIL	90195249	03041965

*(Handwritten signatures)*





# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
PERSONNEL DEPARTMENT  
EXECUTIVE ESTABLISHMENT / C R CELL

Reg. Add:  
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Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
29	ANAND MURTI	NCL	90157215	21121965
30	N K SAXENA	NCL	90157256	13121964
31	DHIRENDRA SINGH	NCL	90157397	02011963
32	PRAVASH CHOUDHARY	NCL	90157314	16021964
33	A K JHA	NCL	90157322	03041961
34	RAM ISHWAR ROY	NCL	90157405	19011960
35	SIDDHESH KUMAR SINGH	ECL	90035205	30121962
36	JITENDER KUMAR	NCL	90158965	05091964
37	SHAILENDRA KUMAR	WCL	90121146	05021966

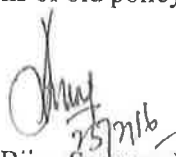
On promotion the above executives will be on probation for a period of one year at the first instance or date of superannuation whichever is earlier.

In terms of transfer policy OM No. CIL/C5A(vi)/52729/CCC/1111 dtd. 07/09.01.2009, the above mentioned executives are liable for inter-company transfer, for which the orders will be issued separately.

The promotion of above executives will be effective on and from the date they actually assume charge of the higher post at the place of posting to be notified subsequently.

On assumption of charge in the higher post, the above executives are entitled to get Notional Seniority / Notional fixation of pay w.e.f. issue of Order No. CIL/C5A(iii)/DPC/E6-E7/2013/ Excv./B-17 dtd. 02.04.2013. However, the actual financial benefit will accrue on the assumption of charge in promoted post. The inter-se seniority of all the executives promoted to E-7, vide Order dtd. 01.04.2013 will be fixed subsequently, in accordance with the seniority as fixed in terms of old policy of promotion/before the DPC was held in 2013.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)  
General Manager (Personnel)

#### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE), NCL / MCL; Dy GM(P)/EE, ECL / BCCL / WCL / SECL; HOD(P/EE), CCL; Dy GM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said promotion order in CIL website under ‘Career’ head.



# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
PERSONNEL DEPARTMENT  
EXECUTIVE ESTABLISHMENT / C R CELL

Reg. Add:  
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MAR, Plot AF-III, Action Area – III,  
New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GO1028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



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CIN : L23109WB1973GO1028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Civil/ 1499

Date : 25<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (Civil) in E-6 grade are hereby notionally promoted to the post of Chief Manager (Civil) in E-7 grade in the scale of pay of Rs.43,200-66,000/- :

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
1	ARUN KUMAR	SECL	90134917	24011962
2	N G BASAK	SECL	90134883	01111964
3	A K GHATAK	MCL	90085804	02011963
4	AJAY KUMAR	CMPD	90096462	04011962
5	AJAY KR PATI	CMPD	90096488	13101962
6	C RAJSEELAM	WCL	90118837	03011961
7	B MALAVIYA	WCL	90115296	17011961
8	A S RAJAN	NCL	90158924	06041960
9	NARENDRA NATH MALLICK	ECL	90034547	26061960
10	M SHIV KUMAR	MCL	90118852	26061962
11	A K BISWAS	CMPD	90098278	01011962
12	M ASHOKAN	MCL	90085887	01121958
13	M K GANESAN	MCL	90085903	15051962
14	T JEEVAN	SECL	90135468	24051963
15	C D S SORATE	SECL	90135591	03011963
16	SL TORIYA	WCL	90135930	26101964
17	BHANU SINGH	CCL	90185653	05061966

On promotion the above executives will be on probation for a period of one year at the first instance or date of superannuation whichever is earlier.

In terms of transfer policy OM No. CIL/C5A(vi)/52729/CCC/1111 dtd. 07/09.01.2009, the above mentioned executives are liable for inter-company transfer, for which the orders will be issued separately.

The promotion of above executives will be effective on and from the date they actually assume charge of the higher post at the place of posting to be notified subsequently.

