

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

Dated 31st August, 2007

No CIL/C-5B/JBCCI/II No 21/ 191

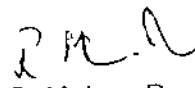
NATIONAL COAL WAGE AGREEMENT-VII
IMPLEMENTATION INSTRUCTION NO 21

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

In the meeting of Standardisation Committee held on 28.07.2007 the Cadre Schemes as finalized by Technical Sub-Committee were discussed and approved. The following Cadre Schemes approved are enclosed

- | | |
|--------------------------------------------------|-------------------------------|
| 1) Excavation Personnel (Maintenance) | Annexure XIV-2 to XIV-6 |
| 2) Excavation Personnel (Operation) | Annexure-XXVIII-1 to XXVIII-8 |
| 3) Dresser/O T Assistant modified scheme | Annexure-VI-3 |
| 4) Clay Cartridge Maker | Annexure-XXX |
| 5) Mason | Annexure-XXIX |
| 6) E&M Cadre – Welder Turner, Machinist, Moulder | Annexure-VII-21 |
| 7) Diploma Holders in Excv Cadre | Annexure-VII-24 |
| 8) DG set Operator | Annexure-XXXI |
| 9) Dumpman, Pitman, Tripman | Annexure-XXXII |
| 10) Sr EP Electrician to Supervisory cadre | Annexure- VII-23 |
| 11) Sr EP Mechanic to Supervisory Cadre | Annexure-VII-22 |

You are requested to implement the above Cadre Schemes


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

Distribution

All Members & Alternate Members of JBCCI-VII

:2:

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

CADRE SCHEME FOR MASON

Designation	Category/ Grade	Qualification Educational/ Technical	Eligibility for Promotion	Mode of Selection/ Promotion
Mason	Cat I	Literate		Selection
Mason	Cat II	Literate	2 yrs experience in Cat I	DPC
Mason	Cat III	Literate	3 yrs experience in Cat II	DPC
Mason	Cat IV	Literate	4 yrs experience in Cat III	DPC
Mason	Cat V	Literate	5 yrs experience in Cat IV	DPC
Mason	Cat VI	Literate	6 yrs experience in Cat V	DPC

Note: Qualification will not be a bar for promotion for existing employees

V. C. K.

CADRE SCHEME FOR CLAY CARTRIDGE MAKER

Designation	Category/ Grade	Qualification Educational/ Technical	Eligibility for Promotion	Mode of Selection/ Promotion
Clay Cartridge Maker	Cat I	Literate	--	Selection
Clay Cartridge Maker	Cat II	Literate	2 yrs experience as General Mazdoor in Cat I	DPC
3 Clay Cartridge Maker	Cat III	Literate	3 yrs experience as Clay Cartridge Mazdoor in Cat II	DPC
4 Clay Cartridge Maker	Cat IV	Literate	4 yrs experience as Clay Cartridge Mazdoor in Cat III	DPC
5 Clay Cartridge Maker	Cat V	Literate	5 yrs experience as Clay Cartridge Mazdoor in Cat IV	DPC
6 Clay Cartridge Maker	Cat VI	Literate	6 yrs experience as Clay Cartridge Mazdoor in Cat V	DPC

Note Qualification will not be a bar for promotion for existing employees

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CADRE SCHEME FOR EP TURNER (EXCAVATION)

ANNEXURE-XIV-6 (REVISED)

Sl No	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	EP Turner Mazdoor	Cat II	Non ITI	One year service in the Company	Selection
2	EP Turner Helper	Excv Cat E	Non ITI	Three years as Turner Helper in Cat II	DPC
3	EP Turner	Excv Cat D	Non ITI/ITI	Three years as Turner in Excv Cat E	DPC
4	EP Turner	Excv Cat C	Non ITI/ITI	Three years as Turner in Excv Cat D	DPC
5	EP Turner	Excv Cat B	Non ITI/ITI	Three years as Turner in Excv Cat C	DPC
6	EP Turner	Excv Cat A	Non ITI/ITI	Five years as Turner in Excv Cat B	DPC

- 1) Zone of promotion upto Excv Cat A will be Project level
- 2) I-T I, will be guided by I I No 32 upto Grade-D
- 3) Qualification will not be bar for promotion of existing employees in the cadre



CADRE SCHEME FOR EP WELDER (EXCAVATION)

