

3

2  
GMR

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY  
COAL INDIA LIMITED  
"COAL BHAWAN"  
10, NETAJI SUBHAS ROAD  
KOLKATA-700 001

No.CIL/C-5B/JBCCI/I.I.No.34/2002/ 94

Dated: 23rd December, 2002

**NATIONAL COAL WAGE AGREEMENT-VI**  
**IMPLEMENTATION INSTRUCTION NO.34**


The Chairman-cum-Managing Director	ECL	Sanctoria
The Chairman-cum-Managing Director	BCCL	Dhanbad
The Chairman-cum-Managing Director	CCL	Ranchi
The Chairman-cum-Managing Director	WCL	Nagpur
The Chairman-cum-Managing Director	SECL	Bilaspur
The Chairman-cum-Managing Director	NCL	Singrauli
The Chairman-cum-Managing Director	MCL	Sambalpur
The Chairman-cum-Managing Director	CMPDH	Ranchi

In the meeting of Standardisation Committee of JBCCI-VI held on 12.12.2002 the Cadre Schemes as finalised by Technical Sub-Committee of JBCCI-VI in its meeting held on 12<sup>th</sup> & 13<sup>th</sup> June, 2002, 8<sup>th</sup> & 9<sup>th</sup> November, 2002 and 10.12.2002 was discussed and approved. The following Cadre Schemes as recommended by the Technical Sub-Committee of JBCCI-VI are enclosed as Annexure XXVII-1 to 17.

(1)	Cadre Scheme for Dressing (Coal) Personnel (UG)	Annexure XXVII-1
(2)	Cadre Scheme for Cable Personnel	Annexure XXVII-2
(3)	Cadre Scheme for Blasting Personnel.	Annexure XXVII-3
(4)	Cadre Scheme for Line Personnel	Annexure XXVII-4
(5)	Cadre Scheme for Mine Support Personnel (UG)	Annexure XXVII-5
(6)	Cadre Scheme for Tyndal Personnel	Annexure XXVII-6
(7)	Cadre Scheme for Trammig Personnel	Annexure XXVII-7
(8)	Cadre Scheme for Safai Karamchhari	Annexure XXVII-8
(9)	Cadre Scheme for Driller	Annexure XXVII-9
(10)	Cadre Scheme for Pump Personnel	Annexure XXVII-10
(11)	Cadre Scheme for Fan Personnel	Annexure XXVII-11
(12)	Cadre Scheme for Compressor Personnel	Annexure XXVII-12
(13)	Cadre Scheme for Conveyor Personnel	Annexure XXVII-13
(14)	Cadre Scheme for Sand Stowing Personnel	Annexure XXVII-14
(15)	Cadre Scheme for Siding/Wagon Cleaning Personnel	Annexure XXVII-15
(16)	Cadre Scheme for Haulage Personnel	Annexure XXVII-16
(17)	Cadre Scheme for SDL/LHD Personnel	Annexure XXVII-17

You are requested to implement the above Cadre Schemes.

Encl: as above.

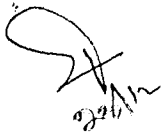
  
(C. H. KHISTY)  
DIRECTOR (P&IR) &  
MEMBER SECRETARY, JBCCI-VI

## PROMOTIONAL CHANNEL FOR DRESSING (Coal Personnel) (UG)

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1.	Dresser(UG) (Coal)	Cat.III	Literate	3 years service	Selection
2.	Dresser(UG) (Coal)	Cat.IV	-Do-	4 yrs as Dresser(Coal) in Cat.III	DPC
3.	Dresser(UG) (Coal)	Cat.V	-Do-	5 yrs as Dresser (Coal) in Cat.IV	DPC
4.	Dresser(UG) (Coal)	Cat.VI	-Do-	6 yrs..as Dresser ( Coal) in Cat. V	DPC

- NOTE:**
- The entry in this Cadre will be from the permanent employees with three years service through selection.  
UG Piece-rated workers with three years service selected on their own Written option against the requirement of the management for the post of Dresser will be given Cat.IV with pay protection.
  - Qualification will not be a bar for the existing employees.

Flp.2/Cadresch.