*DM*

*DM*



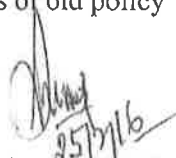
# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
PERSONNEL DEPARTMENT  
EXECUTIVE ESTABLISHMENT / C R CELL

Reg. Add:  
Coal Bhavan, Premises No. 04  
MAR, Plot AF-III, Action Area – III,  
New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

On assumption of charge in the higher post, the above executives are entitled to get Notional Seniority / Notional fixation of pay w.e.f. issue of Order No. CIL/C5A(iii)/DPC/E6-E7/2013/Civil/B-07 dtd. 01.04.2013. However, the actual financial benefit will accrue on the assumption of charge in promoted post. The inter-se seniority of all the executives promoted to E-7, vide Order dtd. 01.04.2013 will be fixed subsequently, in accordance with the seniority as fixed in terms of old policy of promotion/before the DPC was held in 2013.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)

General Manager (Personnel)

#### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE), NCL / MCL; Dy GM(P)/EE, ECL / BCCL / WCL / SECL; HOD(P/EE), CCL; Dy GM(P&A), CMPDI
8. General Manager (System), CIL Kolkata -- with a request to kindly upload the said promotion order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



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Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/CP/ 1500

Date : 25<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (CP) in E-6 grade are hereby notionally promoted to the post of Chief Manager (CP) in E-7 grade in the scale of pay of Rs.43,200-66,000/- :

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
1	ASHOK KR VERMA	BCCL	90078932	14101959
2	B C CHOUDHARY	BCCL	90078320	1071960
3	N K SURESH	WCL	90067364	1031962
4	SUBRATA PAUL	BCCL	90078361	24031962


On promotion the above executives will be on probation for a period of one year at the first instance or date of superannuation whichever is earlier.

In terms of transfer policy OM No. CIL/C5A(vi)/52729/CCC/1111 dtd. 07/09.01.2009, the above mentioned executives are liable for inter-company transfer, for which the orders will be issued separately.

The promotion of above executives will be effective on and from the date they actually assume charge of the higher post at the place of posting to be notified subsequently.

On assumption of charge in the higher post, the above executives are entitled to get Notional Seniority / Notional fixation of pay w.e.f. issue of Order No. CIL/C5A(iii)/DPC/E6-E7/2013/CP/B-10 dtd. 01.04.2013. However, the actual financial benefit will accrue on the assumption of charge in promoted post. The inter-se seniority of all the executives promoted to E-7, vide Order dtd. 01.04.2013 will be fixed subsequently, in accordance with the seniority as fixed in terms of old policy of promotion/before the DPC was held in 2013.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)  
General Manager (Personnel)

Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL



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Web Address : [www.coalindia.in](http://www.coalindia.in)

4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE), NCL / MCL; Dy GM(P)/EE, ECL / BCCL / WCL / SECL; HOD(P/EE), CCL;  
Dy GM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said promotion order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata *dm*
18. Personal File / Guard File



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CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/System/ 1501

Date : 25<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Manager (System) in E-6 grade is hereby notionally promoted to the post of Chief Manager (System) in E-7 grade in the scale of pay of Rs.43,200-66,000/- :

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
1	S C SWAMI	WCL	90122482	09011964

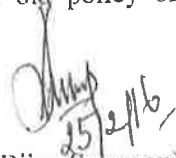
On promotion the above executive will be on probation for a period of one year at the first instance or date of superannuation whichever is earlier.

In terms of transfer policy OM No. CIL/C5A(vi)/52729/CCC/1111 dtd. 07/09.01.2009, the above mentioned executive is liable for inter-company transfer, for which the orders will be issued separately.

The promotion of above executive will be effective on and from the date he actually assumes charge of the higher post at the place of posting to be notified subsequently.

On assumption of charge in the higher post, the above executive is entitled to get Notional Seniority / Notional fixation of pay w.e.f. issue of Order No. CIL/C5A(iii)/DPC/E6-E7/2013/System/B-04 dtd. 01.04.2013. However, the actual financial benefit will accrue on the assumption of charge in promoted post. The inter-se seniority of the executive promoted to E-7, vide Order dtd. 01.04.2013 will be fixed subsequently, in accordance with the seniority as fixed in terms of old policy of promotion/before the DPC was held in 2013.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)

General Manager (Personnel)

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata



# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
PERSONNEL DEPARTMENT  
EXECUTIVE ESTABLISHMENT / C R CELL

Reg. Add:  
Coal Bhavan, Premises No. 04  
MAK, Plot AP-III, Action Area – III,  
New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

7. GM(P/EE), NCL / MCL; Dy GM(P)/EE, ECL / BCCL / WCL / SECL; HOD(P/EE), CCL;  
Dy GM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said promotion order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File





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CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/MM/ 1502

Date : 25<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (MM) in E-6 grade are hereby notionally promoted to the post of Chief Manager (MM) in E-7 grade in the scale of pay of Rs.43,200-66,000/- :

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
1	NAIDU G. LAXMAN	WCL	90101536	29051966
2	RAMPRAVESH SINGH	WCL	90117193	02011964


On promotion the above executives will be on probation for a period of one year at the first instance or date of superannuation whichever is earlier.

