


**कोल इण्डिया लिमिटेड**
**Coal India Limited**

भारत सरकार का उपक्रम

A Government of India Undertaking

एक महारत्न कंपनी A Maharatna Company

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### General

- Consolidated Procurement Projection of Equipment for 5 years **NEW**
- Revision of Monthly Monetary Compensation in lieu of employment to female dependent of Executive Cadre Employees **NEW**
- Guidelines for Departmental Inquiries through Video Conference - OM No. CIL/C5A(PC)/CDA/479 dated 18.09.2020 **NEW**
- Uploading in CIL website-list of retired non executive who paid additional contribution for opting CPRMS-NE Modified scheme **NEW**
- Security Deposit against Service Bond in respect of Management Trainees **NEW**
- Amendment in the composition of Departmental Promotion Committee (DPC) for promotion from E7 to E8 grade **NEW**
- Annuity Scheme, CIL, 2020 **NEW**
- ADOPTION OF CODE COAL FOR UNIFORM SYSTEM OF MAINTENANCE, CONTROL, VERIFICATION OF MINES STOCK AND MEASUREMENT, VERIFICATION OF OVER BURDEN REMOVAL IN ALL MINES OF COAL INDIA LIMITED - (REVISION 2020) **NEW**
- Payment of Exgratia amount to the dependent of employees dying out of COVID-19 **NEW**
- Guidelines for preferring appeals against orders of courts **NEW**
- Letter No.758 dated 17.07.2020 - Selection for the post of HoD, IICM, Ranchi. **NEW**
- Sponsorship Scheme for one year Post Graduate Course in Indian Institute of Management, Ahmedabad, Bangalore, Calcutta, Lucknow and Indore **NEW**
- Enhancement of Faculty Honorarium. Ref. No. CIL/HRD/Faculty Hon./2020-21/14702 Dt. 25/06/2020. **NEW**
- Grant of NoC to Executives for Outside employment & appearing in various examinations **NEW**
- Contributory Post Retirement Medicare Scheme for Non Executives of CIL and SCCL (Modified) **NEW**
- Operational Period of CPRMS-NE (2014) **NEW**
- Frequently Asked Questions (FAQs) of CPRMS-NE (Modified) **NEW**
- Payment of SPRA to the Piece Rates (PR) employees working in MP, Chhattisgarh, Maharashtra and Assam as per Clause 3.11.2 of "10th Wage Agreement for CIL and SCCL" **NEW**
- Pending cases of anomaly pertaining to previous wage agreements **NEW**
- CIL Executive Role Profile of Unique Positions - CIL OM No. CIL/C5A(PC)/Role Profile/406 dated 30.03.2020 **NEW**
- CIL Executive Learning & Development Policy - OM No. CIL/C5A(PC)/ L&D/400 dated 20.03.2020 **NEW**
- CIL Talent Management Policy - OM No. CIL/C5A(PC)/Talent Mgmt/399 dated 20.03.2020 **NEW**
- OPD and Indoor Medical Treatment facility to Contractors' Workers in Company's Hospital/Dispensary **NEW**
- Decision Taken in the meeting of Public Health response to Novel Coronavirus (COVID-2019) outbreak **NEW**
- CIL Executive Communication Policy - OM No. CIL/C5A(PC)/Communication/372 dated 17.02.2020 **NEW**
- Notification for CS Practical Training **NEW**
- Policy for Empanelment of Advocates **NEW**
- Information regarding Standard Operating Procedure for Legal Opinion
- Office Order regarding enhancement of Ex-gratia amount for fatal Coal Mines Accidents
- Coal Mines Provident Fund Nominations Form A

