

# ECL



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

संघर्ष सं ECL/C-5(D)/Study Leave/EE/1758

दिनांक: 01-09-2025

**कार्यालय आदेश**


The General Manager (HR/EE) CIL, Kolkata vide letter No. CIL/C5A(iii)/Eoffice 1927427/1032 dated 29.08.2025 has conveyed that the Competent Authority is pleased to grant Study Leave to **Shri Sumanta Bauri (EIS No. 90348483), Manager(E&M)/(E5), currently posted at Jhanjra Area, ECL** for pursuing MBA Program from IIT(ISM), Dhanbad for a period of 02 (two) years from 24.07.2025 to 23.07.2027 with respect to the following terms and conditions: -

- Grant of Study Leave will be on full pay for a period of the two (02) years (from 24.07.2025 to 23.07.2027) subject to the bond executed in terms of CIL's Office Order No. 567 dated 22.12.2014, No. 1033 dated 14.08.2015 & letter No 1237 dated 01.08.2025.
- On completion of the said course and post study leave period, **Shri Sumanta Bauri** has to join back and serve this organization for a minimum period of 05 (Five) years as per the terms & conditions of the Self and Surety Bond executed by Shri Sumanta Bauri.
- If he resigns or retires from service or otherwise quits service without returning to duty after completion of Study Leave or within a period of 05 (Five) years after such return to duty or fails to complete the course of study, he shall be required to refund the amount of salary; if any incurred by the Company together with the interest thereon at the rate for the time being in force; before his resignation is accepted or permission to retire or his quitting service is granted.
- If Shri Sumanta Bauri fails to refund the amount paid during the Study Leave period, the entire Bond money is to be recovered from him and his surety and the Company will be at liberty to take legal action against Shri Sumanta Bauri & his surety in the court of Law for realization of the same.
- For two (02) years' salary would be payable as mentioned in Sl. No. (a) but No "PRP" will be paid for the period of study leave.
- Promotion in higher grade during Study Leave period will be regulated as per the clause No – 7.8.4(e) of Coal India Executive Leave Rules 2010 (amended).

Accordingly, the Competent Authority of ECL has been pleased to release Shri Sumanta Bauri from 24.07.2025 to 23.07.2027 for Study Leave as per the Study Leave Rules as contained in Point 7.8 of Coal India Executive Leave Rules 2010 (amended).

Accordingly, AM (HR), Jhanjra Area shall formally release Shri Sumanta Bauri, Manager(E&M) for undergoing the above-mentioned course from 24.07.2025 to 23.07.2027.

This is issued with the approval of Competent Authority.

  
01-09-2025

सुब्रत दासगुप्ता

महाप्रबंधक (मानव संसाधन / अधि.स्था.)

जि.सं.

**Distribution Overleaf**

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प्रति:

1. CMD, ECL
2. Director (F)/ Director (T- OP)/ Director (HR)/ Director (T- P&P)/ C.V.O, ECL
3. GM (HR/EE), CIL
4. TS to CMD/TS to D(F)/ TS to D(T-OP)/ TS to D(T-P&P)/ TS to D(HR), ECL HQ
5. GM/HOD - Fin (I/C)/ E&M / Systems/ Vigilance / Admin / HRD / Pension, ECL HQ
6. Area GM / AM (HR) / AFM- Jhanjra Area
7. Sr. Manager (HR/MP), Nodal officer (ERP/HCM), ECL HQ
8. Sr. Manager (HR/EE), Nodal officer "PRIDE/PAR", ECL HQ
9. Manager (HR/EE), Nodal officer (SAP), ECL HQ
10. Executive Concerned
11. Service files

Salary of Shri Sumanta Bauri will be regulated in accordance with the CIL's Circular No CIL/C5A(v)/CRC/Leave/Rules/Amendment/567 dated 22.12.2014 during leave period from your end.