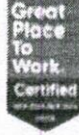


कोल इण्डिया लिमिटेड
(महाराष्ट्र कंपनी)
(भारत सरकार उपक्रम)
नीति सेल

'कोल भवन', पेमिसिज सं.04 एमएआर,
प्लॉट सं.-एफ-III, एक्शन एरिया-1 ए, न्यूटाउन, राजारहाट,
कोलकाता-700 156,

वेबसाइट: www.coalindia.in

सी आई एम सं. L23109WB1973GOI028844



5 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 -1A,
New Town, Rajarhat
Kolkata - 700 156
Website: www.coalindia.in
CINNo.L23109WB1973GOI028844

Ref. No.: CIL/C5A(PC)/Promotion/2422575/496.4M/1496.

Date: 17.10.2026

OFFICE ORDER

The CIL Board, in its **496th Meeting held on 15.10.2026 under Item No. 496.4M**, approved the introduction of a Standard Effective Date of Promotion under the Executive Promotion Framework of CIL and its Subsidiaries, along with consequential amendments to the relevant provisions of the CIL HR Manual and related instructions. Accordingly, the relevant provisions of the CIL HR Manual are hereby amended as indicated below:

Reference	Existing Provision	Amended Provision
Chapter 1 - CIL Executive Pay Revision 2017 - Clause 10.0, Item 8(iv): Other general guidelines for payment of PRP	In case of promotion to higher grade in a financial year, the payment of PRP is to be made on pro-rata basis for the period rendered in the relevant grades. Similarly, in case of Non-Executives promoted to the Executive cadre in a financial year, the payment of PRP is to be made on pro-rata basis for the year.	In case of promotion to higher grade in a financial year, the payment of PRP is to be made on pro-rata basis for the period rendered in the relevant grades. Similarly, in case of Non-Executives promoted to the Executive cadre in a financial year, the payment of PRP is to be made on pro-rata basis for the year. For promotions covered under Clause 1.9(A) of Chapter 5, PRP will be payable in the promotion year, at the higher grade rate from the date of ACTUAL CHARGE assumption in the promoted post, and not from the Notional Effective Date of Promotion.
Chapter 5 - Cadre Schemes and Promotion Procedures - Clause 1.7(c): Eligibility Norms for Promotion	Unless otherwise stipulated in the relevant cadre schemes, an executive has to put in a minimum of three years' service in a particular grade before he becomes eligible for consideration for promotion to the next high grade.	Unless otherwise stipulated in the relevant cadre schemes, an executive has to put in a minimum of three years' service in a particular grade before he becomes eligible for consideration for promotion to the next high grade. For regular promotions under the annual promotion exercise covered under Clauses 1.8(g), 1.8(h), 1.8 (i) the annual cut-off date shall continue to be 30th September. A grace period of 30 days, i.e. up to and including 30th October, shall be available for completion of the prescribed residency requirement, including the required eligible duty days. The grace period shall not relax any other prescribed condition of promotion. The grace-period provision shall apply prospectively for reckoning eligibility of Executives promoted under the annual promotion exercise having 30.09.2026 as the cut-off date and thereafter. Accordingly, where the minimum prescribed residency is three years, the actual effect of the grace period shall arise from the DPCs conducted