ANNEXURE-XIV-5 (REVISED)

Sl No	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion Selection
1	EP Welder Mazdoor	Cat II	Non ITI	One year service in the Company	
2	EP Helper	Excv Cat E	Non ITI	Three years as EP Welder in Cat II	DPC
3	EP Welder	Excv Cat D	Non ITI/ITI	Three years as EP Welder in Excv Cat E	DPC
4	EP Welder	Excv Cat C	Non ITI/ITI	Three years as EP Welder in Excv Cat D	DPC
5	EP Welder	Excv Cat B	Non ITI/ITI	Three years as EP Welder in Excv Cat C	DPC
6	EP Welder	Excv Cat A	Non ITI/ITI	Five years as EP Welder in Excv Cat B	DPC

- 1) Zone of promotion upto Excv Cat A will be Project level
- 2) ITI, will be guided by I I No 32 upto Grade-D
- 3) Qualification will not be bar for promotion of existing employees in the cadre

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CADRE SCHEME FOR EP MACHINIST (EXCAVATION)ANNEXURE-XIV-4 (REVISED)

Sl No	Designation	Category/Grade	Qualification	Eligibility for Promotion	Mode of Selection/Promotion
1	EP Mazdoor	Cat II	Non ITI	One year service in the Company	Selection
2	EP Helper	Excv Cat E	Non ITI	Three years as EP Mazdoor in Cat II	DPC
3	EP Machinist	Excv Cat D	Non ITI/ITI	Three years as EP Machinist in Excv Cat E	DPC
4	EP Machinist	Excv Cat C	Non ITI/ITI	Three years as EP Machinist in Excv Cat D	DPC
5	EP Machinist	Excv Cat B	Non ITI/ITI	Three years as EP Machinist in Excv Cat C	DPC
6	EP Machinist	Excv Cat A	Non ITI/ITI	Five years as EP Machinist in Excv Cat B	DPC

- 1) Zone of promotion upto Excv Cat A will be Project level
- 2) ITI will be guided by I I No 32 upto Grade-D
- 3) Qualification will not be bar for promotion of existing employees in the cadre

CADRE SCHEME FOR EP ELECTRICIAN (EXCAVATION)

ANNEXURE-XIV-3 (REVISED)

Sl No	Designation	Category/Grade	Qualification	Eligibility for Promotion	Mode of Selection/Promotion
1	EP Electrician Mazdoor	Cat II	Non ITI	One year service in the Company	Selection
2	EP Electrician Helper	Excv Cat E	Non ITI	Three years as EP Electrician Mazdoor in Cat II	DPC
3	EP Electrician	Excv Cat D	Non ITI/ITI with Statutory Certificate as per I E Rules	Three years as EP Electrician in Excv Cat E	DPC
4	EP Electrician	Excv Cat C	Non ITI/ITI with Statutory Certificate as per I E Rules	Three years as EP Electrician in Excv Cat D	DPC
5	EP Electrician	Excv Cat B	Non ITI/ITI with Statutory Certificate as per I E Rules	Three years as EP Electrician in Excv Cat C	DPC
6	Sr EP Electrician	Excv Cat A	Non ITI/ITI with Statutory Certificate as per I E Rules	Five years as EP Electrician in Excv Cat B	DPC

- 1) Zone of promotion upto Excv Cat A will be Project level
- 2) I T I , will be guided by I I No 32 upto Grade-D
- 3) Qualification will not be bar for promotion of existing employees in the cadre

CADPE SCHEME FOR EP FITTER (EXCAVATION) ANNEXURE-XIV-2 (REVISED)

Sl No	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/Promotion
1	EP Mazdoor	Cat II	Non ITI	One year service in the company	Selection
2	EP Helper	Excv Cat E	Non ITI	Three years as Mazdoor in Cat II	DPC
3	EP Fitter Gr III	Excv Cat D	Non ITI/ITI	Three years as EP Helper in Excv Cat E	DPC
4	EP Fitter Gr II	Excv Cat C	Non ITI/ITI	Three years as EP Fitter in Excv Cat D	DPC
5	EP Fitter Gr I	Excv Cat B	Non ITI/ITI	Three years as EP Fitter in Excv Cat C	DPC
6	Sr EP Fitter/ Mechanic	Excv Cat A	Non ITI/ITI	Five years as EP Fitter in Excv Cat B	DPC