## PROMOTIONAL CHANNEL FOR CABLE PERSONNEL(UNDER GROUND)

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1.	Cableman	Cat.III	Literate	3 yrs. service	<i>Selection</i>
2	Cableman	Cat.IV	-Do-	4 yrs.as Cableman in Cat.III	<i>DPC</i>
3	Cableman	Cat.V	-Do-	5 yrs.as Cableman in Cat.IV	<i>DPC</i>
4	Cableman	Cat.VI	-Do-	6 yrs.as Cableman in Cat.V	<i>DPC</i>

NOTE: 1. The entry in this Cadre will be from the permanent employees with three years experience through selection.

2. Qualification will not be a bar for the existing employees.


Flp.2/Cadresch.

## PROMOTIONAL CHANNEL FOR BLASTING PERSONNEL (UNDERGROUND)

Sl. No.	Designation	Category/ Grade	Qualifi-cation	Eligibility for promotion	Mode of Selection/ Promotion
1.	Blasting Crewman	Cat.IV	Literate	<u>4 yrs. service</u>	Selection
2.	Blasting Crewman	Cat.V	-Do-	5 yrs.as Blasting Crewman in Cat.IV	<i>DPC</i>
3.	Blasting Crewman	Cat.VI	-Do-	6 yrs.as Blasting Crewman in Cat.V	<i>DPC</i>

Note :  
Qualification will not be a bar for the existing employees.

Flp.2/Cadresch.

  
23.12

**PROMOTIONAL CHANNEL FOR LINE PERSONNEL**

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Line Mazdoor	Cat. II	Literate	3 yrs. in Cat. I	<i>Selection</i>
2	Line Helper	Cat. III	-Do-	3 yrs. as line Mazdoor in Cat. II	<i>DPC</i>
3	Line Mistry	Cat. IV	-Do-	4 yrs. as line Mistry in Cat. III	<i>DPC</i>
4	Line Mistry	Cat. V	-Do-	5 yrs. as line Mistry in Cat. IV	<i>DPC</i>
5	Line Mistry	Cat. VI	-Do-	6 yrs. as line Mistry in Cat. V	<i>DPC</i>

NOTE: 1. The entry in this Cadre will be from the permanent employees in Cat. I with three years experience through selection

2. Qualification will not be a bar for the existing employees.

Flp.2/Cadresch.

*[Handwritten Signature]*  
22/12

PROMOTIONAL CHANNEL FOR U/G MINE SUPPORT PERSONNEL

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Support Mazdoor	Cat.II	Literate	3 yrs. in Cat.I	<i>Selection</i>
2	Support Helper	Cat.III	-Do-	3 yrs.as Support Mazdoor in Cat.II	<i>DPC</i>
3	Support Mistry	Cat.IV	-Do-	4 yrs.as Support Helper in Cat.III	<i>DPC</i>
4	Support Mistry	Cat.V	-Do-	5 yrs.as Support Mistry in Cat.IV	DPC
5.	Support Mistry	Cat.VI	-Do-	6 yrs.as Support Mistry in Cat.V	DPC

- NOTE:
1. The entry in this Cadre will be from the permanent employees in Cat.I with three years experience through selection
  2. Qualification will not be a bar for the existing employees.
  3. Existing Timber, Roof Bolting, Roof/Side Stitching etc. personnel will be re-designated as respective support designations as above in their existing category.

Flp.2/Cadresch.




*PROMOTIONAL CHANNEL FOR TYNDAL*

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Tyndal	Cat.IV	Literate	4 yrs service	Selection
2	Tyndal	Cat.V	Literate	5 yrs as Tyndal in Cat.IV	DPC
3	Tyndal Jamadar	Cat.VI	Literate	6 yrs as Tyndal in Cat.V	DPC

NOTE: Qualification will not be a bar for the existing employees.

Flp.2/Cadresch.

  
20/12

PROMOTIONAL CHANNEL FOR TRAMMING PERSONNEL.

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1.	Tramming Personnel	Cat.III	Literate	3 yrs service in Cat.I/II	Selection
2.	Tramming Personnel	Cat.IV	Literate	4 yrs in Cat.III	DPC
3.	Tramming Personnel	Cat.V	Literate	5 yrs in Cat.IV	DPC
4.	Tramming Personnel	Cat.VI	Literate	6 yrs in Cat.V	DPC

- NOTE:
1. In case of Trammers the entry in this Cadre will be from the permanent employees with three years service in Cat.I/II through selection
  2. All persons such as Pointsman, Banksman, Clipman, Coupler/Signalman, Setrider, Setman, and Lbseman who are presently in Cat.IV will grow as per this Cadre Scheme beyond Cat.IV.
  3. Qualification will not be a bar for the existing employees.