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		against the cut-off date of 30.09.2029 and onwards.
Chapter 5 - Clause 1.8(g) B, Clause 1.8(h) B and Clause 1.8(i) B: Eligibility period for DPC (The contents of the above clauses are identical in both the existing and the proposed form, hence, for brevity, they have been combined in this order)	Eligibility period for DPC An executive will be considered for promotion during the Departmental Promotion Committee (DPC) process if he/she has completed duty/days equivalent to the minimum prescribed experience (as per cadre scheme) in feeder grade as on the DPC cut-off date. Duty days include all admissible leaves as per the CIL Executive Leave Rules, rest days and holidays. 365 days will be considered as 1 year for this purpose " EXAMPLE: Where residency period for promotion to next higher grade is three years, the total Duty Days (as defined above) for deemed completion of residency period will be $365 \times 3 = 1095$, upto DPC cut off date.	Eligibility period for DPC An executive will be considered for promotion during the Departmental Promotion Committee (DPC) process if he/she has completed duty/days equivalent to the minimum prescribed experience (as per cadre scheme) in feeder grade as on the DPC cut-off date, subject to the grace period prescribed under Clause 1.7(c), wherever applicable. Duty days include all admissible leaves as per the CIL Executive Leave Rules, rest days and holidays. 365 days will be considered as 1 year for this purpose " EXAMPLE: Where residency period for promotion to next higher grade is three years, the total Duty Days (as defined above) for deemed completion of residency period will be $365 \times 3 = 1095$, upto DPC cut off date, subject to the applicable grace period under Clause 1.7(c).
Chapter 5 - Clause 1.8(g) C, Clause 1.8(h) C and Clause 1.8(i) C: Cut-off date for eligibility (The contents of the above clauses are identical in both the existing and the proposed form, hence, for brevity, they have been combined in this order)	C. Cut-off date for eligibility: 30th September of every year. Vacancy date: As on 1st March of subsequent year. Zone of consideration: Eligible Executives will be considered in the ratio of 1:5 against each cut-off date. For finalizing the candidates to be considered by a DPC, the number of Executives already promoted against earlier cut-off dates/ retired/ expired/ separated from the Company on the date of DPC will be excluded from the list and as a result, Executives down below but eligible against the same cut-off date shall also be considered if they have completed the minimum residency period with respect to the cut-off date and fall within the ratio of 1:5.	C. Cut-off date for eligibility: 30th September of every year. The grace period under Clause 1.7(c), wherever applicable, shall be available only for completion of the prescribed residency requirement, including the required eligible duty days, and shall not alter the cut-off date. Vacancy date: As on 1st March of subsequent year. Zone of consideration: Eligible Executives will be considered in the ratio of 1:5 against each cut-off date. For finalizing the candidates to be considered by a DPC, the number of Executives already promoted against earlier cut-off dates/ retired/ expired/ separated from the Company on the date of DPC will be excluded from the list and as a result, Executives down below but eligible against the same cut-off date shall also be considered if they have completed the minimum residency period in accordance with Clause 1.7(c) and fall within the ratio of 1:5.

Chapter 5 - Clause 1.8(g) G: Joining and effect of promotion	G. The promoted Executive has to join the promoted post at the respective company mentioned against him/ her within 30 days from the issue of the order. The promotion will be effective on & from the date the Executive reports to the Company on transfer, if applicable, and assumes charge in the promoted post. In case of transfer on promotion Executive has to join the promoted post at the respective company mentioned against him/ her within 60 days from the issue of the order.	G. The promoted Executive has to join the promoted post at the respective company mentioned against him/ her within 30 days from the issue of the order. For promotions covered under Clause 1.9(A), the applicable Standard Effective Date shall be the deemed date of entry into the promoted grade. Actual monetary benefit and assumption of the functions and responsibilities of the promoted grade shall, however, commence only from the date the Executive reports to the Company on transfer, if applicable, and assumes charge in the promoted post. For other grade progressions under this clause, Clause 1.9 shall apply. In case of transfer on promotion Executive has to join the promoted post at the respective company mentioned against him/ her within 60 days from the issue of the order.
Chapter 5 - Clause 1.8(h) F: Joining and effect of promotion	F. The promoted Executive has to join the promoted post at the respective company mentioned against him/ her within 30 days from the issue of the order. The promotion will be effective on & from the date the Executive reports to the Company on transfer and assumes charge in the promoted post. Further assignment of the promoted Executive will be decided by CMD of the respective Companies. In case of transfer on promotion Executive has to join the promoted post at the respective company mentioned against him/ her within 60 days from the issue of the order	F. The promoted Executive has to join the promoted post at the respective company mentioned against him/ her within 30 days from the issue of the order. For promotions covered under Clause 1.9(A), the applicable Standard Effective Date shall be the deemed date of entry into the promoted grade. Actual monetary benefit and assumption of the functions and responsibilities of the promoted grade shall, however, commence only from the date the Executive reports to the Company on transfer, if applicable, and assumes charge in the promoted post. For other grade progressions under this clause, Clause 1.9 shall apply. Further assignment of the promoted Executive will be decided by CMD of the respective Companies. In case of transfer on promotion Executive has to join the promoted post at the respective company mentioned against him/ her within 60 days from the issue of the order.
Chapter 5 - Clause 1.8(g) I	I. In the event of post falling vacant due to resignation/ foregoing promotion/ death/ not joining in the promoted post within the stipulated time as referred in above clause H, the process for issuance of promotion for the next eligible Executive in the panel, if any, will be undertaken.	I. In the event of post falling vacant due to resignation/ foregoing promotion/ death/ not joining in the promoted post within the stipulated time as referred in above clause H, the process for issuance of promotion for the next eligible Executive in the panel, if any, will be undertaken. For promotions covered under Clause 1.9(A), promotion of the next eligible Executive against such vacancy shall be treated as promotion against a resultant vacancy and its Standard