In terms of transfer policy OM No. CIL/C5A(vi)/52729/CCC/1111 dtd. 07/09.01.2009, the above mentioned executives are liable for inter-company transfer, for which the orders will be issued separately.

The promotion of above executives will be effective on and from the date they actually assume charge of the higher post at the place of posting to be notified subsequently.

On assumption of charge in the higher post, the above executives are entitled to get Notional Seniority / Notional fixation of pay w.e.f. issue of Order No. CIL/C5A(iii)/DPC/E6-E7/2013/ MM/B-08 dtd. 01.04.2013. However, the actual financial benefit will accrue on the assumption of charge in promoted post. The inter-se seniority of all the executives promoted to E-7, vide Order dtd. 01.04.2013 will be fixed subsequently, in accordance with the seniority as fixed in terms of old policy of promotion/before the DPC was held in 2013.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)

General Manager, (Personnel)

Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL, Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL



# COAL INDIA LIMITED

(A MAHARATNA COMPANY)  
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Web Address : [www.coalindia.in](http://www.coalindia.in)

4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE), NCL / MCL; Dy GM(P)/EE, ECL / BCCL / WCL / SECL; HOD(P/EE), CCL;  
Dy GM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said promotion order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



# COAL INDIA LIMITED

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Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Finance/ 1503

Date : 25<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (Finance) in E-6 grade are hereby notionally promoted to the post of Chief Manager (Finance) in E-7 grade in the scale of pay of Rs.43,200-66,000/- :

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
1	UTTAMJIT SINGH KALSI	CCL	90171745	13031957
2	BINOD KUMAR PANDEY	CCL	90183914	17071960
3	BISHWANATH GHATAK	CCL	90183930	7071956
4	MIRA SINHA VISWANATHAN	CIL	90195439	18051960
5	T K MAJHI	MCL	90087941	28101958
6	J BEHERA	MCL	90081076	4061961
7	S K GUPTA	SECL	90137829	7101960
8	SWAPAN KUMAR SENGUPTA	CCL	90184037	15061959
9	BIRENDRA NATH PARIA	BCCL	90066754	1011958
10	SUMITA ROY	CCL	90184102	7101958
11	GAUTAM SARKAR	CCL	90184011	11021961
12	K NATARAJAN	WCL	90119090	28081959
13	R N JAIN	WCL	90116435	1011960

On promotion the above executives will be on probation for a period of one year at the first instance or date of superannuation whichever is earlier.

In terms of transfer policy OM No. CIL/C5A(vi)/52729/CCC/1111 dtd. 07/09.01.2009, the above mentioned executives are liable for inter-company transfer, for which the orders will be issued separately.

The promotion of above executives will be effective on and from the date they actually assume charge of the higher post at the place of posting to be notified subsequently.

On assumption of charge in the higher post, the above executives are entitled to get Notional Seniority / Notional fixation of pay w.e.f. issue of Order No. CIL/C5A(iii)/DPC/E6-E7/2013/ Finance/B-18 dtd.02.04.2013. However, the actual financial benefit will accrue on the assumption of charge in promoted post. The inter-se seniority of all the executives promoted to E-7, vide Order dtd.




# COAL INDIA LIMITED

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02.04.2013 will be fixed subsequently, in accordance with the seniority as fixed in terms of old policy of promotion/before the DPC was held in 2013.

This issues with the approval of the Competent Authority.

  
25/7/16  
(Bijay Swaroop)  
General Manager (Personnel)

#### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE), NCL / MCL; Dy GM(P)/EE, ECL / BCCL / WCL / SECL; HOD(P/EE), CCL; Dy GM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said promotion order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



# COAL INDIA LIMITED

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Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Personnel/ 1504

Date : 25<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Managers (Personnel) in E-6 grade are hereby notionally promoted to the post of Chief Manager (Personnel) in E-7 grade in the scale of pay of Rs.43,200-66,000/- :

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
1	A C KAUSHIK	WCL	90110180	15071963
2	S R TUPPERWAR	WCL	90110453	11101958
3	B T KATARE	WCL	90116047	18061959
4	AMRIT TAPNO	ECL	90041930	19081962
5	PLACIDUS KARKETTA	CCL	90183542	01011961
6	FREDRIC R TOPPO	CCL	90185026	10081956
7	C K TAYADE	WCL	90116021	01061961
8	S VENKITASWARALU	ECL	90048364	01031962
9	SIRAJ ANWAR	ECL	90042219	02081956
10	A C SINHA	BCCL	90065913	28021964
11	M K SINGH	BCCL	90065764	10071962
12	SYED SOHAIL HASSAN	NCL	90099565	05011963

On promotion the above executives will be on probation for a period of one year at the first instance or date of superannuation whichever is earlier.