- (1) Zone of promotion upto Excv Cat A will be Project level
- (2) ITI, will be guided by I I No 32 upto Grade-D
- (3) Qualification will not be bar for promotion of existing employees in the cadre





CADRE SCHEME FOR EP ELECTRICIAN TO FOREMAN INCHARGE
(SUPERVISORY CADRE)

Sl No	Designation	Category/Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion Selection
1	Foreman (Electrical/Excavation)	T&S Gr B	i) Must be Matriculate or equivalent OR ITI certificate in Electrical Trade ii) Holder of Electrical Supervisory certificate of competency as per provisions of I E Rules without mining part	Should have the 6 years experience as <u>Sr EP Electrician Excv Cat A</u>	
2	Foreman In-charge (Electrical/Excavation)	T&S Gr A	-Do-	4 years experience as Foreman in Workshop/Field	DPC
3	Foreman In-charge (Electrical/Excavation)	T&S Gr A-1	-Do-	5 years experience as Foreman In-charge in Workshop/Field	DPC

NOTE

Zone of consideration for Foreman (Electrical/Excavation) T&S Gr B to A and onwards shall be at Area level




CADRE SCHEME FOR Sr EP MECHANIC TO FOREMAN IN-CHARGE
(SUPERVISORY CADRE)

SI No	Designation	Category/Grade	Qualification	Eligibility for Promotion	Mode of Selection/Promotion
1	Foreman (Mech/Excavation)	T&S Gr B	Must be Matriculate or equivalent OR ITI certificate in Fitter/Diesel Mech /Motor Mech	Should have the 6 years experience as <u>Sr EP Mechanic in Excavation Cat A in Excv Workshop/Field</u>	Selection
2	Foreman In-charge (Mech /Excavation)	T&S Gr A	-Do-	Should have the 4 years experience as Foreman in Excv Workshop/Field	DPC
3	Foreman In-charge (Mech /Excavation)	T&S Gr A-1	-Do-	Should have the 4 years experience as Foreman In-charge in Excv Workshop/Field	DPC

NOTE

- Zone of consideration for Foreman (Mech /Excavation) in T&S Gr A and onwards shall be at Area level




CAREER GROWTH OF DIPLOMA HOLDERS IN EXCAV CADRE
FROM T&S GR 'C' TO T&S GR 'A-1'

Diploma holders are posted in E&M and Excv Cadre on selection. At present these persons are promoted on the basis of I I No 32 dated 15-7-92 and I I No 51 dated 28 3 94. In some of the subsidiaries, the persons posted in Excv And Open Cast are not considered for promotion for want of a separate Cadre Scheme for Excavation.

After deliberation, it was agreed that the Diploma Holders posted in Excavation and Open Cast will get the same and similar mode of promotion with the same eligibility as per I I No 32 & 51.

However, in case of promotion to Foreman Gr 'B' (Electrical) the same will be considered after 4 years of service without mining part of Electrical Supervisory Certificate. In case they have the mining part of Electrical Supervisory Certificate also, they will be eligible for promotion after 3 years service in Gr 'C'.

For this purpose, training period of 2 years as Asstt Foreman (Trainee) shall also be taken into account.



CADRE SCHEME FOR PROMOTION OF E&M PERSONNEL
 (Vide I I No 30 dated 26 6 1984/I I No 26 dated 28 6 1991 Annexure No 10,17,18)

SI No	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Asstt Foreman (Aux)	T&S Gr C	Must be Matriculate or certificate in Welder/Turner Machinist/Moulder as Cat VI	Must have 5 years of experience as Welder/Turner in Machinist/Moulder as Cat VI in E&M Workshop/Field	Selection
2	Foreman (Aux)	T&S Gr B	-Do-	4 years experience in T&S Gr.C in E&M Workshop/Field	DPC
3	Foreman-in-charge (Aux)	T&S Gr A	-Do-	5 years experience in T&S Gr.B in E&M Workshop/Field	DPC
4	Foreman-in-charge (Aux)	T&S Gr A-1	-Do-	5 years experience in T&S Gr A in E&M Workshop/Field	DPC

NOTE

Zone of consideration for promotion to T&S Gr C and onwards shall be at Area level
 Such personnel will grow in E&M Cadre
 They will continue to do their existing job on their promotion in higher grade upto T&S Gr C

