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COAL INDIA LTD

2021-22 PRP RELATED DATA

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MINE SURVEYOR EXAM GROUP

**DISCUSSION
FORUM**

**COAL INDIA LTD
EMPLOYEES'
SUBSIDIARY MUTUAL
TRANSFER FORUM**

USER NOTES

<p>कोल इण्डिया लिमिटेड कंपनी सचिवालय 3 तल्ला, कोर-2, प्रेमिसेस-04-एमआर, प्लॉट-ए एफ-III, एक्शन एरिया-1A, न्यूटाउन, रजरहट, कोलकाता-700156, फोन 033-23246526, ईमेल: comsec2.cil@coalindia.in वेबसाइट: www.coalindia.in सी आई एन - L23109WB1973GOI028844</p>	 एक महारत्न कंपनी A Maharatna Company	<p>Coal India Limited Company Secretariat Regd. Office: 3rd floor, Core-2 Premises no-04-MAR, Plot no-AF-III, Action Area-1A, Newtown, Rajarhat, Kolkata-700156 PHONE; 033-2324-6526, E-MAIL: comsec2.cil@coalindia.in WEBSITE: www.coalindia.in CIN- L23109WB1973GOI028844</p>
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Ref. No.CIL:XI(D):04135:2023: 30502

Dated 26th May'2023

To
GM(CP)
Coal India Limited,
3rd Floor, New Town,
Rajarhat, Kolkata-700156.

Sub: -Minutes of 307th CFDs Meeting held on 25th May'2023.

Dear Sir

Reproduced below is the relevant extracts from the minutes of 307th Committee of Functional Directors Meeting of Coal India Limited held on 25th May'2023 at CIL (H/Q), Kolkata with regard to the following item:

ITEM NO.307.10

Sub: Performance Evaluation Report (PER) of Subsidiaries' MoU of CIL for the year 2021-22.

307.10 In respect of the captioned proposal, Director (Technical) apprised the CFDs as under:-

1. DPE vide Online MoU Dashboard, evaluated the MoU Performance for the FY 2021-22 & displayed the score & rating of CIL's consolidated MoU-FY 2021-22 as "80.89 & Very Good" respectively.
2. Subsequently, subsidiaries were asked to submit the self PER of Subsidiaries' MoUs FY 2021-22 as per signed MoU between CIL and subsidiaries duly approved from respective FDs.
3. Upon submission, respective PER along with all relevant back-up documents were put up to the Committee constituted dated 17.01.2023 at CIL for verification/validation in accordance with the DPE performance evaluation of the CIL's consolidated MoU FY 2021-22.

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4. Committee Meetings were held for deliberations & finalization of Scores & Ratings. The Sub-Committee, under Committee, assisted in verification/validation of the respective PER of subsidiaries and PER of respective subsidiaries were deliberated at length and slippage in rating was observed for SECL, BCCL & WCL.
5. Further, as per the decision, reassessment of the scores of the subsidiaries related to compliance parameters was made & the following scores and rating were arrived at:

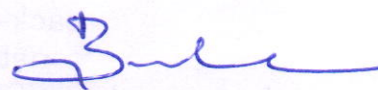
Table:-B			Table:-C	
Self- Evaluated duly approved by respective FDs-MoU FY 2021-22 Score & Rating			Verified/Validated by Committee-MoU FY 2021-22 Score & Rating.	
Subsidiary	Score	Rating	Score	Rating
ECL	62.26	Good	61.46	Good
BCCL	91.08	Excellent	88.93	Very Good
CCL	92.48	Excellent	91.99	Excellent
NCL	98.24	Excellent	96.26	Excellent
WCL	91.14	Excellent	90.14	Excellent
SECL	73.78	Very Good	69.67	Good
MCL	95.58	Excellent	95.18	Excellent
CMPDIL	94.89	Excellent	93.56	Excellent

CFDs after detailed deliberations accorded its approval to the proposal as brought out in the agenda note as under:

- (a) Subsidiaries MoU 2021-22 score & rating as per verified/validated PER by the said Committee as enumerated in Table: C of the agenda note.
- (b) The score, rating & PER of MoUs FY 2021-22 be sent to subsidiaries for their respective Board's approval and further submission of Board Resolution to CIL which in turn shall be placed in the CIL Board for final approval.

This is for your information and taking necessary action please.

Yours faithfully,



(B.P.Dubey)
Company Secretary

CC to: - Director (Tech.), CIL,

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(HRMS)/PRP 2021-22/A- 647

दिनांक: 21.06.2023

The GM/ Dy. GM/ HoD (P/EE)/,
BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL

ई-मेल द्वारा

The Dy. GM (P&A),
CMPDIL

विषय: Payment of Performance Related Pay for the FY 2021-22

महोदया/ महोदय,

CIL Corporate Planning department has communicated the MoU ratings of CIL & its Subsidiaries for the FY 2021-22 vide letter No. 2253 dated 21.06.2023 (**Annexure A**).

