



Northern Coalfields Limited

A Miniratna Company, An undertaking of Government of India
Head office: Panjreh Bhawan, Morwa, Singrauli-486889, M.P., India

(Website:www.nclcil.in)

Reference: NCL/HQ/PD/Recruitment/2022/926

Date: 22/09/2022

Notification

Applications are invited from the eligible superannuated Foreman In-charge (E&T) of NCL for engagement under the guidelines of Coal India Limited for availing the services of superannuated non-executive employees circulated vide Office Order no. CIL/C-5B/MP&IR/Non-Ex/Guidelines/268 dt 12.10.2020.

(1) Posts & Vacancies:-

The details of the post and vacancies are provided in Table A.

Table A: Table showing detailed bifurcation of vacancies in the post:

S. No.	Post/Designation Name	Total vacancies				
		UR	SC	ST	OBC (NCL)	Total vacancies
1	Foreman In-charge (E&T)	5	1	0	2	8

UR; UNRESERVED, SC; SCHEDULED CASTE, ST; SCHEDULED TRIBE, OBC (NCL); OTHER BACKWARD CLASS(NON CREAMY LAYER).

Note(a):

- Closing date for receipt of application form is 02/10/2022.
- The total number of vacancies and the reserved vacancies are provisional and may vary according to the actual requirements. The reservation under various categories will be as per prevailing Government of India's guidelines at the time of finalization of results.

(B) Eligibility Criteria:

- The applicants who have superannuated prior to 31.01.2020 will not be eligible to apply for the engagement.
- The other eligibility conditions will be as per the guidelines of CIL issued vide OO no. CIL/C-5B/MP & IR/Non-Ex./Guidelines/268 dated: 12/10/2020.

(C) Reservation:

- Reservation of SC / ST/ OBC (NCL) CENTRE LIST will be applicable as per Govt. of India rules and guidelines, notifications and amendments from time to time issued in this regard.
- Applicant(s) who wish to be considered against reserved vacancies and seek other concessions applicable to the reserved categories must submit requisite certificate(s) issued by Competent Authority for availing such reservation.
- SC/ ST/ OBC (NCL) applicants who are selected on their merit will not be adjusted against the reserved vacancies. Such applicant(s) will be accommodated against the un- reserved vacancies earmarked for UR category. The reserved vacancies will be filled up separately

from amongst the eligible SC/ST/OBC (NCL) applicants.

(D) Selection Criteria:

1. Eligible applicants meeting the minimum eligibility criteria as specified under this notification will be assessed based on the specified parameters such as Physical Attendance and Annual Confidential Report (ACR) in the preceding three years of superannuation, excluding the year of superannuation except in case of employees who have superannuated on March 31st.

I. Physical Attendance - 15 Marks for 3 years (5 Marks per year)

- a) For above 90% of physical attendance in a year– 5 Marks,
- b) For 80% to 90% of physical attendance in a year - 3 Marks,
- c) For 70% to below 80% of physical attendance in a year - 2 Marks,
- d) For less than 70% of physical attendance in a year - 0(Zero) Marks

Note (b):-

- i. Physical Attendance would mean the actual attendance put in by an applicant employee excluding all forms of absence from work such as leave, sick etc. However, would include absence from duty by virtue of ‘on-duty’ approved on account of PME, VTC, other Training and release from duty on account of official tour/company events.
- ii. Percentage would be computed by taking the total number of days of working of the respective mine, including Sundays and holidays in a year, as denominator.

II. Annual Confidential Report (ACR) – 15 Marks for 3 years (5 Marks per year)

- a) For ‘Outstanding’/’Excellent’ grade in a year- 5 Marks
- b) For ‘Very Good’ grade in a year- 3 Marks

Note (c):-

- i. ‘Year’ for the selection criteria mentioned above would mean a Financial Year for the calendar month of April to March.
- ii. The data of physical attendance and ACR earned will be taken from the official record of the employee concerned.

III. Other selection/eligibility criteria shall be as provided in the guidelines of CIL for availing the services of superannuated non-executive employees.

