

SEARCH 'MINEPORTAL' IN TELEGRAM TO JOIN VARIOUS MINING EXAM GROUPS

# COAL INDIA PRP DETAILS

# कोल इण्डिया लिमिटेड

(भारत सरकार का उपक्रम)

कोल भवन, कार्मिक विभाग, 2 तल,

प्रेमिसेस नं. 04 एम.ए.आर., प्लॉट नं. ए.एफ. 111,

आक्सन एरिआ-1ए, नियो टाउन, राजारहाट,

कोलकाता-700156

Website: [www.coalindia.in](http://www.coalindia.in)



एक महारत्न कंपनी  
A Maharatna Company

# Coal India Limited

A Maharatna Company

(A Govt. of India Enterprise)

"COAL BHAWAN"

PERSONNEL/EE Div., 2ND FLOOR

Premise No. 04, MAR, Plot No. AF-III

Action Area-1A, Newtown, Rajarhat

KOLKATA-700156 (WB)

CIN: L23109WB1973GO1028844

E-Mail: [gmpers.cil@coalindia.in](mailto:gmpers.cil@coalindia.in)

Tel: 033-7110 4228

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

संदर्भ सं: CIL/C5A/CRC/PRP/106

दिनांक: 28.01.2022

The Director (P),

BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL

The Director (T/CRD), CMPDIL

विषय: Payment of PRP for the FY 2019-20

संदर्भ: Methodology for payment of PRP communicated vide OM No. CIL/ C5A (PC)/ PRP/ 280 dated 18.10.2019.

ई-मेल द्वारा

महोदय,

In reference to the above mentioned PRP methodology, the following procedure may kindly be adopted for billing and payment of PRP for the FY 2019-20 alike previous year:

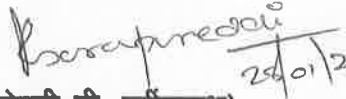
- The concerned Executive Establishment Department of CIL & its Subsidiaries shall prepare Segment wise, Discipline/ Directorate wise & Grade wise distribution of 'Outstanding' rating as provided in Clause 4 (III) of the above referred OM dated 18.10.2019 to determine the percentage eligibility of PRP benefit under Individual's performance component and communicate the same to Finance Department of Subsidiaries/ CIL by **03.02.2022**.
- Based on the data provided by the Executive Establishment Department, the concerned Finance Department of CIL & its Subsidiaries shall compute PRP payable amount as per the approved methodology by assuming the 'Cut-off factor 1' & 'Cut-off factor 2' as 100% and communicate the total amount payable for both 65% & 35% component separately to the Finance Department of CIL with a copy to CIL Executive Establishment Department by **07.02.2022**.
- Based on the required PRP amount data from CIL & its Subsidiaries, the CIL Finance Department will determine the actual grade wise 'Kitty factor', as explained in Clause 6 of the above mentioned OM dated 18.10.2019, for communicating the same to CIL & its Subsidiaries by **09.02.2022**.
- CIL & its Subsidiaries will, thereafter, revise the bill as per the approved methodology by taking the value of the grade wise 'Kitty factor', as communicated by the CIL Finance Department, for disbursement of PRP amount for the FY 2019-20 to all concerned by **15.02.2022**.

Contd..

A copy of OO No. CIL/GM(CP)/1806 dated 25.01.2022 communicating the MoU Ratings of CIL & its Subsidiaries for FY 2019-20 is attached for ready reference.

This is for kind information and compliance by all concerned.

भवदीय,

  
25/01/22  
(सुरापुरेडडी वी. रवींद्रनाथ)

मुख्य प्रबंधक (कार्मिक)/ विभागाध्यक्ष (अधि. स्था)

**ई-मेल के माध्यम से वितरण:**

1. D(P&IR), CIL– for kind information
2. D(F), BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL
3. ED (Coordination), CIL
4. GM(Fin-IC)/CFO, CIL
5. GM(P/EE)/ GM(F), CIL, BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL/ CMPDIL
6. GM, NEC
7. GM, NDLO
8. HoD, IICM
9. TS to D(P&IR), CIL
10. HOD (P/PC), CIL
11. TS to D(F), CIL

