



COAL INDIA LIMITED
(A GOVT. OF INDIA ENTERPRISES-A NAVRATNA COMPANY)
"COAL BHAWAN"
10, NETAJI SUBHAS ROAD, KOLKATA 700001
PHONE NO - 033 2248 8099 / 22424641 GRAM - COAL INDIA
FAX - 033 22100833/22310578, E-MAIL cil_rectt@yahoo.com
WEBSITE - www.coalindia.in

No.CIL:C5A(i):50254:Dip.Holder:Excavation: 640

Dated: 12th April 2011

/OFFICE ORDER/

In terms of decision taken in 255th meeting of the Coal India Limited Board of Directors and the recommendation of the Committee, the following employee working as Foreman Incharge (Excavation) in TS Grade-A is hereby upgraded to the post of E1 Grade and designated as **Subordinate Engineer (Excavation)** in the scale of pay of Rs.16400-40500/- and other allowances as admissible to the employees of executive cadre on the following terms and conditions:



SL NO	COMP	EMPNO	EMPLOYEE NAME	BIRTHDT	New UM number
1	CCL	12140448	Sri Binay Kumar Choudhary	11-March-56	90266610

- (i) On upgradation, the employee shall be on probation for a period of one year at the first instance. In case his services are not found satisfactory during the probation or extended probation period, as the case may be, he may be reverted to the non-executive post held by him before such upgradation.
- (ii) The upgradation of above employee is **one-time arrangement and the post of E1 grade shall be personal to the employee concerned i.e** on cessation of employment in respect of upgraded employees for any reason whatsoever, the post in executive cadre shall cease to operate and will be reverted to Non Executive cadre.
- (iii) The service conditions of the **upgraded employees shall be governed by the Provisions of Conduct, Discipline & Appeal Rules,1978** (as amended) of CIL and all other rules applicable to executives of CIL
- (iv) The upgraded employees shall be retained in their existing company.
- (v) The upgradation will be effective on and from the date he assumes charge in E1 Grade.
- (vi) For further promotion to E2 grade, **such upgraded employees shall have to get selected through the non-executive to executive cadre selection as per Cadre Scheme of relevant discipline and norms/ policy in this regard.**
- (vii) The upgraded employee **shall be required to perform the existing job of T&S Grade-A/A-1 in addition to the job assigned to him in E1 Grade.**
- (viii) The candidate is required to give an undertaking (as per enclosed proforma) in acceptance of the aforesaid terms & conditions.

Seem

This upgradation is subject to the final result of **W.P. No.10335/ 2010** pending before Hon'ble High Court of Orissa / any other W.P. pending before Hon'ble Court(s)

This issues with the approval of Competent Authority.


(H Kujur)
General Manager (Personnel)


Distribution:-

Director (P)-CCL -With a request to ensure that : (i) **letter of upgradation** of the individual employee be issued only after being satisfied that the employee concerned has **fulfilled all the eligibility norms laid** down for the purpose of upgradation in E1 grade i.e.deemed date of entry in T&S Grade A/A1,qualification,vc,dc, SC etc (ii) equal no.of **posts in T&S Grade-A/A1 be surrendered in respective discipline** (iii) undertaking from the employee concerned **in acceptance of the terms & conditions be obtained.**

Copy to:-

1. CMD- CCL
2. GM- EE- CCL
3. CGM (MP&IR)-CIL
4. TS to Chairman CIL Kolkata
5. TS to Director (P&IR)/ Director(Technical)/Director(Marketing)/Director(Finance) CIL Kolkata
6. GM(Systems) CIL
7. GM- CIL Centralised Cell CMPDI Ranchi
8. Sr ES to GM(P)-CIL