In terms of transfer policy OM No. CIL/C5A(vi)/52729/CCC/1111 dtd. 07/09.01.2009, the above mentioned executives are liable for inter-company transfer, for which the orders will be issued separately.

The promotion of above executives will be effective on and from the date they actually assume charge of the higher post at the place of posting to be notified subsequently.

On assumption of charge in the higher post, the above executives are entitled to get Notional Seniority / Notional fixation of pay w.e.f. issue of Order No. CIL/C5A(iii)/DPC/E6-E7/2013/Personnel/B-25 dtd. 04.04.2013. However, the actual financial benefit will accrue on the assumption of charge in promoted post. The inter-se seniority of all the executives promoted to E-7, vide Order



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dtd. 04.04.2013 will be fixed subsequently, in accordance with the seniority as fixed in terms of old policy of promotion/before the DPC was held in 2013.

This issues with the approval of the Competent Authority.

(Bijay Swaroop)

General Manager (Personnel)

#### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE), NCL / MCL; Dy GM(P)/EE, ECL / BCCL / WCL / SECL; HOD(P/EE), CCL;  
Dy GM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said promotion order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



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New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GO1028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Seckt./ 1505

Date : 25<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Sr Manager (Seckt.) in E-6 grade is hereby notionally promoted to the post of Chief Manager (Seckt.) in E-7 grade in the scale of pay of Rs.43,200-66,000/- :

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
1	S C MUKHERJEE	CMPD	90095332	01021957

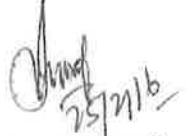
On promotion the above executive will be on probation for a period of one year at the first instance or date of superannuation whichever is earlier.

In terms of transfer policy OM No. CIL/C5A(vi)/52729/CCC/1111 dtd. 07/09.01.2009, the above mentioned executive is liable for inter-company transfer, for which the orders will be issued separately.

The promotion of above executive will be effective on and from the date he actually assumes charge of the higher post at the place of posting to be notified subsequently.

On assumption of charge in the higher post, the above executive is entitled to get Notional Seniority / Notional fixation of pay w.e.f. issue of Order No. CIL/C5A(iii)/DPC/E6-E7/2013/Seckt./B-12 dtd. 02.04.2013. However, the actual financial benefit will accrue on the assumption of charge in promoted post. The inter-se seniority of the executive promoted to E-7, vide Order dtd. 02.04.2013 will be fixed subsequently, in accordance with the seniority as fixed in terms of old policy of promotion/before the DPC was held in 2013.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)  
General Manager (Personnel)

### Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata



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7. GM(P/EE), NCL / MCL; Dy GM(P)/EE, ECL / BCCL / WCL / SECL; HOD(P/EE), CCL;  
Dy GM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said promotion order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File





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Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Medical(Splst.)/1506 Date : 25<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Dy.Chief Medical Officers (Specialist) in E-6 grade are hereby notionally promoted to the post of Chief Medical Officer (Specialist) in E-7 grade in the scale of pay of Rs.43,200-66,000/- :

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
1	DR K VENKAT RAO	WCL	90123381	13011959
2	DR A K BEHERA	MCL	90088725	27051962
3	DR D K SHARMA	MCL	90088311	28071962

On promotion the above executives will be on probation for a period of one year at the first instance or date of superannuation whichever is earlier.

In terms of transfer policy OM No. CIL/C5A(vi)/52729/CCC/1111 dtd. 07/09.01.2009, the above mentioned executives are liable for inter-company transfer, for which the orders will be issued separately.

The promotion of above executives will be effective on and from the date they actually assume charge of the higher post at the place of posting to be notified subsequently.

On assumption of charge in the higher post, the above executives are entitled to get Notional Seniority / Notional fixation of pay w.e.f. issue of Order No. CIL/C5A(iii)/DPC/E6-E7/2013/Medical(Splst.)/B-24 dtd. 04.04.2013. However, the actual financial benefit will accrue on the assumption of charge in promoted post. The inter-se seniority of all the executives promoted to E-7, vide Order dtd. 04.04.2013 will be fixed subsequently, in accordance with the seniority as fixed in terms of old policy of promotion/before the DPC was held in 2013.