		Effective Date shall be determined in accordance with Clause 1.9(A)(b).
Chapter 5 - Clause 1.8(g) J	J. If promotion order is not issued to any empanelled Executive for the specified reasons like pending disciplinary case/ prosecution sanctioned/ under suspension/ pending DGMS case/ convicted/ under currency period of penalty, then such vacancy will be utilized for promoting next eligible empanelled Executive, if any. On conclusion of disciplinary case/ prosecution which results in complete exoneration of charges, such an Executive will be promoted immediately after complete exoneration against available vacancy with effect from the date, his/ her immediate junior in the panel is promoted. In the event, no vacancy is available, the Executive will be promoted by creating supernumerary post which will be automatically adjusted in the next DPCs. If the disciplinary case/ prosecution ended with the imposition of penalty, the recommendation of the DPC in favour of the Executive will not be given effect.	J. If promotion order is not issued to any empanelled Executive for the specified reasons like pending disciplinary case/ prosecution sanctioned/ under suspension/ pending DGMS case/ convicted/ under currency period of penalty, then such vacancy will be utilized for promoting next eligible empanelled Executive, if any. On conclusion of disciplinary case/ prosecution which results in complete exoneration of charges, such an Executive will be promoted immediately after complete exoneration against available vacancy with effect from the date, his/ her immediate junior in the panel is promoted. For promotions covered under Clause 1.9(A), the Standard Effective Date applicable to such immediate junior shall be adopted for regulating the seniority and eligibility for subsequent promotion of the Executive concerned. In the event, no vacancy is available, the Executive will be promoted by creating supernumerary post which will be automatically adjusted in the next DPCs. If the disciplinary case/ prosecution ended with the imposition of penalty, including Censure, the recommendation of the DPC in favour of the Executive will not be given effect for that DPC cycle.
Chapter 5 - Clause 1.8(h) D.2 and Clause 1.8(i) D(iii): Length of Service in existing grade (The contents of the above clauses are identical in both the existing and the proposed form, hence, for brevity, they have been combined in this order)	Note: For computing the marks of the length of service, deemed date of entry in the existing grade will be taken. Service of 6 months or more will be taken as 1 year and service of less than 6 months shall be taken as 0 (No marks allotted).	Note: For computing the marks of the length of service, deemed date of entry in the existing grade will be taken. Where entry into the existing grade was by a promotion covered under Clause 1.9(A), the applicable Standard Effective Date shall be taken as the deemed date of entry in the existing grade. The grace period under Clause 1.7(c) shall not be reckoned for calculation of Length of Service marks. Service of 6 months or more will be taken as 1 year and service of less than 6 months shall be taken as 0 (No marks allotted).
Chapter 5 - Clause 1.8(h) H	H. In event of post falling vacant due to resignation/ foregoing promotion/ death/ not joining in the promoted post within the stipulated time as referred in above clause G, the process for issuance of promotion for the next eligible Executive in the panel, if any, will be undertaken.	H. In event of post falling vacant due to resignation/ foregoing promotion/ death/ not joining in the promoted post within the stipulated time as referred in above clause G, the process for issuance of promotion for the next eligible Executive in the panel, if any, will be undertaken. For promotions covered under Clause 1.9(A), promotion of the next eligible Executive against such vacancy

