



# वेस्टर्न कोलफील्ड्स लिमिटेड

## Western Coalfields Limited

(मिनीरत्न कंपनी) (A Miniratna Company)  
(कोल इंडिया लि. की अनुषंगी कंपनी) (A Subsidiary of Coal India Limited)



एक कदम स्वच्छता की ओर

Department of Personnel

☎/FAX: 0712 -2512352

🌐 www.westerncoal.nic.in

Email : gmee.wcl@coalindia.in

CIN : U10100MH1975GOI018626

ISO 9001:2015 Certified

पंजी.का.:कोयला विहार, सिविल लाइन्स, नागपुर (महाराष्ट्र) - 440001 Regd. Off.: Coal Estate, Civil Lines, Nagpur (MS) - 440001

संदर्भ.संख्या.: WCL/PER/EE/1510

दिनांक: 04<sup>th</sup> May '21

### आदेश

The following Chief Managers(Mining) of E7 grade who have been promoted to the post of General Manager(Mining) in E8 grade in the scale of pay Rs.1,20,000 — Rs.2,80,000/- and transferred to the subsidiaries as indicated against their names vide CIL's Order No. CIL/C-5A(V)/DPC/E7 to E8-19/Min.2019/B-258 dated 20-04-2021 issued by the General Manager(Per), CIL, are hereby released from WCL w.e.f the date as mentioned against each:

Sl. No.	EISNo	Empnam	Discp	Area	Transferred to	Released w.e.f (AN)
1	90120254	Sandeep S Paranjpe	Mining	HQ-L&R	SECL	01-06-2021
2	90028366	Arun Chandra Haldar	Mining	Ballarpur	SECL	01-06-2021
3	90127465	M P Darger	Mining	Nagpur	MCL	15-05-2021
4	90101197	I V Hanumantrao	Mining	HQ-CMC	CCL	15-05-2021
5	90159633	D Prasad	Mining	Chandrapur	CCL	01-06-2021
6	90127499	Niranjan Senapati	Mining	Pench	CCL	15-05-2021
7	90130014	Dinesh Kr Gupta	Mining	HQ-Prod	CCL	15-05-2021
8	90127861	R K Kashaliwal	Mining	Kanhan	SECL	01-06-2021

The above mentioned executives are advised to report to the Chairman-cum-Managing Director of respective subsidiaries for further assignments in their promoted grade.

The terms and condition of promotion will be as mentioned in CIL's Order No.B-258 dated 20-04-2021.

The executive must fix KPIs and targets in Online PAR within a period of 15 days of assuming the charge of promoted post. This issues with approval of the Competent Authority.

(आर जी गेडाम)

महाप्रबंधक(कार्मिक)/ ईई

### वितरण:

1. Executive Concerned. (Through: The AGM/ The Head)(Along with copy of Order No.B-258 dt.20-04-2021).
2. The Area General Manager, WCL, Nagpur/ Pench/ Kanhan/ Chandrapur/ Ballarpur Area.
3. The Head, L&R/ CMC/ Prod Deptt., WCL HQ.
4. The Chairman-cum-Managing Director, CCL/ MCL/ SECL.
5. The General Manager(Per)/ EE, CCL/ MCL/ SECL.
6. The General Manager(Per), CIL, Kolkata.
7. The General Manager(Min)-(CA)/ TS to D(P)/ D(T)Op/ D(T)P&P/ D(F), WCL HQ.
8. The General Manager (System), WCL HQ - with a request to upload in WCL's website.
9. The General Manager(Fin)l/c / General Manager (Per)-(HRD), WCL HQ.
10. The Dy.Manager(Sectl) to CMD/ D(P)/ D(T)Op/ D(T)P&P/ D(F)/ CVO, WCL HQ.
11. CR Cell/ Personal File.

