

संदर्भ सं: CIL/C5A/PRIDE Appeal/773  
To,

दिनांक: 16.08.2025

The HOD/ GM/ Dy. GM (HR-EE),  
BCCL/ CCL/ ECL/MCL/NCL/SECL/WCL  
The GM (HR&A), CMPDIL

ई - मेल द्वारा

**विषय: Publication of PRIDE ratings for FY 24-25 and opening of Online Appeal window  
महोदया/ महोदय**

With reference Clause 4.4 of the Performance System Manual, the PRIDE book of Executives for the FY 2024-25 are now available in the HRMS w.e.f. 15.08.2025.

Further, the Online Appeal window will remain open in the HRMS w.e.f. 16.08.2025 for submission of appeal in respect of the published PRIDE ratings for the FY 2024-25. Executives shall be given an opportunity to make online appeal only, if any, against entries and final grading given in the report, within a period of 15 days i.e. till 30.08.2025. In case no appeal is received on or before 30.08.2025, it shall be deemed that he/she has no appeal to make and the PRIDE rating will be treated as final.

In view of the above, all subsidiaries are requested to kindly arrange to complete all preparatory works at the earliest so that disposal of appeals of Executives up to E6 grade is completed within timeline.

Further as the Competent Authority for disposal of appeals of Executives of E7 grade is FDs of CIL, it is requested to send the said appeals with details/comments/recommendations of Reporting Authority, through CMD of the subsidiary latest by 10.09.2025, so that the same can be processed and placed before CFDs for disposal well within the prescribed timeline.

भवदीय  
16.08.2025

(राजेश वी नायर)

महाप्रबंधक (एच आर / अधि.स्था)

EASTERN COALFIELDS LIMITED

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

Ref. No. ECL/C-5(D)/PMS – PRIDE Appeal 2024-25/1623

Date: 16.08.2025

**Distribution:**

1. CMD, ECL
2. D(F)/ D(T)OP/ D(P)/D(T)PP/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 Dy. 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/ All Area Personnel Managers, ECL. } For kind information & wide
7. All Agents/ Incharge of Workshops, ECL. } Circulation.
8. All Nodal Officer/PMS – for wide Circulation to the concerned GMs.

(Signature)  
Sr. Manager (HR/EE)

# कोल इण्डिया लिमिटेड

(महाराष्ट्र कंपनी)

(भारत सरकार उपक्रम)

अधिकारी स्थापना विभाग कार्मिक डिविजन,

'कोल भवन', प्रेमिसिज सं.04, एमएआर,

प्लॉट सं.-एएफ-III, एक्शन एरिया-1 ए, न्यूटाउन, राजरहाट,

कोलकाता-700 156,

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

सी आई एन सं. L23109WB1973GOI028844



5 DECADES OF UNEARTHING ENERGY

# COAL INDIA LIMITED

(A Maharashtra Company)

(A Govt. of India Undertaking)

Executive Establishment Department, Personnel Division,

'Coal Bhawan', Premises No.04-MAR,

Plot No-AF-III, Action Area -1A,

New Town, Rajarhat

Kolkata - 700 156

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

CIN No.L23109WB1973GOI028844

संदर्भ सं: CIL/C5A/PRIDE Appeal/973

दिनांक: 16.08.2025

To,

The HOD/ GM/ Dy. GM (HR-EE),  
BCCL/ CCL/ ECL/MCL/NCL/SECL/WCL  
The GM (HR&A), CMPDIL

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**विषय: Publication of PRIDE ratings for FY 24-25 and opening of Online Appeal window महोदया/ महोदय**

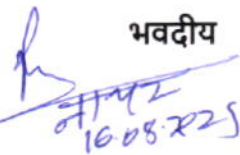
With reference Clause 4.4 of the Performance System Manual, the PRIDE book of Executives for the FY 2024-25 are now available in the HRMS w.e.f. 15.08.2025.

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भवदीय

  
16.08.2025

(राजेश वी नायर)

महाप्रबंधक (एच आर / अधि.स्था)

वितरण:

1. Director(HR)/ Director(T) /Director (BD)/Director(M)/ Director(F), CIL
2. ED (Coordination), CIL
3. ED, IICM
4. GM(System), CIL
5. GM (ICT), CMPDIL- with a request to ensure smooth functioning of the online appeal process
6. GM, NEC/ GM, New Delhi Office
7. Sr. Manager (HR-EE)-iv, CIL
8. TS to D(HR), CIL