This issues with the approval of the Competent Authority.

(Bijay Swaroop)  
General Manager (Personnel)

Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI



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2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata
3. Director (P)/(T)/(F), ECL / BCCL /CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE), NCL / MCL; Dy GM(P)/EE, ECL / BCCL / WCL / SECL; HOD(P/EE), CCL;  
Dy GM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said promotion order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
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CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

Ref. No. CIL/C-5A(v)/DPC/E6-E7/CJ2016/Promotion/Medical(Non-Splst.)/HAT/ 1507

Date : 25<sup>th</sup> Feb. 2016

## ORDER

In compliance of the judgments and orders dated 26<sup>th</sup> Sept 2014 passed by the Hon'ble High Court, Calcutta in W.P. No. 12002(W); 12003(W); 12004(W); 12005(W); 12021(W); 120024(W); 12151(W) and 12153(W) all of 2013 whereby Hon'ble Mr. Justice Sambuddha Chakrabarti directed to fill up the vacancies in E-7 grade arising in the year 2010 on the basis of the Promotion Policy governing the field when the vacancies arose, the following Dy.Chief Medical Officers (Non-Specialist)(possessed HAT Certificate) in E-6 grade are hereby notionally promoted to the post of Chief Medical Officer (Non-Specialist) in E-7 grade in the scale of pay of Rs.43,200-66,000/- :

Sl No	PROMOTION	Comp.	EIS NO	DATE OF BIRTH
1	DR LEELA PRASAD	CCL	90185000	06031959
2	DR ANJANA SAHOO	BCCL	90184797	16011962


On promotion the above executives will be on probation for a period of one year at the first instance or date of superannuation whichever is earlier.

In terms of transfer policy OM No. CIL/C5A(vi)/52729/CCC/1111 dtd. 07/09.01.2009, the above mentioned executives are liable for inter-company transfer, for which the orders will be issued separately.

The promotion of above executives will be effective on and from the date they actually assume charge of the higher post at the place of posting to be notified subsequently.

On assumption of charge in the higher post, the above executives are entitled to get Notional Seniority / Notional fixation of pay w.e.f. issue of Order No. CIL/C5A(iii)/DPC/E6-E7/2013/Medical(Non-Splst.)/HAT/B-13 dtd. 02.04.2013. However, the actual financial benefit will accrue on the assumption of charge in promoted post. The inter-se seniority of all the executives promoted to E-7, vide Order dtd. 02.04.2013 will be fixed subsequently, in accordance with the seniority as fixed in terms of old policy of promotion/before the DPC was held in 2013.

This issues with the approval of the Competent Authority.

  
(Bijay Swaroop)

General Manager (Personnel)

Distribution :

1. CMD, ECL / BCCL / CCL / WCL / SECL / NCL / MCL / CMPDI
2. Director (P&IR) / Director(Tech.) / Director (Finance) / Director (Mktg.), CIL Kolkata



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(A MAHARAJA COMPANY)  
PERSONNEL DEPARTMENT  
EXECUTIVE ESTABLISHMENT / C R CELL

Reg. Add:  
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MAR, Plot AF-III, Action Area - III,  
New Town, Rajarhat,  
Kolkata 700 156, WB  
CIN : L23109WB1973GOI028844  
Web Address : [www.coalindia.in](http://www.coalindia.in)

3. Director (P)/(T)/(F), ECL / BCCL / CCL / WCL / SECL / NCL / MCL
4. Director(T)/ES, CMPDI, Ranchi
5. Chief Vigilance Officer, CIL Kolkata
6. CGM / TS to Chairman, CIL Kolkata
7. GM(P/EE), NCL / MCL; Dy GM(P)/EE, ECL / BCCL / WCL / SECL; HOD(P/EE), CCL;  
Dy GM(P&A), CMPDI
8. General Manager (System), CIL Kolkata – with a request to kindly upload the said promotion order in CIL website under 'Career' head.
9. General Manager (P)/Policy Cell, CIL Kolkata
10. GM(ICT), CMPDIL, Ranchi
11. TS to Director (P&IR), CIL Kolkata
12. Executive concerned, through respective CMDs
13. Sr Manager (P)/EE [C-5A(iv)], CIL
14. Sr Manager (Finance/Estb.), CIL
15. Chief Manager (Sectt) to Director (Mrkt), CIL / Manager (Sectt.) to Director (Tech)
16. Asstt. Manager (Sectt) to Chairman / Director (P&IR) / Director (Finance)
17. Asstt. Manager (P)/EE Nodal Officer, CIL Kolkata
18. Personal File / Guard File



