



FAX MESSAGE

FOR: CHAIRMAN-CUM-MANAGING DIRECTOR - ECL/BCCL/CCL/WCL/SECL/NCL/MCL/CMPDIL
RPT: CHAIRMAN-CUM-MANAGING DIRECTOR - SCCL
RPT: DIRECTOR (FINANCE) - ECL/BCCL/CCL/WCL/SECL/NCL/MCL/CMPDIL
RPT: DIRECTOR (PERSONNEL) - ECL/BCCL/CCL/WCL/SECL/NCL/MCL
RPT: DIRECTOR (T/CRD) - CMPDIL
RPT: GENERAL MANAGER - NEC
RPT: GENERAL MANAGER - CIL, NEW DELHI
FROM: GENERAL MANAGER (MP & IR) - CIL

SUB: PLR FOR FINANCIAL YEAR 2023-24


AS DECIDED IN THE THIRD MEETING OF STANDARDIZATION COMMITTEE OF JBCCI-XI HELD ON 29TH SEPTEMBER 2024 AT CIL OFFICE, NEW DELHI, THE PAYMENT OF PERFORMANCE LINKED REWARD (PLR) FOR 2023-24 AT THE RATE OF **RS. 93,750/- (RUPEES NINETY THREE THOUSAND SEVEN HUNDRED FIFTY ONLY)** ON PRORATA BASIS ON ATTENDANCE **FOR THE FINANCIAL YEAR 2023-24**, IS TO BE MADE TO EACH NON-EXECUTIVE CADRE EMPLOYEE OF CIL & ITS SUBSIDIARIES **ON OR BEFORE 09.10.2024**.

THE ELIGIBILITY CRITERIA FOR PAYMENT OF PLR WILL BE AS UNDER: -

1. NON-EXECUTIVE EMPLOYEES WHO HAVE WORKED AT LEAST FOR 30 (THIRTY) WORKING DAYS DURING THE YEAR 2023-24 WILL BE ELIGIBLE FOR THE ABOVE PAYMENT ON PRORATA BASIS (.)
2. NON-EXECUTIVE EMPLOYEES DISMISSED FROM SERVICE (DURING FINANCIAL YEAR 2023-24) FOR FRAUD, RIOTOUS OR VIOLENT BEHAVIOUR, THEFT, MISAPPROPRIATION OR SABOTAGE OF COMPANY'S PROPERTY WILL BE DISQUALIFIED TO RECEIVE THE ABOVE PAYMENT (.)
3. APPRENTICES WHO WERE IN RECEIPT OF CONSOLIDATED STIPEND UNDER APPRENTICES ACT, 1961 DURING THE YEAR, WILL NOT BE ELIGIBLE FOR PAYMENT OF PLR (.) COMPANY TRAINEE, WHO RECEIVED STIPEND DURING THE YEAR, WILL ALSO NOT BE ELIGIBLE FOR PAYMENT OF PLR FOR THE PERIOD THEY RECEIVED STIPEND (.) THEY WILL, HOWEVER, BE ENTITLED TO PAYMENT AGAINST PLR FROM THE DATE THEY WERE PLACED IN THE REGULAR PAY SCALE ON PRORATA BASIS PROVIDED THEY FULFILL OTHER CONDITIONS AS LAID DOWN ABOVE (.)
4. NON-EXECUTIVE EMPLOYEES WHO HAVE CEASED TO BE IN EMPLOYMENT ON ACCOUNT OF SUPERANNUATION/RETIREMENT UNDER VRS, DIED IN HARNESS, RESIGNED FROM THE SERVICES OF THE COMPANY OR SEPARATED UNDER RETIREMENT BEFORE SUPERANNUATION (RBS) SCHEME OF THE COMPANY WILL ALSO BE ELIGIBLE TO THE ABOVE PAYMENT ON PRORATA BASIS, ON FULFILLMENT OF OTHER CONDITIONS AS LAID DOWN ABOVE (.)

THIS IS FOR NECESSARY ACTION (.)

THIS ISSUES WITH THE APPROVAL OF THE COMPETENT AUTHORITY (.)


(GOUTAM BANERJEE)
GENERAL MANAGER (MP & IR), CIL

NO.: CIL/C-5B/JBCCI/PLR/2023-24/266

DATED: 29.09.2024

DISTRIBUTION: -

1. CHAIRMAN, CIL, KOLKATA

2. DIRECTOR (TECH.)/DIRECTOR (P&IR)/DIRECTOR (BD)/ DIRECTOR (MKTG.)/DIRECTOR (FIN.) CIL
3. DIRECTOR (P/A&W), SCCL, KOTHAGUDEM, TELANGANA
4. CHIEF VIGILANCE OFFICIER, CIL, KOLKATA
5. ED (COORDINATION)/TS TO CHAIRMAN, CIL
6. ED (FINANCE), CIL
7. ED (ICT), CIL
8. HOD, IICM, RANCHI
9. GENERAL MANAGER (M&S), CIL, KOLKATA
10. RSM, RSO MUMBAI