- Amendments in CIL's Policy for availing the services of retired CMDs/ Directors/ Sr.level Executives, etc. as full time/ part time Advisors
- Amendments in the Scheme for imparting practical training to Final Qualified Students of the Institute of Company Secretaries of India (ICSI)
- Methodology for payment of PRP under 2017 Pay Revision - OM No. CIL/C5A(PC)/PRP 2017/280 dated 18.10.2019
- Compliance of Order of the Hon'ble Supreme Court dated 26.04.2019 in WP (C) 1337/2018 in Anuj Goyal vs UOI
- Grievance Redressal Officer for CIL HQ & its Establishments as per RPwD Act, 2016
- Sexual harassment of women at workplace act, 2013
- CIL Equal Opportunity Policy - CIL/C5A(PC)/Equal Opportunity/83 dated 25.03.2019
- Income Tax liability on "Non-monetary perquisite" regarding Company owned accommodation provided to Executives under CIL Executive Pay Revision 2017
- Notice for online filling and submission of 10E for the purpose of claiming relief under section 89(1) of the Income Tax Act 1961 against contribution of CIL Executive Defined Contribution Pension Scheme-2007
- Executive Defined Contribution Pension Scheme - 2007
- Systemic improvement in tendering-Cases of foreclosing and retendering
- Letter No.805 dated 19/20.12.2018 - Report of the Committee on Horizontal movement of Mining executives from Second class to First Class channel.
- Office Order of Joint Committee
- Implementation of Online Human Resource Management System
- Cancellation of Work Order for Comprehensive AMC of IP Based Multi-Point Video Conferencing System installed at CIL, HQ, All Subsidiary Headquarters, Scope Complex, New Delhi & Ministry of Coal, New Delhi for a period of 3 years
- Corrigendum No.B-794 dated 13.12.2018 - Regarding scale of pay & notional seniority on promotion.
- CIL's letter No. 2341 dated 10.12.18
- Office Order No.1389 dated: 6-Dec-18 - Implementation of order of Hon'ble High Court, Calcutta in WP No.1064 of 2015 and APO 368 of 2017 -Shri.RS Wadhai & Ors Vs CIL & Ors
- Letter No.2217 dated 22.11.2018 - Preference of posting(Maximum 03 companies) from Executives of all grades (except Medical Discipline)
- Debarment Notice of M/s. Shiva Industrial Security Agency (Gujarat) Limited from participating in future tenders with Coal India Limited, Kolkata for a period of 3 Years
- Requirement of executives of E4 to E6 grade of all discipline at Vigilance Division of Coal India Limited (HQ), Kolkata.
- Debarring M/s Neat N Clean and its partners (Smt. Nidhi Paul, Shri Surajit Basu, and Shri Abir Kundu) from participating in future tenders with Coal India Limited, Kolkata for a period of 12 (twelve) months
- Internal Complaints Committee under Section 4(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013
- Arrear payable for Executives 2018
- Notification for Engagement of full time Advisor (Land Revenue and Estate) in ECL on Contract Basis as per CIL's Policy
- Order No.B-599 dated 10.08.2018 - Entrustment of additional charge of the post of CVO, Northern Coalfields Limited to Shri A.K. Srivastava, IFOS, CCL
- Pay Revision of Board Level and Below Board Level Executives of CIL and its Subsidiary Companies w.e.f. 01.01.2017 OM No.2972 dt 08.08.2018
- Order Nos. B-526 & 527 Dated: 17.07.2018
- Code of Internal Procedures and Conduct for Prevention of Insider Trading In Dealing with Securities of Coal India Limited
- Order Nos. B-496 & B-497 dated 29.06.2018 - Additional charge of the post of Director (Technical), ECL
- Contribution towards Coal Mines Pension (Amendment) Scheme, 2018 - OM No. CIL/C5A(PC)/CMPS/2897 dated 23.06.2018
- Order Nos.B-467, 468 & 471 dtd 18.06.2018 - Board Level Appointments
- CIL's Policy for availing the services of retired CMDs/Directors/Sr.level Executives, etc. as Full time/ Part time Advisors (including all amendments upto 17.03.2018)
- Revised maximum ceiling limit of Gratuity as per Payment of Gratuity (Amendment) Act, 2018 (No. 12 of 2018)
- List of Empanelled Hotels with Coal India Ltd. for the Period 01.01.2018 to 31.12.2018 at Kolkata
- Guidelines for transfer on promotion / appointment from Non-executive Cadre to Executive Cadre from one subsidiary to another
- Code of Internal Procedures and Conduct For Prevention Of Insider Trading In Dealing With Securities of Coal India Limited
- CDA Rules - 1978 Amended upto July 2006
- Amendments in CIL House Building Advance Rules
- CIL Furniture and Household Goods Purchase Scheme

