

SOUTH EASTERN COALFIELDS LIMITED, BILASPUR.

BULLETIN NO. 1.

CIRCULARS

ISSUED BETWEEN 1st JANUARY '92 TO 31st JULY '92.

EDITED AND DISTRIBUTED BY:

INDUSTRIAL RELATIONS DEPARTMENT
SOUTH EASTERN COALFIELDS LIMITED,
BILASPUR.

COAL INDIA LIMITED
CALCUTTA.

REF: CIL:C-5B:JBCCI-IV:IMP:92:6195

6th Jan. 1992.

CONFIDENTIAL

Dear Shri

Paragraph-2.10.4 of the Memorandum of Agreement- National Coal Wage Agreement-IV, reads as under:

"2.10.4. Employees who reach or are fitted at the maximum of the revised scale in the revised wage structure on 1st January 1987, or reach the maximum of the revised scale at any time during the period of this Agreement will be allowed annual increment equivalent to the last incremental rate in the revised scales on the due date every year."

Similarly, in Paragraph-3.11.3 - Special Piece-Rate Allowance reads as under:

"Piecerated workers who were on rolls on 31st December 1986 and continued to be so on 1st January, 1987, the following amount as indicated against each group as SPRA will be paid annually in addition to their existing SPRA to provide motivation for achieving higher productivity. This will be effective from 1st January, 1987.

Group	Rate of Annual (SPRA) (Rs. per day)
I	0.70
II	0.80
III	1.05
IV	1.05
V	1.32
Va	1.32

SPRA already drawn on and from 1st January, 1987 onwards will be adjusted and the piece rated employees will be entitled to the payment of difference between the rates agreed to hereinabove and the payment already made to them."

A question has been raised as to the action that needs to be taken on the above two counts after 30th June, 1991, the date up to which the NCWA-IV was in operation.

(B)

As discussed with you during the meeting of CMDs held on the 4th January, 1992 at Calcutta, steps are already underway for re-constitution of NBCCI-V as the period of operation of NCWA-IV was up to 30th June, 1991. As the two provisions mentioned above are special features of NCWA-IV, it has been decided that employees who were drawing increment beyond the maximum of the scale prior to 30.6.1991, will not be sanctioned further increment after 30.6.1991. Besides above, the employees who have reached the maximum of their pay scales after 30th June, 1991 will also not be sanctioned increment thereafter.

Similarly, Special Piece-Rate Allowance will not be admissible to the piece-rated workers after the 30th June, 1991- the date on which the NCWA-IV has expired.

With regards,

Yours sincerely,

Sd/-(UK. CHAUBEY)

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OFFICE OF THE CHIEF GENERAL MANAGER (P&A)
SOUTH EASTERN COALFIELDS LIMITED,
BILASPUR (MP)

REF. SECL:BSP:CGM(P&A):30:91:49

DATED: 8TH JANUARY, 1992.

To,

All Chief General Managers/
General Managers of SECL Areas.

All Area Personnel Managers
of SECL.

All Area Finance Managers.

The General Supdt., CNS/Korba.

The Dy. CMM, Central Stores, Korba.

Dear Sir,

Appended below is the copy of Office Memorandum bearing No. CIL:C-5B:53243:6186 dated 4th January, 1992, issued by Shri U.K. Choubey, Director(P&IR), Coal India Limited, Calcutta, with regard to LTC/LLTC facilities, for your information and further necessary action, in the matter.

"With a view to improving the economic health of the Company and to ensure higher motivation amongst the employees, it has been decided that LTC/LLTC facilities will be kept in abeyance during the period upto the 31st March, 1992 and employees will not be granted LTC/LLTC facilities during this period. However, in the case of employees who would be separated from the service of the Company during this period, LTC/LLTC would continue to be sanctioned as per rules.

This issues with the approval of Competent Authority.

Yours faithfully,

Sd/- (RK. MEHTA)
CHIEF GENERAL MANAGER (P&A)
SECL/BILASPUR.

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SOUTH EASTERN COALFIELDS LIMITED
BILASPUR (MP)

NO:SECL:BSP:CGM(P&A):20:92:67

Dt. 10.1.1992.

To,

- All CGMs/GMs,
- All CPMS/DY.CPMS/PMS,
- All DY.MS/MS,
- SECL AREAS.

Dear Sir,

Sub: Employment under 9.4.3. of NCWA-IV.