CADRE SCHEME FOR PARA MEDICAL STAFF, DRESSER/O.T. ASSISTANT ANNEXURE-VI-3 (REVISED)

Sl No	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Dresser Gr.II	T&S Gr E	Matric with one year training certificate from Company Hospital/Recognised Institute/Government Hospital	Two years service in the Coal Industry	Selection
2	Dresser Gr I	T&S Gr D	-Do-	Three years in T&S Gr E	DPC
3	Sr Dresser/ O T Assistant	T&S Gr C	Matric with three years training of O T Assistant from recognized institute/hospital	Five year in T&S Gr D	DPC
4	Sr O T Assistant	T&S Gr B	-Do-	Five year in T&S Gr C	DPC

NOTE

Union representatives suggested that the existing Dresser in Gr F should be placed in Gr E
However, this will be one time arrangement

- Qualification will not be a bar in respect of existing dresser on the date of coming into force of this revised cadre scheme

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PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL
DRILL OPERATOR

Sl No	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Drill Operator(T)	Excv Cat D	Class-VIIIth standard	Any permanent employee with 2 years service and one year successful completion of the job training	Selection/ Aptitude test
2	Drill Operator	Excv Cat C	-Do-	2 years experience as Drill Operator in Excv Cat D (T)	DPC
3	Drill Operator	Excv Cat B	-Do-	3 years experience as Drill Operator in Excv Cat C	DPC
4	Drill Operator	Excv Cat A	-Do-	4 years experience as Drill Operator in Excv Cat B	DPC
5	Drill Operator	Excv Spl	-Do-	5 years experience as Drill Operator in Excv Cat A	DPC

NOTE

Qualification will not be a bar for existing employees

The zone of consideration for promotion upto Excv Cat "A" will be Project level and Excv Cat "A", to Excv Spl will be Area level

Educational qualification for new recruits will be Matriculation




PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL
CRANE OPERATOR

Sl No	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Crane Operator(T)	Excv Cat D	Class-VIII with HVM License	Any permanent employee with 2 years service and one year on the job training	Selection/Trade test
2	Crane Operator	Excv Cat C	-Do-	2 years experience as Crane Operator in Excv Cat D (T)	DPC
3	Crane Operator	Excv Cat B	-Do-	3 years experience as Crane Operator in Excv Cat C	DPC
4	Crane Operator	Excv Cat A	-Do-	4 years experience as Crane Operator in Excv Cat B	DPC
5	Crane Operator	Excv Spl	-Do-	5 years experience as Crane Operator in Excv Cat A	DPC

NOTE

Qualification will not be a bar for existing employees

The zone of consideration for promotion upto Excv Cat "A" will be Project level and Excv Cat "A", to Excv Spl will be Area level

Educational qualification for new recruitees will be Matriculation

PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL
GRADER OPERATOR

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Grader Operator	Excv.Cat.D	Class-VIII with HMV License and endorsement for Tractor Driving	Any permanent employee with a minimum of three years service and having sufficient experience on the job training in Grade Operator	Selection/ Trade test
2	Grader Operator	Excv.Cat.C	-Do-	3 years experience as Grader Operator in Excv. Cat.D	DPC
3	Grader Operator	Excv.Cat.B	-Do-	4 years experience as Grader Operator in Excv. Cat.C	DPC
4	Grader Operator	Excv.Cat.A	-Do-	5 years experience as Grader Operator in Excv. Cat.B	DPC

NOTE:

If required horizontal movement for Dumper Operator may be permitted and past experience may be given cognizance/protection.

Qualification will not be a bar for existing employees

The zone of consideration for promotion upto Excv.Cat."A" will be Project level

Educational qualification for new recruitees will be Matriculation

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PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL
DOZER OPERATOR

Sl No	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Dozer Operator (T)	Excav Cat D	Class-VIII with HMV License and endorsement for Tractor Driving	Any permanent employee with 1 year service and found suitable for training and after one year successful completion of training in HEMM	Selection/ Trade test
2	Dozer Operator	Excav Cat C	-Do-	2 years experience as Dozer Operator in Excav Cat D	DPC
3	Dozer Operator	Excav Cat B	-Do-	3 years experience as Dozer Operator in Excav. Cat C	DPC
4	Dozer Operator	Excav Cat A	-Do-	4 years experience as Dozer Operator in Excav Cat B	DPC
5	Dozer Operator	Excav Spl	-Do-	5 years experience as Dozer Operator in Excav Cat A	DPC