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Ref No: CIL/C5A(v)/DPC/E6-E7/CJ2016/Promotion/Posting-1511 Date: 26<sup>th</sup> Feb. 2016

## ORDER

Furtherance to the promotion order No: CIL/C5A(v)/DPC/E6-E7/CJ2016/Promotion/E&M/1497, 1498, 1499, 1500, 1501, 1502, 1503, 1504, 1505, 1506, 1507 dated 25<sup>th</sup> Feb. 2016 in E&M, Excv., Civil, Coal Preparation, System, Materials Management, Finance, Personnel, Secretarial, Medical(Splst.) and Medical(Non-Splst.) disciplines, respectively, the following executives in E-6 grade who have been promoted to the post of E-7 Grade in the scale of pay of Rs.43,200-66,000/- are hereby transferred in the company as indicated against their names, till further orders.

Sl No	NAME S/Shri/Smt.	EIS NO	DATE OF BIRTH	Present Company	Company of Posting on Promotion
<b>Discipline- E&amp;M</b>					
1	P K HAZRA	90107566	1011962	WCL	CCL
2	GAUTAM GANGULI	90107616	1011963	WCL	ECL
3	S GANDHI	90109745	30121960	WCL	CCL
4	R K CHOURASIA	90157454	27051961	NCL	CCL
5	AMITAV SEN	90180803	10011960	CMPDIL	CMPDIL
6	SUNIT SARAN	90180829	10121960	CCL	NCL
7	RAJIV NARAYAN	90180837	9091958	CCL	NCL
8	MAHESH PRASAD	90180811	1101959	CCL	NCL
9	ATUL KUMAR	90180886	11111961	CCL	NCL
10	RAJEEV RANJAN KUMAR	90180878	28121961	CCL	SECL
11	RANJAN KR MISHRA	90180852	12011961	CCL	WCL
12	ANIL KR SINGH	90180845	19011961	CCL	NCL
13	ARUP DUTTA CHOUDHURY	90192576	8021964	CCL	SECL
14	PRABHAS PD PRABHAKAR	90192600	1011963	CCL	WCL
15	KAJARI MULLICK	90096892	10011963	CMPDIL	CMPDIL
16	ANAND MOHAN SINGH	90095837	1011963	CMPDIL	CMPDIL
17	MRITUNJAY KUMAR	90157462	10021959	NCL	CCL
18	U P SINGH	90158064	8081962	NCL	CCL
19	ANIL KUMAR	90158056	4101962	NCL	ECL
20	RAVINDRA	90158049	4011963	NCL	ECL
21	D N MANDAL	90158072	5051963	NCL	ECL
22	A K SINGH	90158080	5101962	NCL	CCL
23	PRITHWIRAJ SINGH	90032509	2111959	ECL	NCL
24	MADANESHWAR JHA	90165820	9091959	CCL	WCL
25	NAVIN KUMAR SAHU	90031329	2011961	ECL	SECL
26	UMESH KANTH	90031824	3011960	ECL	CCL
27	BANKEY BEHARI SINGH	90031014	9111960	ECL	CCL
28	AMIT BIKRAM DOSTIDAR	90030933	14011960	ECL	WCL
29	RATAN KUMAR CHAKRABORTY	90031527	18031960	ECL	NCL



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30	UMESH KUMAR	90158437	3031962	NCL	CCL
31	SHIVESHWAR PRASAD	90096306	21071965	NCL	ECL
32	CM GAJBHIYE	90114422	2101963	WCL	CCL
33	RAMSANEHI AHIRWAR	90131780	1091962	SECL	ECL
34	V R VAMANKAR	90132168	17111964	SECL	CCL

