

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-IA, NEW TOWN, RAJHARHAT

KOLKATA-700156 (WB)



एक महारत्न कंपनी

A Maharatna Company

(An ISO 9001:2015, ISO 14001:2015 & ISO 50001:2011 Certified Company)

PERSONNEL DIVISION**POLICY CELL**

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संदर्भ सं: CIL/C5A (PC)/PMS/442

दिनांक: 29.06.2020

कार्यालय ज्ञापन**विषय: Extension of timeline for PRIDE/ PAR Appraisal Schedule for the FY 2019-20**

In pursuance of guidelines issued by DPE regarding extension of timeline for APAR of Board level executives of CPSEs in view of the pandemic COVID-19, continuance of restrictions imposed and the exigent situation, the appraisal schedule of PRIDE/ PAR for FY 2019-20 for all Executives of CIL and its Subsidiaries has been revised as below:

PRIDE 2019-20 Review			
Task	Responsibility	Normal Timeline	Extended Timeline with penalty
Self-Appraisal	Executive concerned	By 25 th October, 2020	26 th to 31 st October, 2020
Appraisal by Reporting Authority under PRIDE	Reporting Authority	By 10 th November, 2020	11 th to 15 th November, 2020
Review by Reviewing Authority under PRIDE	Reviewing Authority	By 25 th November, 2020	26 th to 30 th November, 2020
Final Review by Accepting Authority under PRIDE	Accepting Authority	From 1 st to 31 st December, 2020	
Publication of PRIDE ratings	By 5 th Jan, 2021		
Appeal Disposal	Within 60 days from the date of publication of PRIDE ratings		
Publication of final PRIDE ratings after appeal disposal	Within 5 days of finalization of appeal disposal		

PAR 2019-20 Review		
Task	Responsibility	Normal Timeline
Self-Appraisal	Executive concerned	1 st June to 31 st October, 2020
Appraisal by Reporting Authority under PAR	Reporting Authority	By 15 th November, 2020
Review by Reviewing Authority under PAR	Reviewing Authority	By 30 th November, 2020
Final Review by Accepting Authority under PAR	Accepting Authority	By 31 st December, 2020*
Publication of PAR ratings	Within 5 days from finalization of MoU score for FY 2019-20	
Appeal Disposal	Within 60 days from the date of publication of PAR ratings	
Publication of final PAR ratings after appeal disposal	Within 5 days of finalization of appeal disposal	

N.B: *PAR will be submitted to Accepting Authority for appraisal only after MoU Score/ achievements have been included in the PAR. The timeline would stand amended accordingly depending upon release of MoU scores by CIL/ Govt. (As per DPE OM No. 5(1)/2018-MGMT dated 09.04.2019)

Further, the system will also remain active for such executives in E8 & above grade who demit/demitted office between 29.02.2020 to 31.10.2020 for completion of Self-appraisal/ RA appraisal/ Rev.A appraisal/ AA appraisal as per the above schedule.

The aforesaid relaxation is a one-time measure applicable only for the FY 2019-20.

This issues with the approval of the Competent Authority.

नीला प्रसाद
29/6/2020

(नीला प्रसाद)

उप महाप्रबंधक (का./नीति)

वेस्टर्न कोलफील्ड्स लिमिटेड
कार्मिक विभाग, कोल इस्टेट, सिविल लाईन, नागपुर- 440001.

संदर्भ संख्या.: WCL/PER/CRC/PAR-PRIDE/ 2134

दिनांक: 30th June '20

Forwarded for information and intimation to all the executives posted in your Area/ Deptt. regarding revised schedule for final appraisal of PRIDE/ PAR for FY 2019-20:

1. The Area General Manager, All Areas.
2. The Head, All Departments.
3. The General Manager (Min)/(CA)/ TS to D(P)/ D(T)Op, D(T)P&P, D(F) WCL HQ.
4. The General Manager (System), WCL HQ- with a request to upload in WCL's website.
5. The Dy.Manager(Sectl) to CMD/ D(P)/ D(F)/ D(T)Op/ D(T)P&P/ CVO, WCL HQ.

आर जी गेडाम
30/6/2020

(आर जी गेडाम)

महाप्रबंधक(कार्मिक)/ ईई