

कोल इंडिया लिमिटेड

(महारत्न कंपनी)

(भारत सरकार का उपक्रम)

"कोल भवन"

प्रेमाइज़ नं० 04, एमएआर प्लॉट नं० ए एफ-III

एक्शन एरिया 1ए, न्यू टाउन, राजारहत

कोलकाता-700156 (पश्चिम बंगाल)

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Coal India Limited

(A MAHARATNA COMPANY)

A Govt. of India Enterprise

"Coal Bhawan"

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

Ref. No.: CIL/C-5B/JBCCI-X/SC/Determination of Seniority/ 33

Dated: 11.02.2021

OFFICE MEMORANDUM

Sub: Determination of Seniority in case of Non-Executive Cadre Employees of CIL/Subsidiaries

The guidelines communicated vide letter no.: CIL/C-5B/JBCCI/65 dated 07.11.2008 regarding "Scheme for determination of seniority in case of Non-Executive Cadre" were deliberated in the 11th Meeting of Standardization Committee of JBCCI-X held on 23.01.2021 at Ranchi wherein following were decided: -

1. Seniority of the Non-Executive Cadre employees of CIL/Subsidiaries shall be intact during the time period as specified in the promotion/selection order for joining the promoted/selected post. If the employee doesn't join during the time period as specified (which cannot exceed 30 days) in the promotion/selection order, the order shall stand cancelled, in respect of such employee, unless the joining period is extended.

The seniority of such employees, joining in group, shall be determined/drawn on the basis of merit panel/inter-se seniority and not on date of joining the post. It shall be mandatory to release the employees for joining the promoted/selected post, as per the order, within the timeline prescribed.

Present cases related to Panel Seniority whose status has not been changed due to different joining dates on promotion or otherwise may also be considered accordingly.

2. In case of mutual/individual request transfer, the seniority of the employee shall be at the bottom of the grade/category in the new establishment irrespective of date of joining or length of service.
3. In case of request transfer to CIL (HQ), Kolkata, the existing system regarding revised seniority/grade may continue.
4. Earlier instructions issued on the above matter are superseded herewith.

It is being communicated with the approval of the Competent Authority for uniform implementation.

(A. K. Choudhary)

General Manager (MP & IR)

Distribution: -

1. All members of Standardization Committee of JBCCI-X
2. GM (P/IR) - ECL/BCCL/CCL/WCL/NCL/MCL/SECL

3. GM (P & A) - CMPDIL
4. GM - NEC
5. GM CIL, New Delhi
6. GM (System) - CIL: with a request to upload on website of CIL
7. GM (Finance), CIL
8. HOD - IICM

Copy for information to: -

TS to Director (P & IR)