

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 50001:2011 Certified Company)

**PERSONNEL DIVISION
POLICY CELL**

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CIN:L23109WB1973GOI028844

Ref : CIL/C5A (PC)/PRP/ 2232

Date: 24.07.2017

OFFICE ORDER

Sub: "R" factor for payment of PRP for the year 2015-16

Further to the Office Order No. CIL/C5A (PC)/PRP/2166 dated 24.06.2017, the "R" factor for computation of PRP for the year 2015-16 has been determined as 1.0 for 60% component of PRP and 0.3 for 40% component of PRP, on the basis of the PRP billed data submitted by CIL & Subsidiaries.


As such, PRP shall be paid to all the entitled Executives (Board level and below Board level), based on their PMS ratings for the FY 2015-16 and other factors as per the formula for computation of PRP.

All Subsidiaries shall communicate the PRP data in respect of transferred Executives to the respective subsidiaries for payment of PRP to such Executives.

The R factor for 40% component of PRP (0.3) would be revised, based on availability of balance corpus under the head, after payment of PRP to all entitled Executives, both on roll and exit, and the difference of payment, if any, shall be paid subsequently.

All Subsidiaries shall also communicate the actual payment on account of 40% PRP component to the GM (Finance), CIL for revision of the R factor.

This is for information and compliance by all concerned.


(Charles Juster)

Dy. General Manager (P/PC)

Distribution:

- 1) The Director (P&IR)/Director(Finance)/Director (Tech.)/Director(Mkt.), CIL
- 2) The Director (P)/Director(F), ECL/BCCL/CCL/NCL/SECL/WCL/MCL
- 3) The Director (T/ES), CMPDIL
- 4) GM/TS to Chairman, CIL
- 5) The General Manager (P-EE), CIL
- 6) The General Manager (Finance), CIL
- 7) The General Manager, NEC
- 8) The General Manager (System), CIL
- 9) TS to CMD, ECL/BCCL/CCL/NCL/SECL/WCL/MCL/CMPDIL
- 10) TS to the Director (P&IR), CIL