

कोल इण्डिया लिमिटेड
(महाराज कंपनी)
(भा. संस्कार उपक्रम)
नीति सेल

'कोल भवन', प्रेमिसिज सं.04 एमएआर,
प्लॉट सं.-एएफ-III, एक्शन एरिया-1 ए, न्यूटाउन, राजरहाट,
कोलकाता-700 156,

वेबसाइट: www.coalindia.in

सी आई एन सं. L23109WB1973GOI0288



DECADES OF UNEARTHING ENERGY

COAL INDIA LIMITED

(A Maharatna Company)

(A Govt. of India Undertaking)

Policy Cell

'Coal Bhawan', Premises No.04-MAR,

Plot No.-AF-III, Action Area -IA,

New Town, Rajarhat

Kolkata - 700 156

Website: www.coalindia.in

CINNo.L23109WB1973GOI028844

Ref no: CIL/C5A (PC) 1446

Date: 15.04.2026

OFFICE ORDER

In pursuance of the decision taken by the Board of Directors of Coal India Limited in its 489th Meeting held on 23.03.2026 under Item No. 489.4(J), the approval of the Competent Authority is hereby conveyed for implementation of the following in respect of the executive cadre of Coal India Limited and its subsidiaries:

1. Revision of Entry-level Induction Grade

Sl no	Discipline	Entry Grade	Pay Scale (as applicable at present)
1	All disciplines except Medical	E1	₹60,000 – ₹1,80,000
2	Medical – GDMO (non-specialist)	E2	₹70,000 – ₹2,00,000
3	Medical -Specialist without experience	E2	₹70,000 – ₹2,00,000
4	Medical - Specialist with minimum 3 years' experience	E3	₹80,000 – ₹2,20,000

2. Change in Designation for Non-medical Disciplines

Grade	Period	Designation of Direct Recruits	Designation of Departmental Promotees
E1	1st Year (training-cum-probation period)	Management Trainee (Discipline)	Officer (Trainee) / Officer (Discipline)
E1	2nd Year onwards	Officer (Discipline)	Officer (Discipline)
E2	1st Year onwards	Senior Officer (Discipline)	Senior Officer (Discipline)

3. Minimum Service Requirement for Promotion in Non-medical Disciplines

- Executives shall be required to put in a minimum of 3 years of service in E1 grade for consideration for promotion to E2 grade. This period of 3 years shall be inclusive of the initial 1 year training-cum-probation period.
- Executives shall similarly put in a minimum of 3 years of service in E2 grade for consideration for promotion to E3 grade.
- The above promotions shall be vacancy-based and subject to other common eligibility criteria for promotion, including vigilance / departmental clearance etc. and performance rating, as applicable.

[Handwritten signature]
15.04.2026

4. Consequential Changes in Cadre Scheme

- For non-medical disciplines: the existing qualifications prescribed for entry at E2 level in the respective cadre schemes shall stand shifted to E1 level.
- For Mining discipline: in addition to other prescribed eligibility criteria, the requirement of possession of a statutory certificate of at least Second Class Mine Manager's Certificate of Competency valid for working in both Opencast and Underground mines, i.e. unrestricted certificate, which was earlier applicable for promotion from E3 to E4, shall henceforth stand shifted for promotion from E2 to E3.
- For Medical discipline: the qualifications presently prescribed for entry at E3 and E4 shall stand shifted to E2 and E3 respectively.
- Accordingly, for promotion from E2 onwards, unless otherwise specifically provided in the existing cadre scheme against the specific grade or grades, the minimum qualification prescribed for entry at E1 shall also be applicable for all higher grades.

5. Grant of First Increment

The first increment shall be made effective from the first day of the month following successful completion of the one-year training/probation period. Thereafter, annual increments shall be admissible on 1st April of each year, in line with the prevailing practice of the Company.

The above provisions shall be implemented prospectively and shall be applicable in respect of recruitment advertisements notified after the date of approval of the CIL Board, i.e. 23.03.2026.

All other provisions, to the extent not modified above, shall remain unchanged.

This issues with the approval of the Competent Authority.

(Rajesh V Nair)

General Manager (HR) / HoD
Policy Cell, CIL



वेस्टर्न कोलफील्ड्स लिमिटेड
WESTERN COAL FILDS LIMITED
COAL ESTATE, CIVIL LINES, NAGPUR-440001



मानव संसाधन/ईई विभाग

Department of Human Resource/EE

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CIN : U10100MH-1975GOI018626

ISO 9001:2015 Certified

www.westerncoal.nic.in

संदर्भ : WCL/HR/EE/26/ 1043

दिनांक : 16/04/2026

Copy for kind information to:

- All HOD's, WCL Hqrs., Nagpur
- All Area General Manager, WCL.
- The General Manager(System), WCL Hqrs – For uploading on WCL Website.

भवदीय,

16/4/26

(राजेश कुमार सिन्हा)

उप-महाप्रबंधक(मा.सं.)/ईई

वेकोलि मुख्यालय