In view of the recent ban on recruitment including cases under 9.4.2. and 9.4.3. of NCWA-IV, your attention is invited to clause 9.4.3. of NCWA-77, which is reproduced below for your information:

QUOTE:

9.4.3. Employment to one dependant of a worker who is permanently disabled in his place.

- (i) The disablement of the worker concerned should arise from injury or disease, be of a permanent nature resulting in to loss of employment and it should be so certified by the Coal Company concerned.
- (ii) In case of disablement arising out of general physical debility so certified by Coal Company concerned, not arising out of injury or disease as in Para(i) above, the concerned employee will be eligible for the benefit under this Clause if the employee is upto the age of 58 years.

UNQUOTE:

It has been decided that the Area Medical Board which are normally held once in a month for scrutinising the cases being put up under Clause 9.4.3. shall now periodically meet quarterly instead of every month. Further, no cases of general physical debility normally will be entertained in respect of such of the employees who have crossed the age of 58 years. In case of such of the employees who have crossed 58 years of age and finds to be a case of general physical debility, such cases if the Board finds them to be case of unfitness then only they will declare unfit for duty and their case for dependants employment shall not be processed under any circumstances.

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Further it is essential that the Area Screening Committee should thoroughly examine the cases with regard to the illness of the employee for the preceding two years, attendance for that period, reason for the reference to the Medical Board and the Screening Committee Report should be complete in all respect. While sending their cases, the photocopy of the last PME report and Area Screening Report in original should also invariably be enclosed alongwith covering letter. It should be ensured that only deserving cases are referred to the Area Medical Board.

The above instructions are to be followed strictly.

Yours faithfully,

Sd/-(RK. MEHTA)

CHIEF GENERAL MANAGER(P&A)
SECI BILASPUR.

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SOUTH EASTERN COALFIELDS LIMITED
(A SUBSIDIARY OF COAL INDIA LIMITED)
PERSONNEL (IR) DEPARTMENT
POST BOX NO.60, SEEPAT ROAD
BILASPUR

REF: SECL:BSP:PER:IR:92:1823

13.1.1992.

- 1) All Area CGMs/GMs, SECL.
- 2) All Area ACPMs/DY.CPMs/PMS, SECL.
- 3) All Area Finance Managers, SECL.
- 4) The General Supdt/Dy.PM, CWS/Korba.

Sub: Fixation of pay on promotion in respect of non-executive employees and grant of annual increment which falls on the same date of promotion.

Dear Sir,

Appended below is a copy of Office Order No: CIL:C-5B:53111:4881-4900 dtd. 19th Nov.1991 from Md. Jamaluddin, General Manager(MP&IR), CIL, Calcutta, on the subject cited above, for your information and necessary action.

"The procedure to be adopted in the case of fixation of pay in respect of non-executive employees and grant of annual increment which falls on the same date of promotion has been examined in detail in consultation with Finance.

It has been decided that in the case of non-executive employees who are promoted to higher posts and whose normal increment is due to them on the same date of promotion their pay in the promoted scale has to be fixed as per the existing rules after granting their normal annual increment in the old scale from which they are promoted.

This will be effective from 1st January, 1991 and is issued with the approval of Competent Authority.

Yours faithfully,

Sd/- (DB. JANOTKAR)
PERSONNEL MANAGER (IR&W)
SECL/BILASPUR.

SOUTH EASTERN COALFIELDS LIMITED, BILASPUR.

SECL:BSP:PER:IR&:92:CGM(P&A) 30:382

24th March, 1992.

CIRCULAR

In continuation to D(P), CIL, D.O. letter No. CIL:C-5B:JBCCI-IV:IMP:92:6195 dtd. 6.1.1992, circulated in our Company by the Secretariate of Director(Operat^{ion}), CIC, following decisions were taken in the CMD's meeting held at CIL, Calcutta, on 4th March, 1992.

P.R.

1. SPRA to/workmen in terms of provisions of Para 3.11.3 of NCWA-IV will continue to be paid till further orders.
2. Grant of one additional SPRA to PR workers who have remained in same Group for a period of 10 years or more, as contained in Para 3.12. of NCWA-IV will not be paid after 1st July, 1991.
3. Stagnation increment in case of Time Rated employees will not be given after 30th June, 1991.

The above may be implemented with immediate effect.