- Amendments in the CIL's Policy for availing the services of retired CMDs/ Directors/ Sr. level Executives, etc. as full time/ part time advisors
- 360th Meeting of Board of Directors of Coal India Limited
- Circular No.B-133 dated 05.03.2018 - Selection for appointment on deputation to the post of Director (Technical) in the O/o Nominated Authority in Ministry of Coal
- Code of Internal Procedures and Conduct For Prevention Of Insider Trading In Dealing With Securities of Coal India Limited
- Role Profile of Unique Positions in CIL & Subsidiaries
- Office Memorandum No.CIL:XI(D):04014:2018 Dated: 01.02.2018
- Code of Internal Procedures and Conduct For Prevention Of Insider Trading In Dealing With Securities of Coal India Limited
- Part-2 of Compendium of Implementation Instructions, Rules and Guidelines
- Part-1 of Compendium of Implementation Instructions, Rules and Guidelines
- OM No.B-11 dated 01/02.01.2018 - Declaration of immovable property under CDA Rules by 31.Jan.2018
- CMPF/ FP deduction on Leave Encashment of on-roll and retired Employees - OM No. CIL/C5A(PC)/CMPF/2451 dated 30.11.2017
- Revised Wages/Salary & Implementation Instruction regarding 10th Wage Agreement of CIL
- Code of Internal Procedures and Conduct For Prevention Of Insider Trading In Dealing With Securities of Coal India Limited
- Mid-Year Performance Feedback under PMS 2017-18
- Amendment in Coal India Executives' Conduct, Discipline and Appeal Rules 1978 - CIL/C5A(PC)/CDA/2275 dated 07.09.2017
- Norms for determining Inter-disciplinary Inter-se Seniority of Executives
- Code of Internal Procedures and Conduct For Prevention Of Insider Trading In Dealing With Securities of Coal India Limited
- Group Gratuity Scheme for CIL(HQ)
- Requirement of chief Finance Officer in HURL at New Delhi
- Inviting application for the post of "Managing Director & Chief Executive Officer (MD & CEO)" ICVL- Mozambique on deputation basis
- R factor for payment of PRP for the year 2015-16
- R factor for payment of PRP fo the year 2014-15
- R Factor for payment of PRP for the year 2009-10 to 2013-14
- Rectification of Methodology for determination of Performance Groups for payment of PRP for the FY 2009-10 & onwards
- Requirement of Senior Mining Executives in Damodar Valley Corporation on Deputation Basis
- Code of Internal Procedures and Conduct For Prevention Of Insider Trading In Dealing With Securities of Coal India Limited
- Engagement of M/s. Ernst & Young for Review/Study of Transfer Pricing and Submission of Reports
- OM No.B-214 dated 21.04.2017 Regarding payment of DA in respect of Board Level as well as below Board Level executives for the period from 01.04.17 to 30.06.17
- O.M. No.55 dated 05.04.2017 Clarification regarding date of clearance status in case of promotion
- Circular No.CIL/C5A(ii)/52036/B-187 dtd 04.04.2017 Regarding deputation of manpower to HURL
- Code of Internal Procedures and Conduct For Prevention Of Insider Trading In Dealing With Securities of Coal India Limited
- Nature of penalties
- Circular No: 458 & 459 dated 03.03.2017
- Circular No.B-116 dated 01.03.2017 (Revised) regarding temporary deputation of Doctors / Paramedics (Allopathic) to consulate General of India, Jeddah, Saudi Arabia for Haj 2017
- Circular No.B-115 dated 28.02.2017 regarding filling up of post of Addl. General Manager (Projects and Contracts) (E-7 Grade) in Solar Energy Corporation of India Ltd.
- Code of Internal Procedures and Conduct For Prevention Of Insider Trading In Dealing With Securities of Coal India Limited
- Candidates qualified ICSI apply for 15 months training
- Circular No:203 dated 07.02.2017
- Code of Internal Procedures and Conduct For Prevention Of Insider Trading In Dealing With Securities of Coal India Limited
- Constitution of High Powered Committee in respect of accident which occurred at Rajmahal OCP, ECL on 29.12.2016

- Code of Internal Procedures and Conduct For Prevention Of Insider Trading In Dealing With Securities of Coal India Limited
- Payment of balance amount of Performance Related Pay (PRP) for the period 2007-08 & 2008-09
- Constitution of JBCCI-X Dated 18.11.2016
- Status of renovation of quarters (Subsidiary wise) of Coal India Limited
- Self-Certified Life Certificate for the pensioners under Coal Mines Pension Scheme' 1998 issued by the Commissioner, CMPF
- OM - Screening of application for the Board Level posts by PESB – reg.
- Circular of Project Advisor - B-950 Dated 23.09.2016
- Circular No:B-937 - Requirement at Vigilance Division, CIL Hqrs.
- **Message of Chairman ,CIL on Hindi Diwas 2016**
- Anomalous situation in fixation of pay on promotion from Non-Executive to Executive cadre after implementation of NCWA-IX
- Bringing pressures from outside agencies by employees for their placement, promotion, postings and other allied service matters
- Office Memorandum Dated 10.09.2016 - Stagnation Increment
- Code of Internal Procedures and Conduct for Prevention of Insider Trading in Dealing with securities of Coal India Limited
- Age relaxation in the upper age limit in direct recruitment to the post of Mining Sirdar and Overman
- Circular For Code Of Internal Procedures And Conduct For Prevention Of Insider Trading In Dealing With Securities Of Coal India Limited
- Discontinuation of reimbursement of cost of LPG cylinder to the executives of CIL & Subsidiaries
- OM No. CIL/C5A(PC)/CCC/684 dated 19.08.2016 - Cadre Scheme of Public Relations discipline
- Extension of last date for filling revised returns under Lokpal & Lokayukta Act'2013
- Circular No:B-852 dated 27.07.2016
- Office Memorandum No:B-788 dated 08.06.2016 for Stagnation Increment
- Office Memorandum No:B-689 dated 19.05.2016 for Payment of PRP
- Appraisal Schedule of PRIDE/ PAR for the FY 2015-16
- Maternity Leave & Child Care Leave in respect of Non-executive cadre employees of Coal India Limited & its Subsidiaries
- OM No. 1221 dated 30.03.2016 - Goal Setting under PRIDE/ PAR for the year 2016-17
- Review of Suspension
- Operational Guidelines for the Payment of PRP for the year 2009-10 to 2014-15
- OM No. CIL/C-5A(PC)/1180 dated 08.03.2016 - Payment of PRP for the year 2009-10 to 2014-15
- Code of Internal Procedures and Conduct for Prevention of Insider Trading in Dealing with securities of Coal India Limited
- Code of Internal Procedures and Conduct for Prevention of Insider Trading in Dealing with securities of Coal India Limited
- CIL HRA Rules 2010 - Amendment reg. Clause 7: Rate of HRA
- Discontinuation of Interview for recruitment to all posts in B, C and D groups in CIL and subsidiaries
- OM No. CIL/C5A(PC)/BSC-PMS/821 dated 11.12.2015 - Clarification on PRP for the year 2007-08 & 2008-09
- OM No. CIL/C5A(PC)/859 dated 21.12.2015 - Payment of PRP for the year 2007-08 & 2008-09
- OM No. CIL/C5A(PC)/827 dated 16.12.2015 - PRIDE Appraisal for the FY 2014-15
- Circular dt 02.11.2015 - Appointment of dependent of Executives under the provisions of the Common Coal Cadre
- OM No. CIL/C5A(PC)/BSC-PMS/783 dt 07.12.2015 - Clarification on PRP for the year 2007-08 & 2008-09
- Stagnation Increment - Refund of excess recovery
- Circular dated 02.11.2015 - Appointment of dependent of Executives under the provisions of the Common Coal Cadre
- OM No. 738 dated 18.11.2015 - PRP Payment for the Year 2007-2008 & 2008-2009
- Office Memorandum dt 11.11.2015 - Transfer Policy (Amendment)
- Disclosure by connected person / other connected person as per Code of Internal Procedures and Conduct for Prevention of Insider Trading in Dealing with securities of Coal India Limited
- Revised Disclosure Formats under SEBI (Prohibition of Insider Trading) Regulations
- Code of Internal Procedures and Conduct for Prevention of Insider Trading in Dealing with securities of Coal India Limited
- Office Memorandum dated 30.10.2015 - Stoppage of recovery from the terminal benefits towards Payment of Lump sum recoverable advance
- Code of Internal Procedures and Conduct for Prevention of Insider Trading in Dealing with securities of Coal India Limited

