

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/CSA(HRMS)/A- २५५

दिनांक: 17.03.2023

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

ई-मेल द्वारा

Dy. GM (P&A), CMPDIL

विषय: Goal setting under PRIDE/ PAR for the FY 2023-24

महोदय/ महोदया,

Alike previous years, the online PMS will remain active for goal setting i.r.o. the FY 2023-24 from 01.04.2023 onwards as per the schedule prescribed in Performance Management System chapter of CIL HR Manual.

All Subsidiaries are requested to advise their respective Executives to complete the goal setting process upon mutual discussion with their respective RAs and ensure completion of the entire process within the specified timeline.

भवदीय,

(Signature)
(सुरपुरेडू वी रवींद्रनाथ) 17/03/23

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

ई-मेल के माध्यम से वितरण:

1. ED(Co-ordination), CIL
2. ED(Personnel), CIL
3. ED, IICM/ GM, NEC/ HoD, New Delhi Office
4. GM(ICT), CMPDIL – with a request to take necessary action for functioning of online PMS module of HRMS for the FY 2023-24.
5. Dy.GM(P)/ TS to D(P&IR), CIL
6. Chief Manager (P/EE-iv), CIL
7. Dy. Manager (P/EE), HRMS

EASTERN COALFIELDS LIMITED

(A subsidiary of Coal India Limited), Office of the Chairman-cum-Managing Director,
Sanctoria, P.O.: Dishergarh, Dist.-Paschim Bardhaman, West Bengal-713333.

Ref. No. ECL/C-5(D)/PMS-Goal setting 2023-24/EE/1010

Date: 29.03.2023

Distribution:

1. CMD, ECL
2. D(T)PP/D(T)OP/D(P)/D(F)/CVO, ECL
3. TS to CMD/ TS to DT(OP)/ TS to DT(P&P)/ TS to D(F)/ TS to D(P)- ECL HQ } For kind information.
4. The GM (Systems), ECL : With a request to arrange to upload it at ECL's website.
5. All HODs, ECL HQ.
6. All Area General Managers/ Area Personnel Managers ECL. } For kind information & wide
7. All Agents/ Incharge of Workshops, ECL. } Circulation to all executives.
8. All Nodal Officer/PMS – for updation of Reporting Heiarachy in time & Wide Circulation to all executives .

(Signature)
(Subrata Dasgupta)
Dy. G. M. (P/EE)





4.2. Goal Setting Schedule ^[3]

PRIDE

Responsibility	Timeline without penalty	Timeline with penalty
Self	1 st April to 30 th April	1 st May to 15 th May
RA	By 25 th May	26 th to 31 st May

PAR

Responsibility	Timeline for Goal setting
Self/ RA	1 st April to 15 th May (as per DPE guidelines)

4.3. Mid-year Performance Feedback Schedule ^[4]

From 1st October to 31st October.

4.4. Appraisal Schedule of previous FY ^[5]

PRIDE			
Task	Responsibility	Normal Timeline	Extended Timeline with penalty
Self-Appraisal	Executive concerned	1 st to 30 th June	1 st to 5 th July
Appraisal by Reporting Authority under PRIDE	Reporting Authority	By 10 th July	11 th to 15 th July
Review by Reviewing Authority under PRIDE	Reviewing Authority	By 20 th July	21 st to 25 th July
Final Review by Accepting Authority under PRIDE	Accepting Authority	From 26 th July to 10 th August	
Publication of PRIDE ratings		By 15 th August	
Appeal Disposal		By 15 th October	
Publication of final PRIDE ratings after appeal disposal		By 20 th October	

³ Amended as per OM No. CIL/C5A(PC)/PMS/469 dated 13.08.2020.

⁴ Amended as per Letter No. CIL/C5A(PC)/259 dated 28.09.2019.

⁵ Amended as per OM No. CIL/C5A(PC)/PMS/141 dated 28.05.2019.