This has reference to D(P), CIL's D.O. letter No. CIL:C-5B:JBCCI-IV:IMP:92:7847 dtd. 17/20th March, 1992.

Sd/-(R. MENA)
CHIEF GENERAL MANAGER(P&A)
SECL/BILASPUR.

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No. 4(12)/82-DPE(WC)
Government of India
Ministry of Industry
Department of Public Enterprises

Public Enterprises Bhavan,
Block No.14, CGO Complex,
Lodi Road, New Delhi-110 003
April, 9, 1992.

OFFICE MEMORANDUM

Subject: Top posts in Public Enterprises- Quantum of Industrial Dearness Allowance.

The undersigned is directed to refer to the DPE's OM of even number dated 3.1.1992 wherein the rates of Dearness Allowance under the IDA Scheme admissible to the incumbents of top posts who have accepted the revised scales of pay had been indicated. One more instalment of DA effective from 1.4.1992 has become due to these executives. AICPI for the quarter i.e. ending February, 1992 is as follows:

December 1991	:	1109
January 1992	:	1124
February 1992	:	1129
		<u>3362</u>
Quarterly average 3362 \div 3	:	1120.7 or 1121
Increase over 1099	:	22 Points
DA at AICPI 1099	:	Rs 693.10
Neutralisation @ Rs 1.65 per point for 22 points.	:	Rs 36.30
IDA at AICPI 1121	:	Rs 719.40

2. The above rates of Dearness Allowance would also be applicable to the executives holding posts below the Board level following IDA attainment working in PSEs which have since revised their scales of pay,

3. All the Administrative Ministries/Departments of Government of India are requested to bring the foregoing to the notice of Public Sector Enterprises under their administrative control for their necessary action.

Sd/-(Sd. Verma)
Deputy Director

No. CIL:CSA(vi):50744:52
June 3rd, 1992.

..... (RG. SINGH)
..... GENERAL MANAGER (PERSON EL)
CIL, CALCUTTA.

SOUTH EASTERN COALFIELDS LIMITED, BILASPUR.

REF: SECL:BSPEPER:IR:92:457

23/24th April, 1992.

OFFICE ORDER

An allowance of 12% percent is being paid to such of the HEMM Operators, who are engaged to operate machines of two steps higher than their designated one.

The question of payment of difference of wages to such operators who are operating the next higher grade of machines has been under consideration of the management.

It has been decided that such operators who are engaged to operate next higher grade of HEMM will be paid difference of wages during such engagement.

This issues with the approval of Director(Personnel).

Sd/- (SN. PRASAD)
DY. CHIEF PERSONNEL MANAGER (IR&N)
SECL/ BILASPUR.

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OFFICE OF THE CHIEF MANAGING DIRECTOR
SOUTH EASTERN COALFIELDS LIMITED
BILASPUR (M.P.)

REF: SECL:BSP:GM(P&A):30:92:522

10th May, 1992.

To,

The Chief General Managers/
General Managers of SECL.

All Adl. CPMS/DY.CPMS/PMS,
of SECL Areas.

All Area Finance Managers,
The General Supdt, CMS/Korba.

(Dear Sir,

SUBJECT: AMENDMENT OF T.A. RULES.

Appended below is the copy of Office Order bearing No.CIL:C-5A(VII):50710:VII:21 dated 23rd April, 1992, issued by Shri RC. Singh, General Manager(Personnel), Coal India Limited, Calcutta, with regard to the subject mentioned above, for your information and necessary action:-

"The existing provision of Clause 13.3.1. of T.A. Rules relating to payment of Settling-in-allowance and transfer grant in the event of transfer of an employee from one station to another station has been reviewed and it has been decided that the existing rule shall be substituted by the following:

"13.3.1.- An employee on transfer from one station to another unless otherwise stated in the transfer order shall be eligible to receive:

- a) Transfer Grant equivalent to 1/3rd of one month's pay irrespective of whether such transfer involves shifting of establishment,
- b) Settling-in-allowance equivalent to 2/3rd of one month's pay provided the transfer involves shifting of establishment by a distance of more than 32 Kms."

Cases already disposed off need not be re-opened.

This issues with the approval of Competent Authority.

Sd/-(SK. MISHRA.)
GENERAL MANAGER(P&A),
SECL/BILASPUR.

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COPY OF CIRCULAR NO. CIL:C52(VI):50774:24 DATED 28TH
APRIL, 1992 ISSUED BY SHRI R.G. SINGH, GENERAL MANAGER
(PERSONNEL), C.I.L., CALCUTTA.