- Revised Draft CIL Executives Promotion Policy
- Acknowledgement on the suggestions of Promotion Policy
- Draft Learning & Development Policy and Self Development Policy - Suggestions/ Views sought from the Executives
- Minutes of meeting with Coal India SC/ST Employees Association(CISTEA)
- Code of Internal Procedures and Conduct for Prevention of Insider Trading in Dealing with Securities of Coal India Limited (Circular dtd. 31.07.2015)
- Code of Internal Procedures and Conduct for Prevention of Insider Trading
- Code of Conduct for Board Members and Senior Management Personnel
- Coal India Limited's Policy for availing the services of retired CMD's/Directors/Sr. Level Executives etc. as Full time/Part time Advisors (Continuance of the Policy)
- Purchase, use, entitlement and other instructions regarding Staff Car in CPSEs.
- Recruitment of Management Trainees of all disciplines through open advertisement and through campus will be in E2 Grade in 1st Year & subsequently placed in E3 grade after successful completion of 1 year training (Notice dated 13.07.2012)
- Office Memorandum dated 31.01.2012 - Payment of lumpsum recoverable advance
- Office Memorandum dated 18/19.01.2012 - Payment of lumpsum recoverable advance
- Office Memorandum No. 73/G dated 15.11.2011 regarding payment of lump sum recoverable advance to Executive
- Strengthening of Internal Audit Department
- Code of Conduct for Board Members and Senior Management Personnel
- CIL's Policy for availing the services of retired CMDs / Directors / Sr.Level Executives etc. as full time / part time Advisors (revised)
- Code of Internal Procedures and Conduct for prevention of insider trading in dealing with securities of Coal India Limited
- Procedure for disbursing Financial Assistance towards the cost of tuition fees and hostel charges for technical and medical education of the wards/children of Wage Board Employees
- **Performance Management System (PMS)**
- Appraisal schedule of PAR/PRIDE for the FY 2019-20 **NEW**
- Extension of timeline for PRIDE/ PAR Appraisal schedule for the FY 2019-20 - OM No. CIL/C5A(PC)/PMS/442 dated 29.06.2020 **NEW**
- Amendments in Performance Management System manual - OM No. CIL/C5A(PC)/PMS/469 dated 13.08.2020 **NEW**
- OM No. CIL/C5A(PC)/396 dated 12.03.2020 **NEW**
- Publication of PRIDE ratings and opening of Appeal Window for the FY 2018-19
- Appraisal Schedule for the FY 2018-19
- **Online PMS**
- Mid-Year Performance Feedback under PMS for the FY 2020-21 **NEW**
- Appraisal Schedule for PRIDE/PAR for the FY 2019-20 **NEW**
- OM No. 286 dated 30.10.2019
- Goal Setting under PRIDE/PAR for the year 2019-20
- Mid Year Performance Feedback under PMS 2019-20
- Goal Setting under PRIDE/PAR for the year 2019-20 - Hindi Version
- Appraisal Schedule of PRIDE and PAR for the FY 2017-18
- R Factor for payment of PRP for the year 2016-17
- KPI Inventory
- Appraisal Schedule of PRIDE/PAR for the FY 2016-17
- Amendments in the Performance Management System
- Goal setting under PRIDE/PAR for the year 2018-19
- Goal Setting under PRIDE/PAR for the year 2017-18
- Extension of timeline for Midyear Feedback from 08th Nov, 2015 to 14th Nov, 2015
- Mid - Year Performance Feedback under PMS - 2016-17
- Modification in Appraisal schedule of PRIDE for the year 2014-15
- Revised time limit for Goal Setting process under PRIDE/PAR
- Guidelines for creating "NEW PRIDE/ PAR", for goal setting, on transfer and change of assignments, under the online PMS