NOTE

The zone of consideration for promotion upto Excav Cat "A" will be Project level and Excav Cat "A", to Excav Spl will be Area level

Qualification will not be a bar for existing employees

In case of necessity, horizontal movement for Dumper Operator may be given cognizance/protection

Educational qualification for new recruits will be Matriculation

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PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL
PAY LOADER OPERATOR

Sl No	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Pay Loader Operator	Excv Cat D	Class-VIII with HMV License	Any permanent employee with two years service and one year of successful completion of on the job training	Selection
2	Pay Loader Operator	Excv Cat C	-Do-	3 years experience as Pay Loader Operator in Excv Cat D	DPC
3	Pay Loader Operator	Excv Cat B	-Do-	4 years experience as Pay Loader Operator in Excv Cat C	DPC
4	Pay Loader Operator	Excv Cat A	-Do-	5 years experience as Pay Loader Operator in Excv Cat B	DPC

NOTE

Qualification will not be a bar for existing employees

The zone of consideration for promotion upto Excv Cat "A" will be Project level

Educational qualification for new recruitees will be Matriculation

PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL
DRAGLINE OPERATOR

Sl No	Designation	Category/ Grade	Qualification	Eligibility for Promotion*	Mode of Selection/ Promotion
1	Dragline Operator(T)	Excav Cat C	Matriculation/ITI	Any permanent employee having worked as HEMM Excav Gr D (Shovel Operator) for minimum of 2 years or having experience of repairing and maintenance of Shovel/Dragline in Cat D for a minimum period of three years Preference will be given to ITI trained employees meeting the above stipulation	Selection/ Aptitude test
2	Dragline Operator	Excav Cat B	-Do-	2 years experience as Dragline Operator(T) in Excav Cat C	DPC
3	Dragline Operator	Excav Cat A	-Do-	4 years experience as Dragline Operator in Excav Cat B	DPC
4	Dragline Operator	Excav Spl	-Do-	5 years experience as Dragline Operator in Excav Cat A	DPC

NOTE

The zone of consideration for promotion upto Excav Cat "A" will be Project level and Excav Cat "A", to Excav Spl will be Area level

Qualification will not be a bar for existing employees

If required horizontal movement of Shovel Operator in Excav Cat A may be permitted and past experience will be protected

PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL
SHOVEL OPERATOR

Sl No	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Shovel Operator(T)	Excav Cat D	Matriculate	Any permanent employee having 2 years service with qualification of matriculate found suitable for taking training in HEMM operation will be placed as Trainee in his existing Grade. On successful completion of one year training/trade test, and found successful, will be placed in Excav Cat D	Selection/ Aptitude test
2	Shovel Operator	Excav Cat C	-Do-	2 years experience as Shovel Operator in Excav Cat D	DPC
3	Shovel Operator	Excav Cat B	-Do-	3 years experience as Shovel Operator in Excav Cat C	DPC
4	Shovel Operator	Excav Cat A	-Do-	4 years experience as Shovel Operator in Excav Cat B	DPC
5	Shovel Operator	Excav Spl	-Do-	5 years experience as Shovel Operator in Excav Cat A	DPC

NOTE

Entry to this cadre will be from trained HEMM Operators and from the HEMM, repairs and maintenance personnel, after being found suitable

Qualification will not be a bar for existing employees

In case of necessity/vacancy, horizontal movement at appropriate level may be considered from suitable HEMM Operators and past experience will be protected

The zone of consideration for promotion upto Excav Cat "A" will be Project level and Excav Cat "A" to Excav Spl will be Area level

ANNEXURE-XXVIII-1

PROMOTIONAL CHANNEL FOR EXCAVATION PERSONNEL
DUMPER OPERATOR

Sl No	Designation	Category/ Grade	Qualification	Eligibility for Promotion	Mode of Selection/ Promotion
1	Dumper Operator	Excav Cat D	Class-VIII with HMV License	Any permanent employee having 1 year service and Heavy Vehicle driving license with qualification of minimum class VIIIth standard found suitable for taking training in HEMM operation will be placed as Trainee in his existing Grade. On successful completion of one year training/trade test, and found successful, will be placed in Excav Cat D	Selection/Aptitude test
2	Dumper Operator	Excav Cat C	-Do-	1 year experience as Dumper Operator in Excav Cat D	DPC
3	Dumper Operator	Excav Cat B	-Do-	3 years experience as Dumper Operator in Excav Cat C	DPC
4	Dumper Operator	Excav Cat A	-Do-	4 years experience as Dumper Operator in Excav Cat B	DPC
5	Sr Dumper Operator	Excav Spl	-Do-	5 years experience as Dumper Operator in Excav Cat A	DPC