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	If promotion order is not issued to any empaneled Executive for the specified reasons like pending disciplinary case/ prosecution sanctioned/ under suspension/ pending DGMS case/ convicted/ under currency period of penalty, then such vacancy will be utilized for promoting next eligible empaneled Executive. On conclusion of disciplinary case/ prosecution which results in complete exoneration of charges, such an Executive will be promoted immediately after complete exoneration against available vacancy with effect from the date, his/ her immediate junior in the panel is promoted. In the event, no vacancy is available, the Executive will be promoted by creating supernumerary post which will be automatically adjusted in the next DPCs. If the disciplinary case/ prosecution ended with the imposition of penalty, the recommendation of the DPC in favour of the Executive will not be given effect.	shall be treated as promotion against a resultant vacancy and its Standard Effective Date shall be determined in accordance with Clause 1.9(A)(b). If promotion order is not issued to any empaneled Executive for the specified reasons like pending disciplinary case/ prosecution sanctioned/ under suspension/ pending DGMS case/ convicted/ under currency period of penalty, then such vacancy will be utilized for promoting next eligible empaneled Executive. On conclusion of disciplinary case/ prosecution which results in complete exoneration of charges, such an Executive will be promoted immediately after complete exoneration against available vacancy with effect from the date, his/ her immediate junior in the panel is promoted. For promotions covered under Clause 1.9(A), the Standard Effective Date applicable to such immediate junior shall be adopted for regulating the seniority and eligibility for subsequent promotion of the Executive concerned. In the event, no vacancy is available, the Executive will be promoted by creating supernumerary post which will be automatically adjusted in the next DPCs. If the disciplinary case/ prosecution ended with the imposition of penalty, including Censure, the recommendation of the DPC in favour of the Executive will not be given effect for that DPC cycle.
Chapter 5 - Clause 1.9: Date of effect of promotion	The date of effect of promotion for the purpose of drawing emoluments in the higher grades will be from the date the concerned officer assumes charge of the higher post on receipt of promotion orders. However, the date of issue of promotion shall determine the seniority and eligibility for promotion to the next higher grade.	For promotions covered under Clause 1.9(A), the applicable Standard Effective Date shall be treated as the deemed date of entry into the promoted grade. For other promotions or grade movements, the date of issue of the relevant order shall be the deemed date of entry into the higher grade, unless a different effective date is specifically prescribed. Basic Pay in the higher grade shall be fixed notionally from such deemed date in accordance with the applicable pay-fixation provisions. Any monetary benefit arising from such fixation shall accrue only from the date of actual assumption of