## Discipline- Excavation

1	ATULYA SAXENA	90133976	11071963	SECL	MCL
2	SATISH KR YADAV	90166174	10101963	CCL	ECL
3	DINESH MISHRA	90133950	13011961	CCL	BCCL
4	RAMESH KR SINGH	90133869	7101963	SECL	CCL
5	BALRAM PAL	90133679	3011960	SECL	CCL
6	R S MAHATO	90133877	19081960	SECL	NCL
7	RAMESH KUMAR	90133505	5101960	SECL	NCL
8	U P BHATTACHARJEE	90133356	6021961	SECL	CCL
9	H C SRIVASTAVA	90133422	28021961	SECL	NCL
10	A K PATHAK	90086836	17051961	MCL	SECL
11	S K THAWAIT	90133638	15041964	SECL	NCL
12	CHITTARANJAN SHARMA	90178492	18111956	CCL	CCL
13	BISHWA BIJAY KUMAR	90178518	29041956	CCL	CCL
14	DEDIPIYA KUMAR	90178559	4041958	CCL	NCL
15	BABBAN PRASAD	90178674	10071959	CCL	SECL
16	SACHIDANAND PD SINHA	90178682	3101959	CCL	SECL
17	RAKESH KUMAR SINHA	90178690	15111959	CCL	NCL
18	SANJAY KUMAR SINHA	90178591	10011960	CCL	SECL
19	RAGHAVENDRA KUMAR	90178617	6111960	CCL	SECL
20	SHEO KUMAR TIWARI	90178716	25121960	CCL	SECL
21	SUNIL KUMAR MISHRA	90178625	3021961	CCL	CMPDIL
22	ATIUR RAHMAN	90153354	10111961	NCL	BCCL
23	AWADHESH KR ROY	90073263	10011962	BCCL	CCL
24	ANWAR HUSSAIN	90067208	10101959	BCCL	CCL
25	OM PRAKASH SINGH	90072661	5121961	BCCL	CCL
26	ANUJ KUMAR	90073883	30101959	CCL	BCCL
27	RAGHAB CHANDRA KUNDU	90151580	25091961	WCL	BCCL
28	RAM NATHAN SESHADRI	90195249	3041965	CIL	WCL
29	ANAND MURTI	90157215	21121965	NCL	WCL
30	N K SAXENA	90157256	13121964	NCL	SECL
31	DHIRENDRA SINGH	90157397	2011963	NCL	WCL
32	PRAVASH CHOUDHARY	90157314	16021964	NCL	CCL
33	A K JHA	90157322	3041961	NCL	CCL
34	RAM ISHWAR ROY	90157405	19011960	NCL	CCL
35	SIDDHESH KUMAR SINGH	90035205	30121962	ECL	CCL
36	JITENDER KUMAR	90158965	5091964	NCL	CCL
37	SHAIENDRA KUMAR	90121146	5021966	WCL	NCL



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Discipline- CIVIL					
1	ARUN KUMAR	90134917	24011962	SECL	MCL
2	N G BASAK	90134883	1111964	SECL	ECL
3	A K GHATAK	90085804	2011963	MCL	SECL
4	AJAY KUMAR	90096462	4011962	CMPDIL	CMPDIL
5	AJAY KR PATI	90096488	13101962	CMPDIL	CMPDIL
6	C RAJSEELAM	90118837	3011961	WCL	NCL
7	B MALAVIYA	90115296	17011961	WCL	MCL
8	A S RAJAN	90158924	6041960	NCL	SECL
9	NARENDRA NATH MALLICK	90034547	26061960	ECL	CCL
10	M SHIV KUMAR	90118852	26061962	MCL	SECL
11	A K BISWAS	90098278	1011962	CMPDIL	CMPDIL
12	M ASHOKAN	90085887	1121958	MCL	WCL
13	M K GANESAN	90085903	15051962	MCL	WCL
14	T JEEVAN	90135468	24051963	SECL	WCL
15	C D S SORATE	90135591	3011963	SECL	MCL
16	SL TORIYA	90135930	26101964	WCL	MCL
17	BHANU SINGH	90185653	5061966	CCL	SECL
Discipline- Coal Preparation					
1	ASHOK KR VERMA	90078932	14101959	BCCL	CCL
2	B C CHOUDHARY	90078320	1071960	BCCL	WCL
3	N K SURESH	90067364	1031962	WCL	BCCL
4	SUBRATA PAUL	90078361	24031962	BCCL	CCL
Discipline- Systems					
1	S C Swami	90122482	9011964	WCL	SECL
Discipline- Materials Management					
1	NAIDU G. LAXMAN	90101536	29051966	WCL	SECL
2	RAMPRAVESH SINGH	90117193	2011964	WCL	NCL
Discipline- Finance					
1	UTTAMJIT SINGH KALSI	90171745	13031957	CCL	CCL
2	BINOD KUMAR PANDEY	90183914	17071960	CCL	SECL
3	BISHWANATH GHATAK	90183930	7071956	CCL	CCL
4	MIRA SINHA VISWANATHAN	90195439	18051960	CIL	CMPDIL
5	T K MAJHI	90087941	28101958	MCL	WCL
6	J BEHERA	90081076	4061961	MCL	WCL
7	S K GUPTA	90137829	7101960	SECL	CMPDIL
8	SWAPAN KUMAR SENGUPTA	90184037	15061959	CCL	WCL
9	BIRENDRA NATH PARIA	90066754	1011958	BCCL	BCCL
10	SUMITA ROY	90184102	7101958	CCL	MCL
11	GAUTAM SARKAR	90184011	11021961	CCL	CCL
12	K NATARAJAN	90119090	28081959	WCL	MCL
13	R N JAIN	90116435	1011960	WCL	CCL