- Note
- 1) The zone of consideration for promotion upto Excav Cat A will be Project level and Excav Cat a to Excav Spl will be Area level
 - 2) Educational qualification for new recruits will be Matriculation
 - 3) Educational qualification for existing employees will not be a bar for promotion




ANNEXURE-XXXII

CADRE SCHEME FOR TRIPMAN, DUMP/PI/TMAN

Sl No	Designation	Category/Grade	Qualification	Eligibility for Promotion	Mode of Selection/Promotion
1	Tripman, Dumpman/Pitman/ Pitmunsi/Traffic Munsi	Clerical Gr III	Matriculate or equivalent	3 years service in the company	Selection
2	Tripman, Dumpman/Pitman/ Pitmunsi/Traffic Munsi	Clerical Gr II	Matriculate or equivalent	3 years experience in Clerical Gr III	DPC
3	Tripman, Dumpman/Pitman/ Pitmunsi/Traffic Munsi	Clerical Gr I	Matriculate or equivalent	3 years experience in Clerical Gr II	DPC
4	Sr Tripman, Dumpman/Pitman/ Pitmunsi/Traffic Munsi	Clerical Spl Gr	Matriculate or equivalent	5 years experience	DPC

NOTE

Qualification will not be a bar for promotion for existing employees upto Gr I

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1/10/11

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

No. CIL/C-5B/JBCCI/VII/13

Dated: 30th April, 2008

CORRIGENDUM

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

Dear Sir,

In the Cadre Scheme for promotion of Sr.E.P. Mechanic to Foreman-in-charge (Supervisory cadre- Annexure VII-22) forwarded vide letter No.CIL/C-5B/JBCCI/I.I.No.21/191 dated 31st August, 2007 (implementation Instruction No.21 of NCWA-VII) the eligibility for promotion of Foreman-in-charge(Mech./Excavation) T&S Gr.'A' to Foreman-in-charge(Mech./Excavation) T&S Gr.'A-1' was mentioned as 4(four) years due to typographical error which may be "corrected as 5(five) years".

In case the cadre scheme circulated earlier has already been acted upon, the same needs to be rectified immediately.

Inconvenience caused, if any, is regretted.

Yours faithfully,

(R.S. Ram)

Chief General Manager(MP&IR)

Distribution:

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

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

No CIL/C-5B/JBCCI/ 269

Dated: 21st February, 2008

CORRIGENDUM

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

Dear Sir,

In the Cadre Scheme for promotion of Sr E P Mechanic to Foreman-in-charge (Annexure VII-22) forwarded vide letter No CIL/C-5B/JBCCI/ I No 21/191 dated 31st August 2007 (implementation Instruction No 21 of NCWA-VII) in the foot note it has been mentioned that zone of consideration for Foreman (Mech /Excavation) in T&S Gr A and onwards shall be at Area level due to typographical error. The foot note shall be read as under

“The zone of consideration for Foreman(Mech./Excavation) in T&S Gr.B and onwards shall be at Area level ”

In case the Cadre Scheme as circulated earlier has already been acted upon the same needs to be rectified immediately

Inconvenience caused, if any, is regretted

Yours faithfully,

(R S Ram)

Chief General Manager(MP&IR)

Distribution

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

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

No.CIL/C-5B/JBCCI/ 236

Dated 14th November, 2007

CORRIGENDUM

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

Dear Sir,

In the Cadre Scheme for promotion of EP Machinists (Annexure No XIV-4 (Revised) forwarded vide letter No CIL/C-5B/JBCCI/ I No 21/191 dated 31st August, 2007 (Implementation Instruction No 21 of NCWA-VII) the eligibility for promotion of EP Machinist Excv.Cat.B to EP Machinist, Excv Cat A was mentioned as "three years" due to typographical mistake which may be corrected as "FIVE YEARS"

In case the Cadre Scheme as circulated earlier has already been acted upon, the same needs to be rectified immediately