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Chapter 5 - New Clause 1.9(A): Standard Effective Date of Promotion	NEW CLAUSE	charge in the higher grade, and no arrears shall be admissible for the intervening period. 1.9(A) Standard Effective Date of Promotion For regular promotions under the annual promotion exercise governed by Clauses 1.8(g) and 1.8(h), the following shall apply: (a) 30th September of the relevant promotion cycle shall be the Standard Effective Date of Promotion against direct vacancies. (b) For promotions from the same panel against resultant vacancies, the Standard Effective Date shall commence from 1st October and advance by one day for each successive order of resultant vacancies, subject to 29th October being the outer limit. Thereafter, 29th October shall remain the Standard Effective Date for any further resultant-vacancy promotion from the same panel. EXAMPLE : Assume that Executives A, B, C, D, E, F, G AND H are eligible and fall within the zone of consideration for the promotion cycle having 30th September 2026 as the cut-off date. Against four direct vacancies, <u>A, B, C and D</u> are promoted. Their Standard Effective Date shall be 30th September 2026. Subsequently, <u>E and F</u> are promoted from the same panel against resultant vacancies through the first such order. Their Standard Effective Date shall be 1st October 2026. If another resultant vacancy arises and <u>G</u> is promoted through the next order, G's Standard Effective Date shall be 2nd October 2026. The date shall similarly advance by one day for each successive resultant-vacancy order, up to 29th October, which shall thereafter remain the outer limit. <u>H</u>, though eligible and considered in the 2026 cycle, could not be promoted for want of vacancy. If H is promoted against a <u>direct vacancy</u> in the next promotion cycle having 30th September 2027 as the cut-off date, H's Standard Effective Date shall be 30th September 2027 and not 30th September 2026.
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	The Standard Effective Date shall apply to the promotion cycle in which the Executive is promoted, and not to an earlier cycle in which the Executive was only eligible or considered. (c) The Standard Effective Date shall not, by itself, confer any right to promotion. Promotion shall continue to be governed by the applicable Cadre Scheme, promotion guidelines and other relevant provisions, including the prescribed residency, qualifications, vacancy position wherever applicable, zone of consideration, DPC assessment and requisite clearances. (d) The applicable Standard Effective Date shall be treated as the deemed date of entry into the promoted grade for determination of inter-se seniority and for reckoning residency / qualifying service for subsequent promotion or wherever otherwise required under the applicable provisions. The existing methodology for calculation of Length of Service marks, wherever applicable, shall remain unchanged, and the grace period under Clause 1.7(c) shall not be reckoned for calculation of such marks. (e) Promotions to E8 and E9 Grades, and induction, placement, initial progression, time-bound progression and other grade movements not covered under this Clause shall continue to be governed by their respective provisions, and Clause 1.9 shall apply to the deemed date of entry in such cases. (f) All other provisions governing promotion, including determination and utilisation of vacancies, zone of consideration, DPC assessment, prescribed clearances, sealed-cover procedure and operation of the panel, shall continue to apply, except to the extent specifically modified by this Clause and the related amendments. (g) This Clause shall apply from the annual promotion exercise having 30th September 2026 as the cut-off date and onwards, subject to the prospective application of the grace period as stated in Clause 1.7(c). Earlier promotion cycles shall continue to be governed by the
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		provisions applicable thereto and shall not be reopened on account of this Clause.
Chapter 5 - Clause 1.17(i)(c): Complete exoneration	When an officer has been completely exonerated and he is subsequently promoted, his seniority should be fixed as if he had been promoted in accordance with the position assigned to him in the select list. Period of his eligibility for consideration for promotion to the next higher grade should be reckoned with reference to the date his immediate junior has been promoted. In case there is no junior in the panel and the officer concerned is the last candidate in the recommended panel and there were existing vacancies at the relevant point of time when the immediate senior in the panel was promoted, the period of eligibility for consideration of promotion should be reckoned with reference to the date his immediate next above in the recommended panel has been promoted. Accordingly, the pay of such an executive on promotion should be fixed notionally by allowing the intervening period during which the officers could not be promoted due to his suspension and/or pending departmental enquiry to be counted for increments in the higher grade, but no arrears would be admissible to him	When an officer has been completely exonerated and he is subsequently promoted, his seniority should be fixed as if he had been promoted in accordance with the position assigned to him in the select list. Period of his eligibility for consideration for promotion to the next higher grade should be reckoned with reference to the date his immediate junior has been promoted. For promotions covered under Clause 1.9(A), the Standard Effective Date applicable to such immediate junior shall be taken as the relevant date for this purpose. In case there is no junior in the panel and the officer concerned is the last candidate in the recommended panel and there were existing vacancies at the relevant point of time when the immediate senior in the panel was promoted, the period of eligibility for consideration of promotion should be reckoned with reference to the date his immediate next above in the recommended panel has been promoted. Accordingly, the pay of such an executive on promotion should be fixed notionally by allowing the intervening period during which the officers could not be promoted due to his suspension and/or pending departmental enquiry to be counted for increments in the higher grade, but no arrears would be admissible to him
Chapter 5 - Clause 1.17(v)(ii) (Clarification regarding imposition of 'Censure')	However, if the 'Censure' is awarded to an executive before holding DPC meeting, there will not be any effect of 'Censure' and the executive concerned if recommended in the said DPC will be eligible to be promoted.	However, if the 'Censure' is awarded to an executive before holding DPC meeting, there will not be any effect of 'Censure' and the executive concerned if recommended in the said DPC will be eligible to be promoted. This shall not apply to promotions covered under Clause 1.9(A), for which the clearance requirement under Clause 1.17(vi) shall apply.
Chapter 5 - Clause 1.17(vi): Clarification regarding date of clearance status in case of promotion	The date on which the clearance is to be taken into account for effecting the promotion should be the date of promotion order from CIL as the date for determining the position of the concerned executive in respect of the clauses mentioned in the OM No. CIL/C5A(VI)/CCC/50729/137 dated 12.09.2002 and Clause IV of CVO, CIL OM No. CIL/VIG/2015/MK-3/Conf/446 dated 31.05.2016; and only in cases, where the relevant clause(s) fails on or before the date of	The date on which the clearance is to be taken into account for effecting the promotion should be the date of promotion order from CIL as the date for determining the position of the concerned executive in respect of the clauses mentioned in the OM No. CIL/C5A(VI)/CCC/50729/137 dated 12.09.2002 and Clause IV of CVO, CIL OM No. CIL/VIG/2015/MK-3/Conf/446 dated 31.05.2016; and only in cases, where the relevant clause(s) fails on or before the date of issue promotion order from CIL, the clause