- Mid - Year Performance feedback under PMS
- Guidelines for completion of Goal Setting Process under PMS 2014 – 15
- Time extension for Goal Setting under Online PMS 2014-15 (Dated 16.06.2014)
- Time extension for Goal Setting under Online PMS 2014-15
- Extension of the timeline for Goal Setting process of Online PMS 2014-15
- PMS Manual & FAQ
  - Online Performance Management System - Step by Step Operating Procedure for Goal Setting
- Online PMS - Reporting hierarchy and schedule for implementation of online Performance Management System
- Online PMS – Message from Director(P&IR)
- Modifications in the Performance Management System Manual
- **HR / Personnel**
  - Amendment in Coal India Executive Leave Rules 2010 in compliance of CIL Equal Opportunity Policy - OM No. CIL/C5A(PC)/leave/500 dated 29.10.2020 **NEW**
  - Amendment in the Job specifications of Executive Director - E9 Posts - OM No. CIL/C5A(PC)/ED Post/489 dated 12.10.2020 **NEW**
  - Amendment in the guidelines for Promotion of Executives from E8 to E9 grade - OM No. CIL/C5A(PC)/Promotion/484 dated 01.10.2020 **NEW**
  - Training Closure Of Management Trainees of Mining discipline **NEW**
  - Security Deposit against Service Bond in respect of Management Trainees - OM No. CIL/C5A(PC)/Sec. Deposit/473 dated 02.09.2020 **NEW**
  - Modalities for determination of seniority of eligible candidates for selection from Non-Executive to Executive Cadre in E2 grade of Survey discipline - OM No. CIL/C5A(PC)/Rect.Survey/477 dated 12.09.2020. **NEW**
  - Operation of Executive Director - E9 posts in CIL - OM No. CIL/C5A(PC)/ED Post/470 dated 17.08.2020 **NEW**
  - Amendment in CIL Policy for engagement of Medical Consultants - OM No. CIL/C5A(PC)/Medical Consultant/457 dated 20.07.2020 **NEW**
  - Amendment in the guidelines for engagement of retired Doctors & Paramedical Staff on temporary contract basis to combat COVID-19 - OM No. CIL/C5A(PC)/Dr-Paramedical/458 dated 20.07.2020 **NEW**
  - Operation of Executive Director - E9 posts in CIL - OM No. CIL/C5A(PC)/ED Post/441 dated 25.06.2020 **NEW**
  - Operation of Promotion ratio of Medical discipline - OM No. CIL/C5A(PC)/Med\_Pr/444 dated 02.07.2020 **NEW**
  - Executive Retirement before Superannuation Scheme - OM No. CIL/C5A(PC)/VRS/447 dated 04.07.2020 **NEW**
  - Creation of Company Secretary Cadre in CIL/ Subsidiaries - OM No. CIL/C5A(PC)/CS Cadre/448 dated 04.07.2020 **NEW**
  - Reservation for Economically Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Government of India: compliance, regarding; **NEW**
  - List of Holidays to be observed during the year 2020 for CIL (HQ) **NEW**
  - List of Holidays to be observed during the year 2020 Rohini Housing Complex. **NEW**
  - Amended modalities for determination of seniority of eligible candidates for promotion from Non Executive to Executive Cadre in E1 grade in Survey Discipline - OM No. CIL/C5A(PC)/ Rect.Survey/423 dated 21.05.2020 **NEW**
  - CIL Policy for engagement of Medical Consultants - OM No. CIL/C5A(PC)/Medical Consultant/405 dated 30.03.2020 **NEW**
  - Procedure to be followed for Pre-mature Retirement under Clause 15.8 of Common Coal Cadre - OO No. CIL/C5A(PC)/ Probity/2273 dated 01.09.2017
  - List of Holidays to be observed during the year 2018
  - OM No. CIL/C5A(PC)/Transfer/2849 dated 21.05.2018 - CIL Job Rotation & Transfer Policy
  - Amendments in "CIL Executive Job Rotation & Transfer Policy - OM No. CIL/C5A(PC)/Transfer/43 dated 12.02.2019
  - Applicability of Holidays to Executives of CIL & its Subsidiaries working at all Joint Venture Companies of CIL - OM No. CIL/C5A(PC)/Leave/44 dated 12.02.2019
  - Office Order No CIL:C-5A(PC)/CCC/47 dated 13-Feb-19
  - List of Holidays to be observed during the year 2019
  - Amendment in the list of Sensitive Posts of Executives & Non-Executives - OM No. CIL/C5A(PC)/Transfer/167 dated 02.07.2019
  - Amendment in the guidelines for promotion of Executives from E6 to E7 grade - CIL/C5A(PC)/CCC/E6-E7/179 dated 23.07.2019
  - CIL Executive Conveyance Advance Rules updated upto 30.06.2017