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Discipline- Personnel					
1	A C KAUSHIK	90110180	15071963	WCL	NCL
2	S R TUPPERWAR	90110453	11101958	WCL	BCCL
3	B T KATARE	90116047	18061959	WCL	ECL
4	AMRIT TAPNO	90041930	19081962	ECL	CCL
5	PLACIDUS KARKETTA	90183542	1011961	CCL	ECL
6	FREDRIC R TOPPO	90185026	10081956	CCL	CCL
7	C K TAYADE	90116021	1061961	WCL	BCCL
8	S VENKITASWARALU	90048364	1031962	ECL	WCL
9	SIRAJ ANWAR	90042219	2081956	ECL	ECL
10	A C SINHA	90065913	28021964	BCCL	WCL
11	M K SINGH	90065764	10071962	BCCL	WCL
12	SYED SOHAIL HASSAN	90099565	5011963	NCL	WCL
Discipline- Secretarial					
1	S C MUKHERJEE	90095332	1021957	CMPDIL	CMPDIL
Discipline- Medical Specialist					
1	DR K VENKAT RAO	90123381	13011959	WCL	SECL
2	DR A K BEHERA	90088725	27051962	MCL	SECL
3	DR D K SHARMA	90088311	28071962	MCL	SECL
Discipline- GDMO with HAT					
1	DR LEELA PRASAD	90185000	6031959	CCL	MCL
2	DR ANJANA SAHOO	90184797	16011962	BCCL	MCL

As mentioned earlier, the promotion of the above executives will be effective on and from the date they assume the charge of higher post in the transferred company. On promotion to higher grade, the executive concerned will report to the Chairman-cum-Managing Director of the Subsidiary Company for further assignments.

The executive has to join the promoted post within three months from the date of issue or order. If the concerned executive does not join the company where transferred on promotion within 3 months, he will automatically stand released and no payment of salary will be made in the present company after expiry of 3 months period.

This issues with the approval of the Competent Authority.

  
(BIJAY SWAROOP)  
General Manager(Personnel)

**Distribution:**

1. Chairman-cum-Managing Director, BCCL/CCL/ECL/WCL/CMPDIL/SECL/NCL/MCL.
2. Director(P&IR)/(Tech.)/Marketing/Finance, CIL, Kolkata.
3. Director(P)/(T)/(F), BCCL/CCL/ECL/WCL/SECL/NCL/MCL.
4. Director(T/ES), CMPDIL, Ranchi.
5. Chief Vigilance Officer, CIL, Kolkata.
6. CGM/TS to Chairman, CIL, Kolkata.
7. GM(ICT), CMPDIL / GM(P/PC), CIL.
8. GM(P/EE)/HOD(EE), BCCL/CCL/ECL/WCL/CMPDIL/SECL/NCL/MCL/CMPDIL.
9. GM(System), CIL - with a request to upload the order on CIL website under 'Career' head.





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11. GM(ICT), CMPDIL, Ranchi.
12. TS to Director(P&IR), CIL.
13. Executive concerned – through respective CMDs
14. Sr.Manager(Pers) C-5A(iv), CIL.
15. Sr.Manager(Finance/Estb) CIL.
16. Sr.Manager(P) PAR Cell.
17. Chief Manager(Sectl.) to Dir.(Mktg.),CIL / Manager (Sectl.) to Dir.(Tech.) CIL.
18. Asst. Manager(Sectl.) to Chairman,CIL /Dir.(P&IR), CIL / Dir.(Fin.), CIL.
19. Asst.Manager(P/EE) Nodal Officer, CIL Kolkata
20. Personnel File/ Guard File 