

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, Newtown, Rajarhat
KOLKATA-700156 (WB)



एक महारतन कंपनी
A Maharatna Company

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

संदर्भ सं: CIL/C5A (PC)/Security Rect/771

दिनांक: 23.09.2021

कार्यालय ज्ञापन

विषय: Amendment in the Cadre Scheme of Security discipline

CIL Board in its 431st meeting held on 17.09.2021 approved amendments in the Cadre Scheme of Security discipline for implementation with immediate effect.

The revised Cadre Scheme is enclosed for information and compliance by all concerned.

नीला प्रसाद
23/9/21
(नीला प्रसाद)

महाप्रबंधक (का./ नीति)

ई-मेल के माध्यम से वितरण:

1. D(T)/ D(M)/ D (P&IR)/ D(F), CIL
2. CMD, BCCL/ CCL/ CMPDIL/ ECL/ MCL/ NCL/ SECL/ WCL
3. CVO, CIL
4. D(P), BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL
5. D(T/CRD), CMPDIL
6. CVO, BCCL/ CCL/ CMPDIL/ ECL/ MCL/ NCL/ SECL/ WCL
7. ED (Co-ordination), CIL
8. GM/ HoD (P/EE)/ (P/Rect)/ (Admn), CIL
9. GM, NEC
10. HoD, CIL New Delhi Office
11. HoD, IICM
12. Mgr.(P/PC), CIL – for updation of HR Manual.

Revised Cadre Scheme of Security discipline

Sl. No.	Designation	Grade	Recruitment		Promotion	
			Minimum Qualification	Minimum Experience	Minimum Qualification	Minimum Experience
1	Officer	E-1	--	--	Matriculate	5 yrs. in T&S grade "A"
2	Management Trainee	E-2	Graduate	Minimum 2 years' service in Officer/ Executive cadre with either Armed Forces or Central Police Organization (CPO) (or) Minimum 5 years' service in Officer/ Executive cadre with other Govt./ PSEs/ Private Organization	--	--
3	Sr. Officer	E-2	--	--	Graduate	3 yrs. in T&S grade "A"
					Matriculate	5 yrs. in next below grade
4	Asst. Manager	E-3	Graduate	Minimum 3 years' service in Officer/ Executive cadre with either Armed Forces or Central Police Organization (CPO) (or) Minimum 6 years' service in Officer/ Executive cadre with other Govt./ PSEs	Graduate	Placement after successful completion of 1 year training/ probation period in E-2 grade
5	Deputy Manager	E-4	-do-	Minimum 7 years' service in Officer/ Executive cadre with either Armed Forces or Central Police Organization (CPO) (or) Minimum 10 years' service in Officer/ Executive cadre with other Govt./ PSEs	-do-	4 yrs. in next below grade
6	Manager	E-5	-do-	Minimum 11 years' service in Officer/ Executive cadre with either Armed Forces or Central Police Organization (CPO) (or)	-do-	4 yrs. in next below grade

Sl. No.	Designation	Grade	Recruitment		Promotion	
			Minimum Qualification	Minimum Experience	Minimum Qualification	Minimum Experience
				Minimum 14 years' service in Officer/ Executive cadre with other Govt./ PSEs		
7	Sr. Manager	E-6	-do-	Minimum 15 years' service in Officer/ Executive cadre with either Armed Forces or Central Police Organization (CPO) (or) Minimum 18 years' service in Officer/ Executive cadre with other Govt./ PSEs	-do-	4 yrs. in next below grade
8	Chief Manager	E-7	-do-	Minimum 19 years' service in Officer/ Executive cadre with either Armed Forces or Central Police Organization (CPO) (or) Minimum 22 years' service in Officer/ Executive cadre with other Govt./ PSEs	-do-	4 yrs. in next below grade
9	General Manager	E-8	-do-	Minimum 22 years' service in Officer/ Executive cadre with either Armed Forces or Central Police Organization (CPO) (or) Minimum 25 years' service in Officer/ Executive cadre with other Govt./ PSEs	-do-	3 yrs. in next below grade.
10	Executive Director	E-9	--	--	As per Cl. 1.19 of Cadre Scheme & Promotion Procedures	

Note:

1. Central Police Organizations (CPO) for the purpose of direct/ outside recruitment are as under:
 - a. Intelligence Bureau, Central Bureau of Investigation, Bureau of Police Research & Development (BPRD) and National Investigation Agency.
 - b. Central Armed Police Forces of the Union namely Assam Rifles (AR), Border Security Force (BSF), Central Industrial Security Force (CISF), Central Reserve Police Force (CRPF), Indo Tibetan Border Police (ITBP),

National Security Guard (NSG), Sashastra Seema Bal (SSB) and Indian Railway Protection Force Service (IRPFS).