- Office order for Creation of the post of CGM in E8-A grade
- Abolition of the post of Executive Director (ED) in CIL
- Renaming of 'Sales & Marketing' discipline as 'Marketing & Sales' discipline
- Change in the date of Restricted Holiday on the occasion of Milad-Un-Nabi/ Id-E-Milad
- List of Holidays to be observed during the year 2017
- Holiday on the occasion of ID-UI-Zoha (Bakrid) on 13th September 2016
- List of Retired Executives Empanelled to work as Inquiring Authority in respect of CIL & it's Subsidiaries
- Coal India Special Female Voluntary Retirement Scheme 2015
- List of Holidays to be observed during the year 2016
- Standard Operating Practice for In-Circles in CIL
- OM on Online Transfer Module
- Standard Modalities for K Mining Communities
- CIL Executive Mentoring Scheme
- Scheme for providing laptop/ tablet or devices of similar categories to executives of Coal India Limited and its subsidiaries
- Implementation of New Modules under Online HRIS - Circular from Director (P&IR)
- Coal India Executives Overseas Site Posting Rule 2010 (Foreign Posting Allowance as per clause No. 4.2.1 in respect of Mozambique)
- Amendment provision as contained in Rule 7.8 of Coal India Executives Leave Rules, 2010
- Selection of officers for appointment on Deputation to the post of Coal Controller
- List of Holidays to be observed during the year 2015
- Contributory Post Retirement Medicare Scheme for Non-executives
- Coal India Special Female Voluntary Retirement Scheme-2014(Revised)
- Decision Taken in the Meeting with the CTUs dated 15.09.2014
- Merging of Cadres
- Creation of Discipline - "Community Development"
- Office Memorandum dated: 02.06.2014 regarding Perks & Allowance
- Modification in the schedule of Final Assessment of PMS rating in respect of executives upto E-7 Grade for the year 2013-2014
- Amendment of Rule 19.5 of Coal India Executive Conduct, Discipline and appeal Rules, 1978
- Ammendment of Rule 16.5 of Coal India Executives Conduct Discipline & Appeal Rules, 1978
- Cadre Scheme for the post of Principal in Nursing Cadre
- Deletion/Merger of redundant post from Manpower roll of Coal India Limited
- Amendment of Clause 3.15 of Chapter III - Recruitment, Selection & Placement of Executives of Common Coal Cadre
- Posting of Technical Management Trainees
- Payment of Lump-sum Recoverable Advance Against PRP to Management Trainees
- Grant of Honorarium to Enquiry Officers (EO)/ Presenting Officers (PO)
- Revision of Monetary Compensation to Female Dependents in lieu of Employment
- Implementation of the Balanced Scorecard - Performance Management System for Executives in CIL & its Subsidiaries w.e.f 2013-14
- OM dated 26.03.2013 – Implementation of the Balanced Scorecard – Performance Management System for Executive in CIL & its Subsidiaries w.e.f 2013-14
  - Health Proforma Certificate
  - PRIDE FORM
- Revision of pay of Board level and below Board level executives of CIL and its subsidiary Companies w.e.f 01.01.2007
- Creation of post of Chief Vigilance Officers and status, facilities, perks and perquisites in CPSEs in CIL and its Subsidiaries
- Inviting Applications for Selection of Executives of CIL and its Subsidiaries for posting in Coal India Africana Limitada
- Coal India Executives Overseas Site Posting Rule 2010 (Amendment of Clause no. 4.2.1 & 25.3)
- Coal India Executives Overseas Site Posting Rules 2010 (including amendment issued on 26.04.2012)
- Strengthening of HRD Department of CIL and subsidiary companies
- Increase of Security deposit amount from Rs. 1,000/- per month upto 50 months to Rs. 5,000/- per month upto 60 months & introduction of Bond for Rs. 3 Laks for 60 months
- Recruitment of Medical Officers as Sr. Medical Officer & Specialist in E3 Grade and Sr. Specialist in E4 Grade respectively