## PROMOTIONAL CHANNEL FOR SAFAI KARAMCHARI

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Genl.Mazdoor (Safai)	Cat.I	Literate		Selection
2	Safai Karamchari	Cat.II	-Do-	2 yrs.as Safai Mazdoor in Cat.I	DPC
3	Safai Karamchari	Cat.III.	-Do-	3 yrs.as Safai Karamchari in Cat.II	DPC
4	Safai Karamchari	Cat.IV	-Do-	4 yrs.as Safai Karamchari in Cat.III	DPC
5	SafaiMate/ Jamadar	Cat.V	-Do-	5 yrs.as Safai Karamchari in Cat.IV	DPC
6.	Safai Mate/ Jamadar	Cat.VI	-Do-	6 yrs.as Safai Mate/Jamadar in Cat.V	DPC

NOTE: 1. This is in replacement of Cadre Scheme formulated under I.I.No.35 dated 06.11.1980.

2. Qualification will not be a bar for the existing employees. Safai Karamchari engaged in Underground Mines, will be placed in Cat.II

Flp.2/Cadresch.

*[Handwritten signature]*  
23/12

PROMOTIONAL CHANNEL FOR DRILLER(UNDERGROUND)

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Driller	Cat.IV	Literate	4 yrs service	Selection
2	Driller	Cat.V	Literate	5 yrs as Driller in Cat.IV	DPC
3	Driller	Cat.VI	Literate	6 yrs as Driller in Cat.V	DPC

**Note:** (1) PR Workers with 5 (five) years experience if selected as Driller will be placed directly in Cat.IV with pay protection.

(2) Qualification will not be a bar for existing employees.

*[Handwritten signature]*  
22/12

## CADRE SCHEME FOR PUMP PERSONNEL

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Pump Operator	II	Literate	Permanent workers with 2 years of service	Selection
2	Pump Operator	III	Literate	3 years as Pump Operator in Cat II.	DPC
3	Pump Operator	Cat. IV	Literate	4 years as Pump Operator in Cat. III	DPC
4	Pump Operator	Cat. V	Literate	5 years as Pump Operator in in Cat. IV	DPC
5	Pump Operator	Cat. VI	Literate	6 years as Pump Operator in Cat. V	DPC

## NOTE:

1. Entry into this Cadre will be through selection/ aptitude test from the departmental employees.

2. In case any Pump Operator who Operates more than one pump simultaneously he will get wages of one higher category limited to Cat. VI

3. Qualification will not be a bar for existing employees.

  
22/12

CADRE SCHEME FOR FAN PERSONNEL

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Fan Operator	II	Literate	Permanent workers with 2 years of service	Selection
2	Fan Operator	III	Literate	3 years as Fan Operator in Cat.II	DPC
3	Fan Operator	Cat.IV	Literate	4 years as Fan Operator in Cat.III	DPC
4	Fan Operator	Cat.V	Literate	5 years as Fan Operator in Cat.IV	DPC
5	Fan Operator	Cat.VI	Literate	6 years as Fan Operator in Cat.V	DPC

NOTE: 1. Entry into this Cadre will be through selection from the departmental employees.

2. Qualification will be a bar bar for existing employees

  
2/2/12

CADRE SCHEME FOR COMPRESSOR PERSONNEL

Sl. No.	Designation	Category/ Grade	Qualification	Eligibility for promotion	Mode of Selection/ Promotion
1	Compressor Operator	III	Literate	Permanent workers with 3 years of service	Selection
2	Compressor Operator	Cat.IV	Literate	4 years as Compressor Operator in Cat.III	DPC
3	Compressor Operator	Cat.V	Literate	5 years as Compressor Operator in Cat.IV	DPC
4	Compressor Operator	Cat.VI	Literate	6 years as Compressor Operator in Cat.V	DPC

NOTE: 1.Entry into this Cadre will be through selection/ aptitude test from the departmental employees who are able to read Volt Meter, Pressure Guage and Oil Guage and able to interpret the reading, take remedial measure and able to carry-out and enter log books.

2.Qualification will not be a bar for existing employees.

