

कोल इण्डिया लिमिटेड

(भारत सरकार का उपक्रम)

COAL INDIA LIMITED

(A Govt. of India Enterprise)

कोल भवन "COAL BHAWAN"

PREMISES NO: 04, MAR, PLOT NO: AF-III
ACTION AREA-1A, NEW TOWN, RAJHARHAT
KOLKATA-700156 (WB)



महारत्न कंपनी

A Maharatna Company

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

PERSONNEL DIVISION

POLICY CELL

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CIN:L23109WB1973GOI028844

संदर्भ स: CIL/C5A (PC)/PRP 2016-17/2967

दिनांक: 02.08.2018

/ OFFICE ORDER /

Sub: "R" factor for payment of PRP for the year 2016-17

Further to letter No. CIL/C5A (PC)/PRP 2016-17/2889 dated 19.06.2018, the "R" factor for computation of PRP for the year 2016-17 has been determined on the basis of PRP billed data submitted by CIL & its subsidiaries.

Since there is no incremental profit in the year 2016-17, the 40% component of PRP shall not be payable to any executive for the year.

The 60% payable PRP component, as determined for CIL and its subsidiaries, is well within the available corpus for PRP payment for the year 2016-17.

As such, the 60% component of PRP shall be paid to the entitled executives (Board level and below Board level), with immediate effect, by taking the "R" factor as 1 (One) for computation of PRP for the year 2016-17.

This is for information and compliance by all concerned.

(पी.वी.के.आर. मल्लिकार्जुन राव)

महाप्रबंधक (कार्मिक/ नीति/ भर्ती)

Distribution:

1. The Director (Fin.)/ Director (Mktg.)/ Director (Tech.)/ Director (P&IR), CIL
2. The CVO, CIL
3. The Director (P), ECL/BCCL/ CCL/ NCL/ WCL/ SECL/ MCL
4. The Director (T/ES), CMPDI, Ranchi
5. The GM/TS to Chairman, CIL
6. The GM, NEC, Margherita
7. The GM (P/EE), CIL
8. The GM (Finance), CIL: This is in reference to your file no. E-73766/CIL/CM(F)/ 2.8.18
9. The GM (System), CIL: with a request to upload the same in CIL website under Circulars / PMS.
Soft copy emailed.
10. The TS to CMD, ECL/ BCCL/ CCL/ NCL/ WCL/SECL/ MCL/ CMPDI
11. The GM/ HOD (P/EE), ECL/ BCCL/ CCL/ NCL/ WCL/ SECL/ MCL/ CMPDI