- Corrigendum dated 12.11.2013 for Recruitment of Medical Officers as Sr. Medical Officer & Specialist in E3 Grade and Sr. Specialist in E4 Grade respectively
- Recruitment of Management Trainees of all disciplines through open advertisement and through campus will be in E2 Grade in 1st Year & subsequently placed in E3 grade after successful completion of 1 year training
- Office Order dated 27.02.2012 regarding Non - Practicing Allowance (NPA) for Executives of Medical Discipline of CIL & its Subsidiaries
- Guidelines for Promotion of Executives from E6 to E7 Grade dated 27.12.2011.
- Executive Information System (EIS)
- Clause 34.3 of Coal India Executives Conduct Discipline & Appeal Rules 1978
- Removal of pay anomaly arising consequent upon revision of pay scales of executives w.e.f. 01.01.2007
  - Corrigendum No.80 dated 05.12.2011 for Removal of pay anomaly arising consequent upon revision of pay scales of executives w.e.f. 01.01.2007
- Pay revision of executives and non-unionised supervisors of CPSEs w.e.f. 01.01.07
- Creation of two Executive Director (ED)- E9 posts.
- Guidelines for Promotion of Executives from E6 to E7 Grade (Clause E Modified).
- Guidelines for Promotion of Executives from E8 to E9 Grade.
- Guidelines for Promotion of Executives from E7 to E8 Grade.
- Guidelines for Promotion of Executives from E6 to E7 Grade.
- Salient features of Coal India Executives group personal accident insurance scheme
- Designation of Below Board Level Executives of Coal India Limited
- Revision of pay of Executives
- Career Growth of Executives - Cluster Concept of Promotion
- **TA / LTC / LLTC / HRA / Leave**
- Admissibility of transfer/ joining benefits in case of Board level appointments - OM No. CIL/C-5A(PC)/TA DA/366 dated 05.02.2020 **NEW**
- Amendments in Coal India Travelling Allowance Rules 2010
- Amendment in the Coal India Executive Leave Rules 2010 - OM No. CIL/C5A(PC)/Leave/2450 dated 30.11.2017
- OM No. CIL/C5A(PC)/Leave Rules/250 dated 11.09.2019
- Corrigendum No. CIL/C5A(PC)/Leave Rules/251 dated 17.09.2019
- Amendment in the CIL Travelling Allowance Rules 2010 - OO No. CIL/C5A(PC)/ TA DA/2272 dated 01.09.2017
- Amendments to the CIL Executive Leave Rules 2010
- Office order for amendment in the Coal India Executive Leave Rules-2010
- Extension of LTC/LLTC for the block year 2012-2015 for executives of CIL and its subsidiaries
- Modification in CIL Executive Leave Rules-2010
- Coal India Executives HRA Rules 2010 - Revised Flat Licence Fee Rates (Clause 9.1) Dated:12.02.2014
- Booking under separate account head for expenses incurred against LTC/LLTC for Executives for the Block Year 2012-2015
- Coal India Travelling Allowance Rules 2010 (Including all amendments/Clarifications issued upto 03.10.2012)
- Amendment in the TA Rules 2010 dated 03.10.2012
  - Corrigendum dated 11.10.2012
- Coal India Executives Leave Rules 2010 (Including all amendments/Clarification issued upto 30.08.2012)
- Insertion of clause No. 7.14 - Child Care Leave (CCL)
- Extension of LTC/LLTC for the block year 2008-2011 for executives of CIL and its subsidiaries
- Coal India Executives House Rent Allowance Rules 2010
- Coal India Executives Leave Travel Concession Rules 2010 - including clarification dtd. 12/13.07.2011
- CIL's Travelling Allowance Rules, 2010 including PART- F (Foreign Tour)
- **Empanelment of Non-Star Hotels as per Clause no 11.4.1 of CIL's TA rules, 2010**
- Kolkata for the year 2018
- Nagpur for the year 2017-18
- Bilaspur for the year 2016-17
- Ranchi for the year 2015-16
- Bilaspur for the year 2014-15



- Nagpur for the year 2013-14
- Ranchi for the year 2013-14
- NCL, Singrauli / Varanasi for the year 2013-14
- **Medical**
  - List of Empanelled Hospitals for CIL & its Subsidiaries (As on 10.06.2020) **NEW**
  - Updated list of empaneled hospitals (as on 23.09.2019)
  - Empanelment of Hospitals
  - Superspeciality Clinic at Coal Bhavan
  - List of Hospitals/Dispensaries of NEC
  - Details of Medical Facility in CIL and its Subsidiaries
  - Amendments in Coal India Medical Attendance Rules
  - Medical facilities in Coal India Limited & all its Subsidiary Companies
  - Attention All Retired Employees of Coal India limited Dated: 23.06.2017
  - Ambulance service launched at CIL
- **Retired Employees**
  - Re-appropriation of Contribution towards Superannuation Benefit Funds and subsequent amendments in CPRMSE - OM No. CIL/C5A(PC)/Superannuation/341 dated 01.01.2020 **NEW**
  - Amendments in Clause Nos. 3.2.1(a(i) and 3.2.1(d) of CPRMSE
  - CIL Executive Defined Contribution Pension Scheme 2007
  - Availability of Holiday Homes for puri & Digha
  - Corrigendum no. 420 dated 02.07.2015
  - Contributory Post Retirement Medicare Scheme for Executives of CIL & its Subsidiaries - with amendments upto 28.12.2012
    - Revised format of Life Certificate
  - Booking under separate account head for 4% of basic plus DA for Post Superannuation Medical Benefit
  - Medical Attendance Rules (Reg: Rule 12 (iii) and (iv) - Dependent Details)
  - OM No. 437 dtd. 26.02.2014
- **Holiday Homes**
  - Circular No. 47 dated 05.03.2020 **NEW**
  - Circular No. 46 dated 16.12.19 **NEW**
  - Circular No. 46 dated 16.12.19 **NEW**
  - Holiday home Application Form
  - Letter No.45, dated 09.10.2019
  - Circular No. 44 dated 30.08.2019
  - Circular No. 43 dated 27.06.2019
  - Circular No. 42 dated 28.08.2018
  - Circular No. 41 dated 01.05.2018
  - Circular No. 40 dated 07.09.2017
  - Circular No. 39 dated 25.07.2017
  - Circular No. 38 dated 29.06.2017
  - Circular No. 37 dated 07.06.2017
  - Circular No. 36 dated 14.05.2017
  - Circular No. 35 dated 09.11.2016
  - Circular No. 34 dated 20.08.2016
  - Circular No. 33 dated 01.08.2016
  - Circular No. 32 dated 14.07.2016
  - Circular No. 31 dated 17.06.2016
  - Circular No. 30 dated 07.06.2016
  - Circular No. 29 dated 28.05.2016