CIRCULAR

"The Medical Officers posted in the Coal Companies are allowed non-practising allowance in order to devote their total attention to Company's work with a sense of Commitment to the Organisation.

2. Recently in one of the subsidiary companies on verification it was found that a few Medical Executives drawing non-practising allowance have been indulging in private practices in violation of the provision of Conduct, Discipline & Appeal Rules of the Company and other relevant rules. While concerned subsidiary company has been advised to take appropriate action in the matter, it has been decided that henceforth if any Company's doctor is found to be indulging in private practice, he should be departmentally proceeded with disciplinary action. Such Doctors about whom there are genuine reports to the effect that they are indulging in private practices should also be kept under surveillance and they should be periodically rotated from one place to other so that they may not develop vested interest.

3. Coal Companies are, therefore, requested to periodically review the position in this regard and cause necessary verification from time to time so that the erring Medical Executives do not escape punishment. The responsibility for ensuring that Doctors do not indulge in private practices should normally rest on the CMO of the Company who will be primarily responsible to ensure that the medical executives working under his control do not resort to private practice. To that extent, they will also carry out checking on regular intervals to identify such officials and initiate prompt disciplinary action.

Sd/- (SK. MISHRA)
GENERAL MANAGER (P&A)
SECL/BILASPUR.

NO:
SECL:BSP:GM(P&A):30:92:635
15.5.1992.

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SOUTH EASTERN COALFIELDS LIMITED, BILASPUR.

REF: SECL:BSP:PER:DPS;SECY:21:285

27.5.1992
1.6.1992.

C I R C U L A R

Of-late it is being observed that proposal regarding sponsoring executives for various training programme/workshop outside Headquarters are being put up from different corners/departmenta which is contrary to the system/policy envisaged on this account.

In view of the above, it should be clearly understood and noted that no proposal for sponsoring executives for outside training will be mooted directly by any Department and all proposals on the above subject will be submitted only by HRD. At the event of any suggestion or recommendation, the same must be placed for appropriate processing by HRD for such sponsorship.

cc/- DIRECTOR(PERSONNEL).

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Ministry ..14..
COAL INDIA LIMITED,
COAL BILWAAN,
10, HS. ROAD, CALCUTTA.

11th October 1991.

NO. CIL:CEA(v1):50768;G:41;CPC:35

May 20, 1992.

OFFICE MEMORANDUM

Sub: Revised rate of Dearness Relief to the Central Govt. Pensioners and pensioners of All India Services etc. w.e.f. 1.7.1991.

The Govt. of India, Ministry of Personnel, P.G. & Pension (Deptt. of Pension & P.W.) has issued an Office Memorandum No.42(3)/R&PW/91(2) dated 11.10.1991 regarding grant of Dearness Relief admissible to the Central Govt. Pensioners and family pensioners on their pension w.e.f. 1st July, 1991 at the rates indicated therein.

2. A copy of the said O.M. is forwarded herewith for necessary action in respect of the pensioners of Ex-ICDC who retired from Industry/Judge Board/NCA/ pay Scales and their family pensioners who are drawing their pension/family pension from CIL and its subsidiary companies and whose pension/family pension has been revised w.e.f. 1.1.1986/sanctioned on or after 1.1.1986.

3. This is subject to the result of the writ petitions filed before the Hon'ble High Court at Calcutta and at Patna (Ranchi Bench).

This issues with the approval of Competent Authority.

sd/- (R. SINGH)
GENERAL MANAGER (PERSONNEL)

SOUTH EASTERN COALFIELDS LIMITED, BILASPUR.

NO:SECL:BSP:ADMN:DY.CPM(A):CIRCULAR:92:933 dtd. 8/9-6-1992.

sd/- (SN. P. SARD)
DY. CHIEF PERSONNEL MANAGER (A/IR)
SECL/ BILASPUR.

The above mentioned circular is issued in respect of ex-employees of the company who are entitled to the benefit of Dearness Relief on their pension w.e.f. 1.7.1991. The beneficiaries who had their pension revised prior to 1.1.1986 or who had their pension revised on or after 1.1.1986 will be eligible for the benefit of Dearness Relief w.e.f. 1.7.1991.

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No. 42(3)P&PW/91/(E)
Government of India,
Ministry of Personnel, P.G. & Pensions
(Department of Pension & P.W.)