- c. State Police/ State Armed Forces shall not be covered under the term Central Police Organization except Ex. IPS Officers.
2. Experience in other Govt./PSEs/ Private Organization would be considered only if the candidates are having relevant experience in managing Industrial security in Officer/ Executive Cadre.
3. Office/ Executive Cadre means minimum induction level of Officer Cadre like Management Trainee/ Officer of CPSEs, Officer Cadet of Defence, Asst. Supdt of IPS, Managerial role of private sectors, etc.
4. The experience of State Public Sector Enterprise/ Private Organization in Officer/ Executive cadre would be applicable for direct/ outside recruitment only if the Organization is having:
 - a. Net worth of minimum ₹500 crores and
 - b. Manpower of atleast 1,000 employees of all types for outside recruitment upto E-5 grade & for recruitment beyond E-5 grade, atleast 10,000 employees of all types.
5. Recruitment of Security Personnel under this Cadre Scheme shall be subject to Medical fitness to be certified by Company Medical Officer. Minimum standards required for appointment of Security Personnel is enclosed as Appendix.
6. The quota reserved for departmental candidates is applicable only for entry level recruitment i.e., for E-1 & E-2 grade and not for lateral recruitments.
7. Candidates taken VRS (voluntary retirement from the services before superannuation) or dismissed/ removed/ compulsorily retired from Armed Forces/ CPO/ PSEs or any other Organization will not be eligible for selection.
8. Candidates from private sectors are not eligible for lateral recruitment under this Cadre Scheme.
9. Maximum age limit for direct/ open recruitment at entry level i.e., E-2 grade will be 30 years for general candidates. Age relaxations will be applicable as per Government guidelines.
10. Departmental candidate at entry level will have to undergo six months training in Security Institute and three months on the job training.
11. Matriculates will not be eligible for consideration for promotion beyond E-2 grade.
12. Uniform as per Dress regulation in existence.

Minimum physical and medical standards required for appointment of Security Personnel

To be deemed medically fit, a candidate must be in good physical and mental health and free from any disease/ syndrome/ disability likely to interfere with the efficient performance of security related activities in any environment, climate, remote areas and austere conditions with no frequent medical aid.

In general, the following minimum standards are required for appointment of Security personnel:

- a. Should not have any musculoskeletal deformities (congenital or acquired) of spine, chest, pelvis and limbs, or anywhere in the body.
- b. Weight should be proportionate to height i.e., should not be grossly over-weight or under-weight (BMI should be in between 19-27.5).
- c. Vision must be good

	Naked Eye	Corrected	Near Vision
Better Eye	6/12	6/6	0.6
Worse eye	6/24	6/9	0.8
Each Eye Hypermetropia	6/18	6/9	0.8

Total myopia should not exceed -6D and Hypermetropia should not exceed +4D. Candidates should not suffer from any form of night blindness, color blindness, squint or any chronic & progressive diseases of eye leading to loss of binocular vision.

- d. Hearing must be good and there should be no progressive disease affecting hearing.
- e. Speech must be without impediment - stammering of moderate degree excluded.
- f. Height must not be less than 152 cm for both male and female candidates (concession of 5 cm for Gorkhas, Garhwalis and Assamese tribal candidates).
- g. Chest must be well formed. Minimum requirement of chest expansion should be 5 cm. Chest measurements are not applicable for female candidates.
- h. Lungs should be sound and free from any chronic bronchial or laryngeal disease.
- i. Should not suffer from any chronic or extensive ulcers, ailments of skin or other system.
- j. Subjects of palsy, paralysis and epilepsy are to be rejected.
- k. Any other abnormality, if so considered by specialist of the Medical Examination Board.

With the above minimum standards, the Medical Officers of the Examining Board shall use their own wisdom in each case, get a history of present & past illness and whether at present, under treatment or not and shall judge cases on their merits taking into consideration the age, gender, prevalence of diseases and prospective duties of the Security Personnel. The main object of medical examination is to secure continuous effective service from the candidate.