TERMS & CONDITIONS OF UPGRADATION FROM NON-EXECUTIVE CADRE TO EXECUTIVE GRADE- E1 AS ONE-TIME ARRANGEMENT

- (i) The upgradation to E1 grade is **one-time arrangement and post is personal to the employee concerned**
- (ii) The employees so upgraded shall be on probation for a period of one year at first instance. In case their services are not found satisfactory during the probation or extended probation period, they may be reverted to their non-executive post held by them prior to upgradation.
- (iii) The service conditions of the upgraded employees shall be governed by the Provisions of Conduct, Discipline & Appeal Rules, 1978, CIL (as amended) and all other rules applicable to executives of CIL.
- (iv) The upgraded employees shall be retained in their existing company.
- (v) The upgradation will be effective on and from the date they assume charge in E1 Grade.
- (vi) For further promotion to E2 grade, such upgraded employees shall have to get selected through the non-executive to executive cadre selection as per Cadre Scheme of relevant discipline and norms/ policy in this regard.
- (vii) The upgraded employees shall be required to perform their existing job of T&S Grade-A/A-1 in addition to the job assigned to them in E1 Grade
- (viii) This upgradation is subject to the final result of **W.P. No.10335/ 2010** pending before Hon'ble High Court of Orissa / any other W.P. pending before Hon'ble Court(s)

I have read and understood the above terms & conditions for my upgradation from non-executive to executive cadre in E1 Grade and accept the same.

.....
(Signature)

Date:

Name

Designation

Place:

NEIS No.

New UM NO.



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WEBSITE - www.coalindia.in

No.CIL:C5A(i):50254:Dip.Holder:Excavation: 641

Dated: 12th April 2011

/OFFICE ORDER/

In terms of decision taken in 255th meeting of the Coal India Limited Board of Directors and the recommendation of the Committee, the following employee working as Foreman Incharge (E & M) in TS Grade-A1 is hereby upgraded to the post of E1 Grade and designated as **Subordinate Engineer(E&M)** in the scale of pay of Rs.16400-40500/- and other allowances as admissible to the employees of executive cadre on the following terms and conditions:

SL NO	COMP	EMPNO	EMPLOYEE NAME	BIRTHDT	New UM number
1	CCL	12153573	Sri Rama Kant Mishra	02-Aug-51	90266628

- (i) On upgradation, the employee shall be on probation for a period of one year at the first instance. In case his services are not found satisfactory during the probation or extended probation period, as the case may be, he may be reverted to the non-executive post held by him before such upgradation.
- (ii) The upgradation of above employee is **one-time arrangement and the post of E1 grade shall be personal to the employee concerned i.e** on cessation of employment in respect of upgraded employees for any reason whatsoever, the post in executive cadre shall cease to operate and will be reverted to Non Executive cadre.
- (iii) The service conditions of the **upgraded employees shall be governed by the Provisions of Conduct, Discipline & Appeal Rules,1978(as amended)** of CIL and all other rules applicable to executives of CIL
- (iv) The upgraded employees shall be retained in their existing company.
- (v) The upgradation will be effective on and from the date he assumes charge in E1 Grade.
- (vi) For further promotion to E2 grade, **such upgraded employees shall have to get selected through the non-executive to executive cadre selection as per Cadre Scheme of relevant discipline and norms/ policy in this regard.**
- (vii) The upgraded employee **shall be required to perform the existing job of T&S Grade-A/A-1 in addition to the job assigned to him in E1 Grade.**
- (viii) The candidate is required to give an undertaking (as per enclosed proforma) in acceptance of the aforesaid terms & conditions.

[Handwritten signature]

This upgradation is subject to the final result of **W.P. No.10335/ 2010** pending before Hon'ble High Court of Orissa / any other W.P. pending before Hon'ble Court(s)

This issues with the approval of Competent Authority.


12.1.14

(H Kujur)

General Manager (Personnel)



Distribution:-

Director (P)-CCL -With a request to ensure that : (i) **letter of upgradation** of the individual employee be issued only after being satisfied that the employee concerned has **fulfilled all the eligibility norms laid** down for the purpose of upgradation in E1 grade i.e.deemed date of entry in T&S Grade A/A1,qualification,vc,dc, SC etc (ii) equal no.of **posts in T&S Grade-A/A1 be surrendered in respective discipline** (iii) undertaking from the employee concerned **in acceptance of the terms & conditions be obtained.**

Copy to:-

1. CMD- CCL
2. GM- EE- CCL
3. CGM (MP&IR)-CIL
4. TS to Chairman CIL Kolkata
5. TS to Director (P&IR)/ Director(Technical)/Director(Marketing)/Director(Finance) CIL Kolkata
6. GM(Systems) CIL
7. GM- CIL Centralised Cell CMPDI Ranchi
8. Sr ES to GM(P)-CIL