New Delhi, 11th October, 1991.

OFFICE MEMORANDUM

Sub: Grant of dearness relief to Central Government Pensioners and Pensioners of All India Service, etc.

The undersigned is directed to refer to this Department's O.M. No. 42(2)P&PW/91-(E) dated 21.3.1991 sanctioning one instalment of dearness relief admissible from 1.1.1991 and to say that the President is pleased to decide that dearness relief shall be paid to the Central Government pensioners/family pensioners to compensate them for the rise in the cost of living beyond average Consumer price Index 608 at the following rates w.e.f. 1.7.1991 in supersession of the rates mentioned in the O.M. dated 21.3.1991:

Pension/Family Pension per month	Rate of Dearness Relief per month
i) Not exceeding Rs 1750/-	60% of pension/family pension
ii) Exceeding Rs 1750/-but not exceeding Rs 3,000/-	45% of pension/family pension subject to a minimum of Rs 1050/-.
iii) Exceeding Rs 3,000/-	39% of pension/family pension subject to a minimum of Rs 1350/-

- 1.2. Payment of Dearness Relief involving a fraction of a rupee should be rounded off to the next higher rupee.
- 1.3. Other provisions contained in this Department's O.M.No.2/5/87- dtd. 22.4.1987 will remain unchanged.
- 1.4. *****
- 2.1. These orders apply to all civilian Central Govt. Pensioners/family pensioners.
- 2.2. These orders also apply to:
 - i) The widows and dependant children (in receipt of ex-gratia payment of Rs 150/- p.m.) of the deceased CPF beneficiaries who had retired from service prior to 1.1.1986 or who had died while in service prior to 1.1.1986 vide this Ministry's O.M. No.4(1)/87-P&PW(PIC) dated 13.6.1988.

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No.2(29)/75-DPE(WC)
Government of India
Ministry of Industry
Department of Public Enterprises.

Public Enterprises Bhavan,
CGO Complex, Block No.14,
Lodi Road, New Delhi: 110 003.
27th 11, 1992.

Sub: Death-cum-Retirement Gratuity Scheme for the employees
of Public Sector Enterprises.

The Undersigned is directed to refer to Ministry of Industry, Department of Public Enterprises (DPE)'s OM of even number dated 23.6.88 and 1.12.1988 on the above subject. In paragraph 2 of the Annexure to the DPE's OM dtd. 23.6.1988, the circumstances under which gratuity could be paid by the management of the PSEs to its employees have been enumerated. Proviso to this para, had also clarified that gratuity would not be admissible to an employee who resigns from service before completing five years of service or whose services are terminated for misconduct, insolvency or inefficiency. Voluntary retirement under a duly approved scheme would not constitute resignation.

These conditions relating to forfeiture or withholding the gratuity on termination of service for misconduct, insolvency or inefficiency have, however, been reviewed in the Government having regard to the various directions given by the Supreme Court in matters relating to payment of gratuity to the employees working in Public/Private establishments. It has been decided that proviso to paragraph 2 of the Annexure to the DPE's OM dtd. 23.6.1988 would stand modified as follows:

"Provided that:

- i) Gratuity will not be payable to employees who resign from service before completing five years of service, (Voluntary retirement under a duly approved scheme would not constitute resignation.)
- ii) Gratuity of an employee whose services have been terminated for any act, wilful omission or negligence causing any damage or loss to, or destruction of property belonging to the employer, shall be forfeited to the extent of damage or loss so caused;
- iii) Gratuity payable to an employee may be wholly or partially forfeited:
 - a) If the services of such employee have been terminated for his/her riotous or disorderly conduct or any other act of violence on his/her part, or

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b) If the services of such employee have been terminated for any act which constitutes an offence involving moral turpitude, provided that such offence is committed by him in the course of his employment,

iv) Except in the case of death, gratuity will be admissible only after five years' qualifying service.

All administrative Ministries/Departments of the Government of India are requested to bring the foregoing to the notice of the Public Enterprises under their administrative control for their information and necessary action.

Sd/- (Krishna Chandra)
Jt. Advisor, Department of Public Enterprises.

SOUTH EASTERN COALFIELDS LIMITED, BILASPUR.

NO:SECL:BSP:PER:IR:92:681

30.7.92
01.7.92.