IV. In cases where more than one applicant secures equal marks for the post, the **tie will be resolved** by applying the following methods one after another:

- (i) Marks scored in the ACR (Higher grade will be given preference)
- (ii) Date of Birth (Younger will be given preference)
- (iii) Date of Appointment (Junior would be given preference)

V. Provisional merit panels of shortlisted applicants for different Posts, who are fulfilling the eligibility criteria, will be derived in the order of marks scored, after resolving tie as prescribed and by giving reservation as applicable.

(E) Offer of Engagement Letter, Remuneration and other conditions

1. Provisional offer of Engagement will be issued, subject to being found medically fit in the Company's Medical Examination (IME) as per the laid down Rules related to Medical Examination of CIL.
2. The candidates offered provisional offer of engagement shall have to report within 7 days from the date of receipt of the letter with all the original and valid educational and technical qualification certificates along with caste certificate, as applicable.
3. The initial engagement of the selected candidate would be for a period of one year from the date of joining subject to the upper age limit of 65 years as provided in the CIL guidelines. It is extendable for another term of one year subject to his performance during the initial term of engagement, medical fitness, mutual consent, norms and other terms and conditions stipulated in the guidelines of CIL mentioned above and also subject to the upper age limit of 65 years. In either case, the engagement period will be limited to the age of 65 years.
4. The engagement of a candidate on the selected post shall stand terminated automatically on the expiry of the initial period of engagement unless and otherwise it is extended for the second term as provided in this notification. In the event of extension for a second term, the engagement shall stand terminated automatically on the expiry of the second term so extended.
5. During the course of engagement, if it is found that the candidate is not fulfilling the eligibility criteria, in any respect, his/her offer of engagement shall be cancelled.
6. Remuneration, Deductions, Medical Facilities and Working Days, Hours of work, Leave, Holidays & Rest Days etc shall be governed as per the guidelines of CIL issued vide CIL/C-5B/MP & IR/Non Ex./Guidelines/268 dated: 12/10/2020.

(F) General Instructions for Applicants:

1. Before submitting the application, the applicant must ensure that he/ she fulfills all the eligibility criteria and other norms mentioned in this Notification. He/ she may cross check the information such as Date of Birth, Caste Category, Contact Details, and Qualifications etc. furnished in the application form before finally submitting the same. The basic details such as date of birth, date of appointment, date of superannuation, caste etc will be considered as recorded in the service record of the candidate.
2. The decision of NCL management regarding eligibility criteria, acceptance or rejection of applications, mode of selection to the post etc. shall be final and binding on all applicants. No correspondence will be entertained from the applicants found ineligible.
3. Applicants should carefully fill up their category (General/ SC/ ST/ OBC-(NCL) in their Application form.
4. All correspondences with the applicants shall be done either through Speed Post / Registered email id & Mobile number (as may be necessary) and all general information shall be provided through NCL website. Applicants are advised to check/ visit NCL website (www.nclcil.in) regularly for further updates.
5. NCL will not take any responsibility for the applicants not being able to submit their applications within the prescribed closing dates on account of any reasons.
6. Selected applicants could be posted in any of the mines of NCL and transferred to other mines of NCL during the engagement period.
7. No TA/ DA will be paid for joining on being selected.
8. NCL management reserves the right to modify/ alter/ restrict/ enlarge/ cancel the engagement process, and revise the number of vacancies, at its discretion without assigning any reasons whatsoever. The decision of the NCL management will be final and no appeal

will be entertained in this regard.

9. Court of Jurisdiction for any dispute will be Honorable High Court of Jabalpur M.P.

(G) How to Apply:

1. The interested applicants shall fill the prescribed application form by entering all the relevant details specified in the application form and submit
 - i. by hand to the Office of the Staff Officer (Personnel) of the concerned Area/Unit from where the applicant had superannuated.
 - ii. by mail to rectt.ncl@coalindia.in before the closing date.

(H) Important Dates:

Start date of submission of application form	23/09/2022
Closing date for receipt of application	02/10/2022

Contact for any clarification: Office Hours- 10:00 AM to 5:00 PM (Monday to Friday)
Excluding Lunch hours (01:00 PM to 02:00 PM)
10:00 AM to 01:00 PM (Saturday)
Office shall remain close on Sunday

Landline Phone numbers: 07805-256573 / you may also write to us on rectt.ncl@coalindia.in.