- Application Form for Holiday Homes
- Circular No. 28 dated 30.03.2016
- Circular No. 27 dated 30.11.2015
- Circular No. 26 dated 05.09.2015
- Circular No. 25 dated 08.06.2015
- Circular No. 22 dated 02.05.2015
- Circular No. 18 dated 21.04.2015
- Circular No. 575 dated 12.12.2014
- Circular No. 157 dated 11.06.2014
- Circular No. 118 dated 20.05.2014
- Circular No. 207 dated 09.07.2014
- Circular No. 53 dated 24.04.2014
- Circular No. 14 dated 04.04.2014
- Circular No. 710 dated 27.03.2014
- Circular No. 597 dated 28.01.2014
- Application Form for Holiday Homes
- Allotment of CIL's Holiday Homes to retired employees of CIL & its Subsidiary Companies

#### ▪ Dearness Allowance

##### ▪ Executives

- OM No. B-41 dtd. 17.01.2020 **NEW**
- OM No.B-671 dated 15.10.2019 **NEW**
- OM No. B-403 dtd. 12-07-2019 **NEW**
- OM No. B-232 Dated 23.04.2019 **NEW**
- OM No. 33 dtd. 18.01.2019
- OM No. 715 dtd. 11.10.2018
- OM No. 534 dtd. 20.07.2018
- OM No. 339 dtd. 19.04.2018
- OM No. 51 dtd. 17.01.2018
- OM No. 553 dtd. 16.10.2017

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##### ▪ Wage Board Employees

- Office Memorandum No.: 242 dated 24.08.2020 **NEW**
- VDA for Non Executives (01.06.2020 to 31.08.2020) **NEW**
- Corrigendum: OM No. 109 dtd. 12.03.2020 **NEW**
- OM No. 531 dtd. 10.12.2019 **NEW**
- VDA Order for Non-Executives 01.09.2019 to 30.11.2019 **NEW**
- OM No. 273 Dated 12.06.19 **NEW**
- VDA Order for Non-Executives 01.03.2019 to 31.05.2019 **NEW**
- OM No. 1066 dtd. 30.11.2018
- OM No. 897 dtd. 06.09.2018
- OM No. 734 dtd. 12.06.2018

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##### ▪ Central DA

- OM No. 96 dtd. 25/28.04.2014
- OM No. 2936 dtd. 07.10.2013
- OM No. 1577 dtd. 11.04.2011

##### ▪ Central DA for Pensioners

- OM NO. 95 dtd. 25/28.04.2014
- OM NO. 4102 dtd. 25/28.10.2013
- OM NO. 4291 dtd. 19.10.2012
- OM NO. 1446 dtd. 04/07.05.2012
- OM NO. 772 dtd. 05/06.03.2012
- OM NO. 771 dtd. 05/06.03.2012

##### ▪ Contractor's Workers

- Revised Rate of VDA for Contractors' Workers as per Recommendations of Joint Committee w.e.f. 01.10.2020 **NEW**

- Revised Rate of VDA for Contractors' Workers as per Recommendations of Joint Committee w.e.f. 01.04.2020 **NEW**
  - OO No. 156 dtd. 09.06.2017
  - OM No. 456 dtd. 04.01.2018
  - OM No. 651 dtd. 23.04.2018
  - OM No. 779 dtd. 06.07.2018
  - OM No. 236 dtd. 26.04.2019
  - Revised Rate of VDA for Contractors' Workers as per Recommendations of Joint Committee w.e.f. 01.10.2019
  - OM No. 1093 dtd. 21.12.2018
  - OO No. 174 dtd. 20.11.2015
  - OO No. 426 dtd. 09.11.2016
  - OO No. 274 dtd. 18.04.2016
  - OO No. 38 dtd. 27.10.2014
    - Corrigendum No. 42 dtd. 04.11.2014
  - OO No. 07 dtd. 14.05.2014
  - **NCWA**
  - JBCCI-X
    - Implementation Instruction No. 19 dated 08.04.2020 **NEW**
    - Implementation Instruction No. 18 dated 08.04.2020 **NEW**
    - Implementation Instructions No. 17 of 10th Wage Agreement for CIL and SCCL **NEW**
    - Office Memorandum on Clarification on I.I. No. 7 dated 18.11.2017 and I.I. No. 12 dated 22.12.2017 of 10th Wage Agreement for CIL and SCCL **NEW**
    - Implementation Instructions No. 13 to 16 of 10th Wage Agreement for CIL and SCCL **NEW**
    - Implementation Instruction No. 12 of 10th Wage Agreement
    - Implementation Instruction No. 6 to 11 of 10th Wage Agreement for CIL & SCCL
    - Implementation Instruction No.1 JBCCI-X
    - Implementation Instruction No.2 JBCCI-X
    - Implementation Instruction No.3 JBCCI-X
- 1 2
- Report of Central Wage Board for Coal Mining Industry
  - Coal Wage Board 1967
  - Cadre Schemes for Non-Executive
  - Standing Order of Coal India Ltd
  - Nomenclature Job Description and Categorisation On Coal Employees
  - **Archive**