<p><b>कोल इंडिया लिमिटेड</b> (भारत सरकार का उपक्रम) महारत्न सार्वजनिक क्षेत्र प्रतिष्ठान कॉर्पोरेट प्लानिंग विभाग परिसर सं- 04 एम.ए.आर., प्लॉट सं- ए.एफ.- III, एवशन एरिया -Iए, न्यू टाउन, राजरहाट, कोलकाता -700156 फोन: 033 23245120(Extn.4331), फैक्स: 033 23244168 सीआईएन: L23109WB1973GO1028844 वेबसाइट :www.coalindia.in</p>	  <p>एक महारत्न कंपनी A Maharatna Company</p>	<p><b>COAL INDIA LIMITED</b> CORPORATE PLANNING DIVISION COAL BHAWAN, PREMISE NO-04 MAR, PLOT- NO -AF-III, ACTION AREA-IA, NEWTOWN, RAJARHAT, KOLKATA -700156 Ph: 033- 23245120(Extn.4331), Fax: 033 -23244168 CIN: L23109WB1973GO1028844 E-Mail: gmcp.cil@coalindia.in</p>
<p>An ISO 9001:2015, ISO 14001:2015 &amp; ISO 50001:2011 Certified Company</p>		

पत्रांक संख्या: सी.आई.एल / जी.एम. (कॉर्पो.प्ला.) / 2022 / 1806

दिनांक: 25.01.2022


Office Order

Apropos approval by CIL Board, as communicated through excerpts of Minutes of 436<sup>th</sup> CIL Board Meet held on 24.01.2022, the MoU Performance Evaluation Score of Subsidiaries of CIL for the FY 2019-20 vis-à-vis MoU Ratings is placed below:

**MoU Performance Evaluation Score & Rating FY 2019-20:**

Subsidiary	Weighted Composite Score	Rating
ECL	58.29	Good
BCCL	67.06	Good
CCL	44.58	Fair
NCL	87.53	Very Good
WCL	55.63	Good
SECL	28.47	Poor
MCL	55.78	Good
CMPDIL	93.89	Excellent

It is pertinent to note that the weighted composite score & rating of CIL was declared as 51.40 & Good respectively by Department of Public Enterprises (DPE) for the FY 2019-20.

  
(Achyut Ghatak)  
General Manager (Mining), CP  
Coal India limited

Copy through email to:

1. Director (Technical), CIL
2. Director (Finance), CIL
3. Director (P&IR), CIL
4. Director (M&S), CIL
5. ED (Coordination)/TS to Chairman, CIL
6. GM (Finance-IC/CFO), CIL
7. GM (Finance-C&B), CIL
8. HoD (Policy Cell), CIL
9. HoD (EE), CIL

for kind information please

for further necessary action please



कोल इण्डिया लिमिटेड  
(भारत सरकार का उपक्रम)  
COAL INDIA LIMITED  
(A Govt. of India Enterprise)  
कोल भवन "COAL BHAWAN"  
Premise No. 04, MAR, Plot No. AF-III  
Action Area-1A, Newtown, Rajarhat  
KOLKATA-700156 (WB)



एक महारत्न कंपनी  
A Maharatna Company

PERSONNEL DIVISION  
EXECUTIVE ESTABLISHMENT  
CIN: L23109WB1973GOI028844  
e-Mail: gmpers.cil@coalindia.in  
Tel: 033-7110 4228  
Website: www.coalindia.in

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

संदर्भ सं: CIL/C5A(CC)/ 71

दिनांक:14.02.2022

The Director (P),  
BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL

The Director (T/CRD), CMPDIL

ई-मेल द्वारा

विषय: Communication of Revised Kitty Factor for the payment of PRP for the FY 2019-20

महोदय,

In continuation to CIL's Letter No. CIL/C5A/CRC/PRP/158 dated 11.02.2022 communicating the kitty factor for payment of PRP for the FY 2019-20, the grade wise Kitty factors for computation of PRP for the FY 2019-20 has been revised by CIL Finance Department and are furnished as under:

Grade	Kitty factor
CMD (A&B)	97.50%
Director (A&B)	81.25%
E8	52.00%
E7	45.50%
E6	39.00%
E5	32.50%
E4	32.50%
E3	26.00%
E2	26.00%
E1	26.00%

As such, PRP may be paid to Executives as per the formula for computation of PRP on the basis of revised kitty factor.

This is for kind information and necessary action.

भवदीय  
Rasapureddi  
14/02/22  
(सुरपुरेड्डी वी रवींद्रनाथ)  
मुख्य प्रबंधक (का.)/ विभागाध्यक्ष (अ. स्था.)

ई-मेल के माध्यम से वितरण:

1. D(P&IR), CIL – for kind information
2. ED (Coordination), CIL
3. GM(Fin-I/C)/CFO, CIL
4. GM/ HOD(P/EE)/ GM(F), BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL/ CMPDIL
5. GM, NEC/ HoD, CIL New Delhi Office/ HoD, IICM
6. TS to D(F), CIL