(S.S. Hassan)
General Manager (P/ MP & Rectt)

कोल इंडिया लिमिटेड

(महान कम्पनी)
(भारत सरकार का उपक्रम)
"कोल भवन"
प्रेमाङ्ग नं० 04, एमएआर प्लॉट नं० ए एफ-III
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टूरभाष सं: 033 2324 6536
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Coal India Limited

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A Govt. of India Enterprise

"Coal Bhawan"

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क्रमांक: CIL/C-5B/MP & IR/Non-Ex./Guidelines/268

दिनांक: 12.10.2020

कार्यालय आदेश


विषय: Guidelines for availing the services of superannuated Non-Executive Cadre Employees who worked in Statutory/Essential/Critical Nature of Job

The Committee of Functional Directors of CIL in their 240th meeting held on 16.09.2020 at Kolkata accorded approval of guidelines for availing the services of superannuated Non-Executive Cadre Employees who worked in Statutory/Essential/Critical Nature of Job.

The above guidelines are enclosed herewith for information and necessary action.

This issues with approval of the Competent Authority.

Encl: As above


(अजय कुमार चौधरी)

महाप्रबंधक (श्रमशक्ति एवं औसंबंध)

प्रतिलिपि (ई मेल द्वारा) :-

1. Director (Technical)/Director (P & IR)/Director (Finance)/ Director (Marketing), CIL
2. Chairman-cum-Managing Director- ECL/BCCL/CCL/WCL/SECL/NCL/MCL/CMPDIL
3. CVO, CIL
4. Director (Personnel)- ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (T/CRD), CMPDIL
6. General Manager/TS to Chairman, CIL, Kolkata
7. General Manager, NEC, Margherita
8. GM (P/EE)/GM (P/Rectt.)/GM (P/PC)/GM (P/Welfare)/GM (Legal), CIL
9. HOD (System), CIL with a request to upload the Office Order on the website of CIL
10. Dy. Manager (MP & IR), CIL

Guidelines for availing service of superannuated Non-Executive Cadre Employees worked in Statutory/Essential Nature of Job

Some of the subsidiaries of CIL have been raising concerns about shortage of statutory/essential/critical manpower needed for achievement of Production targets etc.

In order to meet such urgent need, the following guidelines may be followed by Subsidiaries for availing the services of retired Non-Executive Cadre Employees: -

1. Requirement of Statutory/essential/critical manpower may be filled through following modes: -
 - a) Redeployment of Surplus Manpower due to mine closure and other activities
 - b) External Recruitment
 - c) Outsourcing through open tender and engagement through contractual agencies
2. In case the requirement is still not fulfilled, **Retired Non-Executive Cadre employees possessing relevant experience, qualification and certification may be engaged on fixed term contract of 1 Year** as per following guidelines: -

A. Eligibility: -

- a) Retired Non-Executive Cadre employees with excellent professional record in following designations may be considered for engagement: -

- i. Paramedical Posts
- ii. HEMM Operators
- iii. Electrical Supervisors

Note: For inclusion of any other post, prior approval of Chairman, CIL will be required

- b) Non-Executive Cadre employees separated on the following grounds **may not be considered for such engagement:** -

- i. Due to resignation/termination/dismissal
- ii. On Medical Grounds
- iii. Due to VRS/SFVRS

- c) The no. of such retired Non-Executive Cadre employees engaged as per this guideline must not exceed 0.25% of the sanctioned Manpower Budget in the respective subsidiary or 50 whichever is less.

- d) **Past record of service for eligibility: -**

The retired Non-Executive Cadre employee during his/her last 3 years of service before retirement; -

- i. Must not have been awarded punishment due to disciplinary action
- ii. Must have Annual Confidential Rating not below **"Very Good"**
- iii. Must not have unauthorized absence of more than 10 days.
- iv. Must have got Vigilance, Departmental and Safety Clearances at the time of superannuation, as per applicability

- e) During the entire period of such fixed term contract, the age of Non-Executive Cadre employee **should not be of more than 65 Years**.
- f) The engagement, as per the guideline shall be for maximum two terms whether in one or more spells for any retired Non-Executive Cadre employee.
- g) The retired employee must possess the necessary educational qualification and statutory certificates valid throughout the duration of the contract.