To,

All CGMs/GMs/DY.CPMs/PMs/DY.PMs-All Areas.
2. GS/CWS/Korea.

This is for your kind information and necessary compliance.

Sd/- (SN. PRASAD)
DY. CPM (IR&A)

COAL INDIA LIMITED
COAL BAZMANS
10- NETAJI SUBHAS ROAD
CALCUTTA: 700001

NO: CIL:C-5B:MP/ADVR:2735-52

7th July, 1992.

The Director(P), ECL; BCCL; CCL; NCL; SECL,
The Director Incharge, MCL,
The Chief General Manager(P), NCL.
The Chief General Manager, NEC/DCC.

Dear Sir(s),

During the course of discussion held in 51st meeting of the Director(P) on 21.6.1992 at CIL, Calcutta, the issue regarding implementation of provision contained in Clause 9.4.3.(1) & 9.4.3.(2) of NCWA-IV was discussed. After a detailed discussion the following guidelines were evolved.

- 1.0. The disablement under Clause 9.4.3.(1) should arise from the following disease or injury for being declared physically unfit.
 - a) Cancer
 - b) Paralysis
 - c) Heart disease depending on nature of job of the employee
Leprosy with complication like deformities ulcer with auto-amputation etc.
 - e) Complete blindness and deafness
 - f) Serious physical disability arising out of and in course of employment.
- 1.1. The cases of DISABILITY under clause 9.4.3.(1) will be considered six months before the date of retirement on superannuation. No application would be entertained if the employee has less than six months service before retirement i.e. after issue of the superannuation notice. The employees who have sustained permanent total disability arising out of and in course of employment, however, will not be subject to this rule.
- 2.0. Retirement on account of DISABILITY under Clause 9.4.3.(ii) would be allowed only when the employee has not attained 58 years in terms of the provision of NCWA-IV. The date of receiving application is not relevant at all for this purpose. No employee will be allowed to retire under this clause after he has attained the age of 58 years. Management will ensure processing of application and holding of medical board accordingly.

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2.1. An employee seeking retirement under clause 9.4.3.(ii) of NCWA-IV must make an application atleast six months before attaining age of 58 years. Such application should be processed expeditiously and appropriate Medical Board constituted so that the decision is available atleast one month before attaining 58 years.

3.0. An employee appearing before the Medical Board for being declared physically unfit under Clause 9.4.3. will have to submit all the past medical treatment records for perusal by the members of the Medical Board.

3.1. The Medical Board consist of the following will be constituted by the Director(P),

- i) A Medical Officer not below the rank of Medical Superintendent.
- ii) A Specialist by rotation to be nominated by the Director(P) one day before the scheduled date of the meeting, keeping the nomination secret.
- iii) Area Medical Officer,

The senior most officer of the Personnel discipline of the Area will be associated as an observer.

4.0. For appointment under Clause 9.4.3.(i) and 9.4.3.(ii), the dependant as prescribed under para 9.4.3.(iii) and 9.4.3.(iv) will be considered and in no case any other person will be considered for employment.

5.0. An employee who has been declared fit by a Medical Board once, will have an opportunity to make an appeal to the Appellate Medical Board. Such appeal must be made within 30 days from the date of receipt of the letter communicating the decision of the Medical Board/Competent Authority.

5.1. The Appellate Medical Board consisting of the following will be constituted by the Director(P),

- i) Chief Medical Officer;
- ii) Dy. Chief Medical Officer;
- iii) Sr. Specialist to be nominated by the Director(P) on rotation just one day before the scheduled date of the meeting, keeping the nomination secret.
- iv) The senior most officer of the personnel discipline at corporate office will be associated as an observer.

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The decision of the Appellate Medical Board will be final and binding and thereafter the employee will not be allowed to appear before Medical Board.

These guidelines may kindly be implemented with immediate effect.

Yours faithfully,

Sd/- (R.P. SINGH)
DIRECTOR (PERSONNEL & IR)

SOUTH EASTERN COALFIELDS LIMITED, BILASPUR (MP)

SECL:BSP:PER:IR:02:748

15.7.1992.

To,

1. CGMs/GMs- All Areas.
2. DY.CPMs/PMs/DY.PM- All Areas.
3. Medical Superintendents-All Areas.

This is for your kind information and compliance please.

Sd/- (DB, J. N. K. R.)
PERSONNEL MANAGER (IR)
SECL/BILASPUR.

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