**TERMS & CONDITIONS OF UPGRADATION FROM NON-EXECUTIVE CADRE
TO EXECUTIVE GRADE- E1 AS ONE-TIME ARRANGEMENT**

- (i) The upgradation to E1 grade is **one-time arrangement and post is personal to the employee concerned**
- (ii) The employees so upgraded shall be on probation for a period of one year at first instance. In case their services are not found satisfactory during the probation or extended probation period, they may be reverted to their non-executive post held by them prior to upgradation.
- (iii) The service conditions of the upgraded employees shall be governed by the Provisions of Conduct, Discipline & Appeal Rules, 1978, CIL (as amended) and all other rules applicable to executives of CIL.
- (iv) The upgraded employees shall be retained in their existing company.
- (v) The upgradation will be effective on and from the date they assume charge in E1 Grade.
- (vi) For further promotion to E2 grade, such upgraded employees shall have to get selected through the non-executive to executive cadre selection as per Cadre Scheme of relevant discipline and norms/ policy in this regard.
- (vii) The upgraded employees shall be required to perform their existing job of T&S Grade-A/A-1 in addition to the job assigned to them in E1 Grade
- (viii) This upgradation is subject to the final result of **W.P. No.10335/ 2010** pending before Hon'ble High Court of Orissa / any other W.P. pending before Hon'ble Court(s)

I have read and understood the above terms & conditions for my upgradation from non-executive to executive cadre in E1 Grade and accept the same.

.....
(Signature)

Date:

Name

Designation

Place:

NEIS No.

New UM NO.



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No.CIL:C5A(i):50254:Dip.Holder:Civil: 642

Dated: 12th April 2011

/OFFICE ORDER/

In terms of decision taken in 255th meeting of the Coal India Limited Board of Directors and the recommendation of the Committee, the following employee working as Engg.Asstt.(Civil) in TS Grade-A/A-1 is hereby upgraded to the post of E1 Grade and designated as **Subordinate Engineer(Civil)** in the scale of pay of Rs.16400-40500/- and other allowances as admissible to the employees of executive cadre on the following terms and conditions:



SL NO	COMP	EMPNO	EMPLOYEE NAME	BIRTHDT	New UM number
1	CIL	41904046	Sri Tapan Kumar Bhoumik	31-Mar-52	90266602
2	CCL	12037461	Sri Ram Binay Singh	18-Nov-51	90266644

- (i) On upgradation, the employee shall be on probation for a period of one year at the first instance. In case his services are not found satisfactory during the probation or extended probation period, as the case may be, he may be reverted to the non-executive post held by him before such upgradation.
- (ii) The upgradation of above employee is **one-time arrangement and the post of E1 grade shall be personal to the employee concerned i.e** on cessation of employment in respect of upgraded employees for any reason whatsoever, the post in executive cadre shall cease to operate and will be reverted to Non Executive cadre.
- (iii) The service conditions of the **upgraded employees shall be governed by the Provisions of Conduct, Discipline & Appeal Rules,1978** (as amended) of CIL and all other rules applicable to executives of CIL.
- (iv) The upgraded employees shall be retained in their existing company.
- (v) The upgradation will be effective on and from the date he assumes charge in E1 Grade.
- (vi) For further promotion to E2 grade, such upgraded employees shall have to get selected through the non-executive to executive cadre selection as per Cadre Scheme of relevant discipline and norms/ policy in this regard.
- (vii) The upgraded employee shall be required to perform the existing job of T&S Grade-A/A-1 in addition to the job assigned to him in E1 Grade.
- (viii) The candidate is required to give an undertaking (as per enclosed proforma) in acceptance of the aforesaid terms & conditions.

[Handwritten signature]

This upgradation is subject to the final result of **W.P. No.10335/ 2010** pending before Hon'ble High Court of Orissa / any other W.P. pending before Hon'ble Court(s)

This issues with the approval of Competent Authority.


(H Kujur)
General Manager (Personnel)


Distribution:-

**Director (P)-CCL
CGM (MP&IR)-CIL**

: With a request to ensure that (i) letter of upgradation of the individual employee :- be issued only after being satisfied that the employee concerned has fulfilled all the eligibility norms laid down for the purpose of upgradation in E1 grade i.e.deemed date of entry in T&S Grade A/A1,qualification,vc,dc, SC etc (ii) equal no.of posts in T&S Grade-A/A1 be surrendered in respective discipline (iii) undertaking from the employee concerned in acceptance of the terms & conditions be obtained.