  
23/12

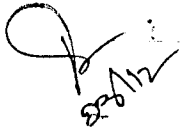
ANNEXURE-XXVII-13

*CADRE SCHEME FOR CONVEYOR PERSONNEL*

SL NO.	DESIGNATION	CATEGORY/ GRADE	QUALIFICATION	ELIGIBILITY FOR PROMOTION	MODE OF SELECTION/ PROMOTION
1	Conveyor Operator	Cat-III	Literate	Permanent worker with 3 years of service.	Selection
2.	Conveyor Operator	Cat-IV	Literate	4 years as Conveyor Opt in Cat-III	DPC
3	Conveyor Operator	Cat-V	Literate	5 years as Conveyor Opt.in Cat-IV	DPC
4.	Conveyor Operator	Cat.VI	Literate	6 years as Conveyor Opt.in Cat.V	DPC

Note. 1. Entry into this Cadre will be through selection from the departmental employees.


2. Qualification will not be a bar for existing employees.

  
22/12

## CADRE SCHEME FOR SAND STOWING PERSONNEL

Sl no.	Designation	Category /Grade	Qualificatin	Eligibility for Promotion	Mode of Selection/Promotion
1.	Sand Stowing Mazdoor	Cat-II	Literate	Permanent worker with 2 years of service in Cat.I	Selection
2.	Sand Stowing Crewman	Cat-III	Literate	3 years as Sand Stowing Crewman in Cat.II	DPC
3.	Sand Stowing Crewman	Cat-IV	Literate	4 years as Sand Stowing Crewman in Cat.III	DPC
4	Sand Stowing Crewman	Cat-V	Literate	5 years as Sand Stowing Crewman in Cat.IV	DPC
5	Sand Stowing Crewman	Cat-VI	Literate	6 years as Sand Stowing Crewman in Cat.V	DPC

- Note. 1.Entry into this Cadre will be through selection from the departmental employees .  
2.Qualification will not be a bar for existing employees.

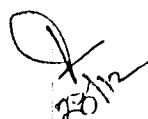
  
220/112

ANNEXURE-XXVII-15

*CADRE SCHEME FOR SIDING /WAGON CLEANING PERSONNEL*

Sl no.	Designation	Category /Grade	Qualificatin	Eligibility for Promotion	Mode of Selection/Promotion
1.	Siding /Wagon Mazdoor	Cat-II	Literate	Permanent worker with 2 years of service in Cat.I	Selection
2.	Siding /Wagon Cleaning Crewman	Cat.III	Literate	3 years as Siding Wagan Cleaning Mazdoor in Cat.II	DPC
3.	Siding /Wagan Cleaning Crewman	Cat.IV	Literate	4 years as Siding Wagan Cleaning Crewman in Cat.III	DPC
4	Siding /Wagan Cleaning Crewman	CAT.V	Literate	5 years as Siding Wagan Cleaning Crewman in Cat.IV	DPC
5	Siding /Wagan Cleaning Crewman	Cat.VI	Literate	6 years as Siding Wagan Cleaning Crewman in Cat.V	DPC

- Note.1) Entry into this Cadre will be through selection from the departmental employees.  
2) Qualification will not be a bar for existing employees.


  
23/12



## CADRE SCHEME FOR HAULAGE PERSONNEL

Sl no.	Designation	Category / Grade	Qualificatin	Eligibility for Promotion	Mode of Selection/Promotion
1.	Haulage Operator	Cat.III	Literate	Three years Service	Selection
2.	Haulage Operator	Cat.IV	Literate	4 years as Haulage Operator in Cat.III	DPC
3.	Haulage Operator	Cat.V	Literate	5 years as Haulage Operator in Cat.IV	DPC
4.	Haulage Operator	Cat.VI	Literate	6 years as Haulage Operator in Cat.V	DPC

- Note: 1) Entry into this Cadre will be through selection from the departmental employees.  
2) Qualification will not be a bar for promotion.

  
28/12

## CADRE SCHEME FOR SDL/LDH PERSONNEL

Sl. No.	Designation	Category/ Grade	Qualifi-cation	Eligibility for promotion	Mode of Selection/ Promotion
1	SDL/LHD Helper	Cat.IV	Literate	Any permanent workers with 4 years of service	Selection
2	SDL/LHD Operator(T)	Cat.V	Literate	4 years as SDL/LHD helper in Cat.IV	DPC
3	SDL/LHD Operator	Cat.VI	Literate	On completion of one year as SDL/LHD Operator (T) in Cat.V	DPC
4	SDL/LHD Operator	Exc.v. Cat.'C'	Must have passed Class VIIIth	6 years in Cat.VI as SDL/LHD Operator	DPC
5	SDL/LHD Operator	Exc.v. Cat.'B'	Must have passed Class VIIIth	6 years in Excavation Cat.'C'as SDL.LHD Opt	DPC

- NOTE:
- 1.Entry into this Cadre will be through selection from the departmental employees
  2. Qualification will not be a bar for existing employees.