कोल इण्डिया लिमिटेड

(भारत सरकार का उपक्रम)

COAL INDIA LIMITED

(A Govt. of India Enterprise)

कोल भवन "COAL BHAWAN"

PREMISE NO: 04, MAR, PLOT NO: AF-III

ACTION AREA-1A, NEW TOWN, RAJHARHAT

KOLKATA-700156 (WB)



एक महारत्न कंपनी

A Maharatna Company

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

PERSONNEL DIVISION

POLICY CELL

CIN:L23109WB1973GOI028844

E-MAIL: policycell.cil@coalindia.in

TEL: 033-7110 4271

WEBSITE: www.coalindia.in

संदर्भ सं: CIL/C5A (PC)/PMS/624

दिनांक: 23.04.2021

### कार्यालय ज्ञापन

**विषय: Change in modalities/procedure for calculation of average score during authorized leave for the purpose of promotion in PMS Manual**

The Competent Authority of CIL has approved the following changes in modalities/procedure for calculation of average score during authorized leave for the purpose of promotion as envisaged in PMS Manual:

PMS Manual	Existing Provision	Modified Provision
FAQ No. 27	<p>What happens when the Appraisee is on Authorized Leave?</p> <p>If the duration of the Authorized leave is more than 9 (Nine) months during the assessment year, the executive will not be eligible for PRIDE review. The rating of the executive for the assessment year, in such case, will be equivalent to the average rating of the previous 3 (Three) years immediately preceding the assessment year.</p> <p>This will only be for promotion purpose; the executive will not be entitled for PRP for the assessment year.</p>	<p>What happens when the Appraisee is on Authorized Leave?</p> <p>In cases other than Study leave, where the duration of continuous authorized leave is more than 9 (Nine) months, the Executive will not be eligible for PRIDE review. The rating of the Executive for that assessment year, in such cases, will be taken as equivalent of the average rating of the previous (3) years or less (if not available for 3 years) immediately preceding the assessment year and the said rating will be frozen and remain valid till the completion of leave period. However, such assessed average rating in subsequent year(s) shall be applicable only if the duration of leave in that assessment year as well is more than 9 months. For such purpose, the period of leave should be continuous and spells of leave are not to be added.</p> <p>In case of Study leave, the average rating of the previous (3) years or less (if not available for 3 years), immediately preceding the assessment year, will be considered from the year of commencement of study leave, irrespective of the duration of leave period in that assessment year, if PRIDE score is not available. The said rating will be frozen and remain valid till completion of the study leave period.</p>

	On joining back from leave in a year, if the period of leave in that assessment year is less than 9 months, the actual PRIDE score may be considered.
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The said modification shall be implemented with prospective effect and as such, previous cases of DPCs will not be reopened.

This is for information and compliance by all concerned.

*(Handwritten Signature)*  
23/4/21  
(नीला प्रसाद)

महाप्रबंधक (का./ नीति)

वेस्टर्न कोलफील्ड्स लिमिटेड  
कार्मिक विभाग, कोल इस्टेट, सिविल लाईन, नागपुर- 440001.

संदर्भ. संख्या.: WCL/PER/CRC/PRIDE/1489

दिनांक: 04.05.21

With reference to CIL's Letter No.CIL/C5A(PC)/PMS/624 dated 23-04-2021 issued by the General Manager(Per)/Rectt/ PC, CIL, Kolkata, forwarded for information to:

1. The Area General Manager, WCL, All Areas.
2. The Head, All Departments, WCL HQ.
3. The General Manager (Min)/(CA)/ TS to D(P)/ D(T)Op/ D(T)P&P/ D(F), WCL HQ.
4. The General Manager (System), WCL HQ- with a request to upload in WCL's website.
5. The Dy.Manager(Secttl) to CMD/ D(P)/ D(T)Op/ D(T)P&P/ D(F)/ CVO, WCL HQ.

*(Handwritten Signature)*  
(आर जी गेडाम)  
महाप्रबंधक(कार्मिक)/ ईई