B. Process: -

Before engagement, the selected retired Non-Executive Cadre employee may have to undergo Medical Examination (i.e. IME) by a Medical Board constituted for the purpose. Only after declaration of being medically fit to perform the duty, the retired employee may be engaged.

C. Remuneration: -

- a) The selected retired Non-Executive Cadre employees may be paid a **consolidated remuneration of 50% of their last drawn Wages** (i.e. Basic + VDA + SDA) rounded off to next Rs. 10/- **on monthly Basis**, throughout the period of such engagement.
- b) The retired Non-Executive Cadre employees so engaged shall not be entitled to any of the benefits extended to regular Non-Executive Cadre employees of the company governed under the provisions of the Wage Agreements, including the following: -
- i. Attendance Bonus
 - ii. HRA
 - iii. PLR/Bonus
 - iv. Overtime Allowance
 - v. Charge Allowance
 - vi. Medical Allowance, if any
 - vii. CMPF/CMPS
 - viii. Gratuity
 - ix. Leave Encashment
 - x. Any other allowance applicable for regular employees of the Company

D. Deduction: -

- a) **3% of the consolidated remuneration** may be recovered on monthly basis, as **security deposit**, which after completion/foreclosure of the contract period shall be refunded without interest
- b) 2% of the consolidated remuneration, in case of company provided accommodation, may be recovered
- c) Electricity bill and other charges, as applicable, shall be recovered as per the policy of the company applicable to the existing employees of the company.

E. Medical Facility: -

- a) Retired Non-Executive Cadre employees so engaged may be allowed to avail the Medical facility as available in the Hospitals/Dispensaries of CIL/Subsidiaries
- b) In case of injury arising out of and during the course of duty, they shall be allowed treatment, as available, at the Company's Hospitals. During the period of treatment in such an event, the engaged retired employee may be treated on duty for the purpose of payment of monthly remuneration.
- c) In case of death or permanent disablement due to injuries arising out of and in case course of duty, the retired Non-Executive Cadre employees so engaged or his/her eligible dependents will be eligible for compensation as per Employees Compensation Act, 1923 and Ex-gratia of Rs. 15 Lakh (or amount so revised in future), in case of fatal mine accident as certified by DGMS. However, no employment to the dependent of deceased/disabled retired employee so engaged shall be provided.

F. Working Days, Hours and Leave & Holidays & Rest Days:

The retired Non-Executive Cadre employees engaged;

- i. Shall have to work for 6 (six) days a week
- ii. Could be engaged in shift-duty or on Sundays/Paid Holidays as per the requirement
- iii. Shall be provided a weekly day of rest which may not be Sunday or weekly off day of the Unit
- iv. Shall be allowed a compensatory day of rest in case of engagement on Weekly Day of Rest/Paid Holiday
- v. Shall be entitled to Paid Holidays as per the approved list of holidays of the establishment
- vi. Shall be granted 15 days of Annual Leave with Wages. The above leave shall be inclusive of leave on Medical Grounds or any other type of leave as applicable.

G. Reservation Policy: -

Reservation shall be provided as per the statute.

H. Other Conditions: -

- i. Conditions of unbecoming of a Public Servant, as applicable to the on-roll employees, shall be applicable on retired employees so engaged as per the scheme too.
- ii. The contract may be foreclosed by both the parties, either by giving a notice of 1 month or payment in lieu thereof without giving any reason whatsoever.

I. Clarification:

The power to provide clarification on the guidelines is reserved with the Director (P & IR), CIL and his/ her interpretation will be final.

J. Savings:

The CMD of the Company reserves the right to relax, alter, amend or withdraw partly or fully any of the provisions of the scheme at his/ her discretion or on administrative grounds in the interest of the Company.

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