*[Handwritten signature]*  
23/12



G.M.C.R.  
*[Signature]*

ANNEXURE-I

IMPLEMENTATION INSTRUCTION NO. 76

PROCEDURE FOR DETERMINATION/  
VERIFICATION OF AGE OF EMPLOYEES

(A) Determination of the age at the time of appointment

i) Matriculates

In the case of appointees who have passed Matriculation or equivalent examinations, the date of birth recorded in the said certificate shall be treated as correct date of birth and the same will not be altered under any circumstances.

ii) Non-matriculates but educated

In the case of appointees who have pursued studies in a recognised educational institution, the date of birth recorded in the School Leaving Certificate, shall be treated as correct date of birth and the same will not be altered under any circumstances.

iii) Ex-servicemen

In the case of Ex-servicemen who are not matriculates, the date of birth recorded in the Army Discharge Certificate shall be treated as correct date of birth and the same will not be altered under any circumstances. In the case of Ex-servicemen who have passed Matriculation examination, the date of birth recorded in the Matriculation certificate will be treated as correct date of birth, provided they have passed the Matriculation examination before entering the Defence Services ; otherwise the date

- (C) Age Determination Committee/Medical Board for the above will be constituted by the Management. In the case of employees whose date of birth cannot be determined in accordance with the procedure mentioned in (B) (i) (a) or (B) (i) (b) above, the date of birth recorded in the records of the company, namely, Form B register, CMPF Records and Identity Cards (untampered) will be treated as final. Provided that where there is a variation, in the age recorded in the records mentioned above, the matter will be referred to the Age Determination Committee/Medical Board constituted by the Management for determination of age.
- (D) For determination of the age, the Committee/Medical Board referred to above may consider the evidences, available with the Colliery Management and/or adduced before the employee concerned.
- (E) Medical Board constituted for determination of age will be required to assess the age in accordance with the requirement of "Medical Jurisprudence" and the Medical Board will as far as possible indicate the accurate age assessed and not approximately.
- (F) Where the Management (i.e.) Area Age Assessment Committee consisting of General Manager, Personnel Manager and Medical officer-in-charge of the Area is satisfied that there is a glaring disparity between the date of birth recorded in the identity cards and the apparent age of the employee, the cases may be referred to the Apex Medical Board located at Headquarters of the company for determination of age.
- (H) After the assessment of the age by the Age Determination Committee/Medical Board the same will be computerised and print out of the same will be given to the employee concerned and the unit from where the reference was

3

of birth recorded in Army Discharge Certificate will be taken as correct date of birth.

iv) Illiterate.

In the cases of appointees not covered under the foregoing clauses, the date of birth will be determined by the Colliery Medical Officer keeping in view any documentary and other relevant evidence as produced by the appointee. Date of birth as determined shall be treated as correct date of birth and the same will not be altered under any circumstances.

(B) Review determination of date of birth in respect of existing employees.

i) a) In the case of the existing employees Matriculation Certificate or Higher Secondary Certificate issued by the recognised Universities or Board or Middle Pass Certificate issued by the Board of Education and/or Department of Public Instruction and admit cards issued by the aforesaid Bodies should be treated as correct provided they were issued by the said Universities/Boards/Institutions prior to the date of employment.

i) b) Similarly, Mining Sirdarship, Winding Engine or similar other statutory certificates where the Manager had to certify the date of birth will be treated as authentic.

Provided that where both documents mentioned in (i) (a) and (i) (b) above are available, the date of birth recorded in (i) (a) will be treated as authentic.

ii) Wherever there is no variation in records, such cases will not be reopened unless there is a very glaring and apparent wrong entry brought to the notice of the Management. The Management after being satisfied on the merits of the case will take appropriate action for correction through Determination Committee/Medical Board.

④

received within a month. If age is not, however, computerised, still the same will be intimated to the employee concerned and the Unit within a month.

- (I) It was agreed that in cases where instead of date of birth, year has been recorded, 1st July of the year will be deemed to be the date of birth.