In this regard, for disbursement of PRP payment, the following timeline to be adhered:

Sl. No.	Task	Timeline
1	Communication of tentative percentage eligibility of PRP benefit under Individual's performance component of PRP Modalities by concerned Executive Establishment Department of CIL & its Subsidiaries to the concerned Finance Department of CIL and its Subsidiaries.	By 21.06.2023
2	Communication of the provisional required total amount payable for both 65% & 35% component separately for disbursement of PRP by assuming the 'Cut-off factor 1' & 'Cut-off factor 2' as 100% by the concerned Finance department of CIL & its Subsidiaries to CIL Finance department.	By 22.06.2023
3	Communication of grade wise kitty factor by CIL Finance department to the concerned Finance department of CIL & its Subsidiaries.	By 23.06.2023
4	Disbursement of PRP to the entitled Executives by CIL & its Subsidiaries based on the communicated Kitty factor.	By 26.06.2023

Note: In case of non-availability of final ratings i.r.o. of E8 & above grade Executives, Management Trainees, etc. the ratings to be presumed by CIL/ Subsidiaries for derivation of kitty factor. However, the payment to be made as per the actual final ratings.

This is for kind information and compliance by all concerned.

भवदीय,

Karapureddy
21/06/23
(सुरपुरेड्डी वी रवींद्रनाथ)

मुख्य प्रबंधक (का.) / विभागाध्यक्ष (अ. स्था.)

ई-मेल के माध्यम से वितरण:

1. D(P&IR), CIL – for kind information
2. D(P)/ D(F), BCCL/ CCL/ ECL/ MCL/ NCL/ SECL/ WCL
3. D(T/CRD), CMPDIL
4. ED (Coordination), CIL
5. ED (Finance)/ ED (ICT), CIL
6. ED (IICM), Ranchi
7. GM, NEC/ GM, CIL Delhi Office
8. GM (ICT), CMPDIL – with a request for necessary facilitation through HRMS
9. Chief Manager (P/EE-iv), CIL

<p>कोल इंडिया लिमिटेड (भारत सरकार का उपक्रम) महाराष्ट्र 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>COAL INDIA LIMITED 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 & ISO 50001:2011 Certified Company</p>		

पत्रांक संख्या: सी.आई.एल / जी.एम. (कॉर्पो.प्लां.) / 2023 / 2253,

दिनांक: 21.06.2023

Office Order

Apropos approval by CIL Board, as communicated through Extracts of Minutes of 453rd CIL Board Meet held on 20th June, 2023, the MoU Performance Evaluation Score of Subsidiaries of CIL for the FY 2021-22 vis-à-vis MoU Ratings is placed below:

MoU Performance Evaluation Score & Rating FY 2021-22:

Subsidiary	Score	Rating
ECL	61.46	Good
BCCL	88.93	Very Good
CCL	91.99	Excellent
NCL	96.26	Excellent
WCL	90.14	Excellent
SECL	69.67	Good
MCL	95.18	Excellent
CMPDIL	93.56	Excellent

It is pertinent to note that the MoU score & rating of CIL for the FY 2021-22 was displayed on the DPE Online MoU Dashboard as 80.89 & Very Good respectively.

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

Copy through email to:

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

for kind information please

for further necessary action please

कोल इण्डिया लिमिटेड

(भारत सरकार का उपक्रम)

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संदर्भ सं: CIL/CSA(HRMS)/PRP 2021-22/A- 694

दिनांक: 23.06.2023

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

ई-मेल द्वारा

The Director (T/CRD), CMPDIL

विषय: Communication of Kitty factor for the payment of Performance Related Pay for the FY 2021-22

महोदया/ महोदय,

In reference to letter No. A-647 dated 21.06.2023, the grade wise Kitty factors for computation of PRP for the FY 2021-22, as determined by CIL Finance department on the basis of payable PRP amount submitted by CIL & its Subsidiaries, are furnished as under:

Grade	Kitty factor
CMD (A&B)	100.00%
Director (A&B)	100.00%
E9	90.00%
E8	80.00%
E7	70.00%
E6	60.00%
E5	50.00%
E4	50.00%
E3	40.00%
E2	40.00%
E1	40.00%

This is for kind information and necessary action.

भवदीय,

Korupreddi
(सुरपुरेड्डी वी रवींद्रनाथ) 23/06/23

मुख्य प्रबंधक (का.) / विभागाध्यक्ष (अ. स्था.)

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3. ED (Finance)/ ED (ICT), CIL
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5. GM, NEC/ GM, CIL Delhi Office
6. Chief Manager (P/EE-iv), CIL