Inconvenience caused, if any, is regretted

Yours faithfully,


(R S Ram)
Chief General Manager(MP&IR) 14/11

Distribution

All Members & Alternate Members of JBCCI-
Chairman-MD, SCCL, PO Kothagudam Collys Dist Khammam (A P)
Director(Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
Director(Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
Director(O), CMPDIL, Ranchi
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CGM, CIL, New Delhi
CGM(P)/CGM(F), CIL, Kolkata
FM(Bill), CIL, Kolkata
All RSMs
Sr P O (AW), CIL, Kolkata

CADRE SCHEME FOR EP MACHINIST (EXCAVATION)

ANNEXURE-XIV-4 (REVISED)

Sl No	Designation	Category/Grade	Qualification	Eligibility for Promotion	Mode of Selection/Promotion
1	EP Mazdoor	Cat II	Non ITI	One year service in the Company	Selection
2	EP Helper	Excv Cat E	Non ITI	Three years as EP Mazdoor in Cat II	DPC
3	EP Machinist	Excv Cat D	Non ITI/ITI	Three years as EP Machinist in Excv Cat E	DPC
4	EP Machinist	Excv Cat C	Non ITI/ITI	Three years as EP Machinist in Excv Cat D	DPC
5	EP Machinist	Excv Cat B	Non ITI/ITI	Three years as EP Machinist in Excv Cat C	DPC
6	EP Machinist	Excv Cat A	Non ITI/ITI	Five years as EP Machinist in Excv Cat B	DPC

- 1) Zone of promotion upto Excv Cat A will be Project level
- 2) ITI, will be guided by I I No 32 upto Grade-D
- 3) Qualification will not be bar for promotion of existing employees in the cadre

CADRE SCHEME FOR EP MACHINIST (EXCAVATION)

ANNEXURE-XIV-4 (REVISED)

Sl No	Designation	Category/Grade	Qualification	Eligibility for Promotion	Mode of Selection/Promotion
1	EP Mazdoor	Cat II	Non ITI	One year service in the Company	Selection
2	EP Helper	Excv Cat E	Non ITI	Three years as EP Mazdoor in Cat II	DPC
3	EP Machinist	Excv Cat D	Non ITI/ITI	Three years as EP Machinist in Excv Cat E	DPC
4	EP Machinist	Excv Cat C	Non ITI/ITI	Three years as EP Machinist in Excv Cat D	DPC
5	EP Machinist	Excv Cat B	Non ITI/ITI	Three years as EP Machinist in Excv Cat C	DPC
6	EP Machinist	Excv Cat A	Non ITI/ITI	Three years as EP Machinist in Excv Cat B	DPC

- 1) Zone of promotion upto Excv Cat A will be Project level
- 2) ITI, will be guided by I I No 32 upto Grade-D
- 3) Qualification will not be bar for promotion of existing employees in the cadre

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H. C. C.

Cadre Scheme for EP Machinist (ExcV)

Sl No	Designation & Cadre	Grade	Minimum qualification	Eligibility for promotion	Mode of promotion
1	EP Mazdoor	Cat-II	Non ITI	One year service in the Company	Selection
2	EP Helper	ExcV Cat-E	Non ITI	Three years as EP Mazdoor in Cat-II	DPC
3	EP Machinist	ExcV Cat-D	Non ITI/ITI	Three years as EP Machinist in ExcV Cat-E	DPC
4	EP Machinist	ExcV Cat-C	Non-ITI/ATI	Three years as EP Machinist in ExcV Cat-D	DPC Trade Test
5	EP Machinist	ExcV Cat-B	Non-ITI/ATI	Three years as EP Machinist in ExcV Cat-C	DPC Trade Test
6	EP Machinist	ExcV Cat-A	Non-ITI/ATI	Five years as EP Machinist in ExcV Cat-B	DPC Trade Test

(1) Zone of promotion up to ExcV Cat-A will be Area level *Pro feet level*

(2) I.T.I. will be guided upto grade 'B' by I.S. No 32.

1. Promotion from 'A' to special grades could not be unanimously agreed. So this point may be considered by the Standing Committee.

(4) Qualification will not be bar for promotion to the existing employees in the cadre.

S.M.S.P. 20/9/03
Mh 20/9/2003

W. K. K. 20/9/03

G.R.S. 20/9/03
20/09/03

Shyamsunder 20/9/03
20.9.2003
20/9