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	issue promotion order from CIL, the clause regarding withholding vigilance clearance should apply.	regarding withholding vigilance clearance should apply. For promotions covered under Clause 1.9(A), the applicable clearance requirements shall operate continuously from 30th September of the relevant promotion cycle up to the date of issue of the promotion order. The existing clearance requirements for promotions not covered under Clause 1.9(A) shall remain unchanged. EXAMPLE : Suppose the cut-off date is 30th September 2029. An Executive is promoted against a resultant vacancy with 2nd October 2029 as the Standard Effective Date, and the promotion order is issued on 15th January 2030. The Executive must remain clear under the applicable clearance provisions throughout the period from 30th September 2029 to 15th January 2030. If any circumstance requiring withholding of promotion arises during this period, the case shall be dealt with under the existing provisions. For promotions not covered under Clause 1.9(A), the existing clearance requirements shall continue.
Chapter 6 - Determination of Inter Se-Seniority - Clause 1.8.3(9): Fixation of Seniority of Promotees vis-à-vis Direct Recruits	The Committee examined the issue relating to the fixation of inter-se seniority of JETs/MTs on their regular appointment in E-2 grade vis-à-vis executives who are promoted from non-executive grades. The Committee recommends that inter-se seniority in these cases should be determined on the basis of the deemed date of entry into a grade. The procedure for determining the deemed date of entry into a grade in respect of direct recruits has been recommended in Para 1.8.3(7)(a). The Committee noted that Common Coal Cadre already provides that the date of issue of promotion orders shall be the deemed date of entry into a grade of promotees.	The Committee examined the issue relating to the fixation of inter-se seniority of JETs/MTs on their regular appointment in E-2 grade vis-à-vis executives who are promoted from non-executive grades. The Committee recommends that inter-se seniority in these cases should be determined on the basis of the deemed date of entry into a grade. The procedure for determining the deemed date of entry into a grade in respect of direct recruits has been recommended in Para 1.8.3(7)(a). The Committee noted that Common Coal Cadre already provides that the date of issue of promotion orders shall be the deemed date of entry into a grade of promotees. Note: Notwithstanding the above, for regular promotions covered under Clause 1.9(A) of Chapter 5, the applicable Standard Effective Date shall be the deemed date of entry into the promoted grade.
Chapter 9 - Principles for Fixation of Pay of Executive Cadre	(a) On the pay, which the employee will be in receipt of on the date of his joining the higher post, one	(a) On the pay, which the employee will be in receipt of on the reference date applicable under Clause 1.4(A), one increment will be notionally given in his own lower pay scales.

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Employees - Clause 1.4(a): Pay Fixation on promotion of an Executive	increment will be notionally given in his own lower pay scales.	
Chapter 9 - New Clause 1.4(A)	NEW CLAUSE	1.4(A) Notional Fixation of Basic Pay on Promotion and other Grade Movements a) For regular promotions covered under Clause 1.9(A) of Chapter 5, the reference date for fixation of Basic Pay under Clause 1.4 shall be the applicable Standard Effective Date. Basic Pay shall be fixed notionally with reference to that date, following the pay-fixation methodology prescribed under Clause 1.4, and carried forward notionally up to the date of actual assumption of charge in the promoted post. Actual monetary benefit shall accrue only from the date of actual assumption of charge, with no arrears for the intervening period. b) Promotions to E8 and E9 Grades, and induction, placement, initial progression, time - bound progression and other grade movements not covered under Clause 1.9 (A) shall continue to be governed by their respective provisions. Unless a different effective date is specifically prescribed, the date of issue of the relevant order shall be the reference date for fixation of Basic Pay under Clause 1.4, which shall be fixed notionally with reference to that date and carried forward notionally up to the date of actual assumption of charge. Actual monetary benefit shall accrue only from the date of actual assumption of charge, without arrears for the intervening period. c) The functions and responsibilities of the promoted grade shall be assumed only from the date of actual assumption of charge. d) Annual increments falling due, and the effect of any revision of pay scales taking effect, between the reference date and the date of actual assumption of charge shall be reckoned in carrying forward the notional Basic Pay.
Chapter 9 - Clause 1.2: Pay fixation on promotion from Non-executive	The pay on promotion from non-executive pay scales under the National Coal Wage Agreement to the executive cadre scales of pay (i.e.	The pay on promotion from non-executive pay scales under the National Coal Wage Agreement to the executive cadre scales of pay (i.e. E1 or E2 grade) and on promotion

