

ECL



ईस्टर्न कोलफील्ड्स लिमिटेड
Eastern Coalfields Limited
(कोल इंडिया की एक अनुषंगी)
(A Subsidiary of Coal India Limited)
(भारत सरकार का एक उपक्रम)
(A Govt. of India Undertaking)

Ref No. ECL/C-5(D)/EE/Advisor-E&M/2107242/1172

Date: 23/05/2026

To,
Shri Somnath Das,
2 D, Kanakagan, City Centre,
Durgapur, 713216 (W.B)

Sub: Offer of engagement as Advisor (E&M) on contractual basis.

Dear Sir,

With reference to your application dated 17.01.2026, received against notification no. ECL/C-5(D)/EE/Advisor(E&M)/26/2107242/11 dated 05.01.2026 and interview dated 06.04.2026, for the above post, the Competent Authority is pleased to engage you as Advisor (E&M), purely on contractual basis from the date of joining for a period of two years or till attainment of age of 65 years, whichever is earlier. The contract may be extended for another year or till attainment of age of 65 years, whichever is earlier, depending upon requirement and satisfactory performance and fulfillment of norms as per policy. The offer of engagement is subject to acceptance of the following terms and conditions:

1. On being found medically fit, you are engaged as Advisor (E&M) purely on contractual basis from the date of joining till 02 years or till attainment of age of 65 years, whichever is earlier and posted at Jhanjra Project Colliery of Jhanjra Area, till further orders.
2. Nature of work: E&M related jobs as specified in the notification and any other job assigned as per requirement.
3. A consolidated amount of Rs.1,20,000/- (Rupees one lakh twenty thousand) only per month shall be paid to you as consolidated Honorarium/compensation.
4. Company shall provide conveyance for Full-time Advisors as per availability. However, where conveyance is not provided, conveyance charges shall be admissible @ Rs.5% of consolidated pay per month.
5. Accommodation Facility: Suitable Company's accommodation shall be provided on availability. However, if company's accommodation is not available, a consolidated amount of consolidated pay per month is admissible as per existing norms.
6. Medical facility shall be extended as per the Post-Retirement Medical Benefit Scheme of CIL.
7. Leave: You are entitled for paid leave for 15 days in every six months in addition to the paid holidays in the establishment. The paid leave shall be regulated as per the provisions of EL (Earned Leave) applicable to the executive cadre employees under the CIL Executives Leave Rules. However, the paid leave admissible as above is not encashable. The accumulated leave shall stand lapsed on the expiry of each period of engagement of an Advisor.

8. TA/DA: TA/DA or other boarding/lodging charges shall be payable as per entitlement applicable to the existing executives of equal grade (i.e. E8), whenever tours are undertaken for jobs related to the assignment.
9. Re-imbursement for mobile phone – reimbursement for the use of mobile telephones based on the actual bills or ₹1000/- p.m. whichever is less.
10. Notice Period: For the termination of contract one month's notice or one month's consolidated compensation amount from either side shall be given.
11. Signing of documents: You shall give your proposals, suggestions, comments, advises, remarks etc. in writing under your signature and shall take the accountability for the same. However, you will not certify or pass bills etc. pertaining to the department, and will not supervise or control the day to day work of ECL employees.
12. Secrecy: As an Advisor you will maintain all information/ documents/ materials gathered during the course of engagement in strict confidence. You will not make copy or make notes of such information/ documents except in conjunction with the work for the Company. You will not divulge to anyone outside the Company or use any of the information/ documents/ materials gathered during the course of engagement for their own or anyone else's benefit, either during or after the terms of engagement with the Company. The aforesaid obligation shall also apply to proprietary/ confidential information/ documents of third parties by them or the company in the normal course of the engagement with the Company.
13. Tax: In case, payment of GST is required, then the same shall be reimbursed on production of proof of such payment.
14. Other terms and conditions as per the CIL's Policy.
15. The offer of tenure-based engagement will not entail any right on you to claim for regularization of service in ECL.

You are advised to report to the Area General Manager of Jhanjra Area for further assignment.

This is issued with the approval of the Competent Authority.


(Agnimoy Dasgupta)
GM/HOD (HR/EE)

Copy to:

1. CMD, ECL.
2. D(F)/ D(HR)/D(T)PP & D(T)OP /CVO, ECL.
3. TS to CMD/ TS to D(T)PP/ TS to D(T)OP/TS to D(HR)/TS to D(F), ECL.
4. GM (E&M), ECL.
5. GM (Vigilance), ECL.
6. GM/APM/AFM – Jhanjra Area, ECL.
7. All Area GMs, ECL.
8. GM(F) I/C, ECL.
9. Company Secretary, ECL.
10. General Manager (Systems)/HOD (Admin)/ HOD (PRMB), ECL HQ.

पंजीकृत कार्यालय / Regd. Office

अधिकारी स्थापना विभाग, अध्यक्ष-सह -प्रबंधक, निदेशक कार्यालय / Executive Establishment Dept., Office of The Chairman-cum-Managing Director
सांकुतोड़िया, पोस्ट- डिसेरगढ़, जिला: पश्चिम बर्द्धमान (प. ब.), पिन -713333 / Sanctoria, P.O. - Dishergarh, Dist.-Paschim Bardhaman (W.B.), PIN-713333
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