Copy to:-

1. Director (P&IR)/ Director(Technical)/Director(Marketing)/Director(Finance) CIL Kolkata
2. CMD-CCL
3. Director (T)/ Director (F) CCL
4. TS to Chairman CIL Kolkata
5. GM (EE) – CCL
6. GM(Systems) CIL
7. GM- CIL Centralised Cell CMPDI Ranchi
8. Chief Manager (Pers / EE)- CIL
9. Sr ES to GM(P)-CIL

**TERMS & CONDITIONS OF UPGRADATION FROM NON-EXECUTIVE CADRE
TO EXECUTIVE GRADE- E1 AS ONE-TIME ARRANGEMENT**

- (i) The upgradation to E1 grade is **one-time arrangement and post is personal to the employee concerned**
- (ii) The employees so upgraded shall be on probation for a period of one year at first instance. In case their services are not found satisfactory during the probation or extended probation period, they may be reverted to their non-executive post held by them prior to upgradation.
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- (iv) The upgraded employees shall be retained in their existing company.
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- (vi) For further promotion to E2 grade, such upgraded employees shall have to get selected through the non-executive to executive cadre selection as per Cadre Scheme of relevant discipline and norms/ policy in this regard.
- (vii) The upgraded employees shall be required to perform their existing job of T&S Grade-A/A-1 in addition to the job assigned to them in E1 Grade
- (viii) This upgradation is subject to the final result of **W.P. No.10335/ 2010** pending before Hon'ble High Court of Orissa / any other W.P. pending before Hon'ble Court(s)

I have read and understood the above terms & conditions for my upgradation from non-executive to executive cadre in E1 Grade and accept the same.

.....
(Signature)

Date: _____ Name _____
Place: _____ Designation _____
NEIS No. _____
New UM NO. _____



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No.CIL:C5A(i):50254:Dip.Holder:Mining: 643

Dated: 12th April 2011

/OFFICE ORDER/

In terms of decision taken in 255th meeting of the Coal India Limited Board of Directors and the recommendation of the Committee, the following employee working as Sr Overman is hereby upgraded to the post of E1 Grade and designated as **Subordinate Engineer(Mining)** in the scale of pay of Rs.16400-40500/- and other allowances as admissible to the employees of executive cadre on the following terms and conditions:

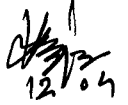
SL NO	COMP	EMPNO	EMPLOYEE NAME	BIRTHDT	New UM number
1	SECL	4014	Sri B. Behra	21-July-61	90266636

- (i) On upgradation, the employee shall be on probation for a period of one year at the first instance. In case his services are not found satisfactory during the probation or extended probation period, as the case may be, he may be reverted to the non-executive post held by him before such upgradation.
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This issues with the approval of Competent Authority.


12.10.14

(H Kujur)

General Manager (Personnel)



Distribution:-

Director (P)-SECL -With a request to ensure that : (i) letter of upgradation of the individual employee be issued only after being satisfied that the employee concerned has fulfilled all the eligibility norms laid down for the purpose of upgradation in E1 grade i.e.deemed date of entry in T&S Grade A/A1,qualification,vc,dc, SC etc (ii) equal no.of posts in T&S Grade-A/A1 be surrendered in respective discipline (iii) undertaking from the employee concerned in acceptance of the terms & conditions be obtained.

Copy to:-

1. CMD- SECL
2. Dy GM- EE- SECL
3. CGM (MP&IR)-CIL
4. TS to Chairman CIL Kolkata
5. TS to Director (P&IR)/ Director(Technical)/Director(Marketing)/Director(Finance) CIL Kolkata
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7. GM- CIL Centralised Cell CMPDI Ranchi
8. Sr ES to GM(P)-CIL

**TERMS & CONDITIONS OF UPGRADATION FROM NON-EXECUTIVE CADRE
TO EXECUTIVE GRADE- E1 AS ONE-TIME ARRANGEMENT**

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I have read and understood the above terms & conditions for my upgradation from non-executive to executive cadre in E1 Grade and accept the same.

.....
(Signature)

Date:

Name

Place:

Designation

NEIS No.

New UM NO.