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Grade under NCWA pay scales to Executive Cadre Scales of pay and promotion from E1 to E2 grade	E1 or E2 grade) and on promotion from E1 to E2 grade will be fixed in accordance with the provision of FR 22 (C).	from E1 to E2 grade will be fixed in accordance with the provision of FR 22 (C). The reference date for such fixation, and the date from which actual monetary benefit accrues, shall be as provided in Clause 1.4(A).
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Promotions from E7 to E8 Grade and from E8 to E9 Grade are not covered by the Standard Effective Date and continue to be governed by their respective provisions, with Clause 1.9 of Chapter 5 and Clause 1.4(A)(b) of Chapter 9 applying to the deemed date of entry and the notional fixation of Basic Pay. The grace period under Clause 1.7(c) applies to eligibility for promotion from E7 to E8 Grade (Clause 1.8(i)) as provided in that Clause.

The above amendments shall apply from the annual promotion exercise having 30th September 2026 as the cut-off date and onwards.

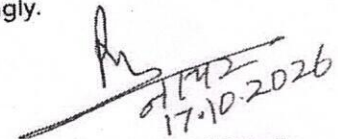
The grace-period provision shall, however, apply prospectively for reckoning eligibility for the subsequent promotion of Executives promoted under the annual promotion exercise having 30.09.2026 as the cut-off date and thereafter. It shall not be applied for determining eligibility in the annual promotion exercise having 30.09.2026, 30.09.2027 and 30.09.2028 as the cut-off date. Accordingly, where the prescribed minimum residency is three years, its first actual application shall arise for promotion exercises against the cut-off date of 30.09.2029 and onwards.

Promotion cases pertaining to annual promotion cycles up to the cut-off date of 30th September 2025 shall continue to be governed by the provisions, orders and instructions applicable to the respective promotion cycles and shall not be reopened or re-regulated on account of these amendments.

Except to the extent specifically modified by this Office Order, all other provisions of the CIL HR Manual, applicable Cadre Schemes, promotion guidelines and related orders/instructions shall continue to apply.

The relevant Chapters of the CIL HR Manual shall stand amended accordingly.

This issues with the approval of the Competent Authority.


17.10.2026
General Manager (HR)/HoD
Policy Cell, CIL

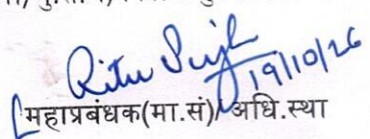
वेस्टर्न कोलफील्ड्स लिमिटेड
अधिकारी स्थापना विभाग, कोल इस्टेट, सिविल लाईन, नागपुर- 440001.

संदर्भ संख्या.: WCL/PER/EE/ 3256

दिनांक: 19th October '26

क्षेत्र/ विभाग में पदस्त अधिकारियों के बीच व्यापक सूचना एवं प्रसार के लिए अग्रेषित:-

1. समस्त क्षेत्रीय महाप्रबंधक, वेकोलि.
2. समस्त विभागाध्यक्ष, वेकोलि मुख्यालय.
3. महाप्रबंधक(खनन)-CA/ तक.सचिव- निदेशक(वित्त)/निदेशक(मासं)/निदेशक(तक)ओपि/निदेशक(तक)पीपी, वेकोलि मुख्यालय.
4. महाप्रबंधक(प्रणाली), वेकोलि मुख्यालय - WCL's की वेबसाइट पर अपलोड करने के अनुरोध के साथ.
5. सचिवालय— अ.प्र.नि/निदेशक(वित्त)/निदेशक(मासं)/निदेशक(तक)ओपि/निदेशक(तक)पीपी/मु.स.अ,वेकोलि मुख्यालय.


19/10/26
महाप्रबंधक(मा.सं) अधि.स्था