

कोल इण्डिया लिमिटेड

(भारत सरकार का उपक्रम)

कोल भवन, कार्मिक विभाग, 2 तम,

प्लॉट नं. 04 एम. ए. आर., प्लॉट नं. ए. एफ. 111,

आक्सम एरिया-1ए, निवु टाउन, राजारहाट,

कोलकाता-700156

Website: www.coalindia.in



एक महारत्न कंपनी
A Maharatna Company

Coal India Limited

A Maharatna Company
(A Govt. of India Enterprise)

"COAL BHAWAN"

PERSONNEL/EE Div., 2ND FLOOR

Premise No. 04, MAR, Plot No. AF-III

Action Area-1A, Newtown, Rajarhat

KOLKATA-700156 (WB)

CIN: L23109WB1973GOI028844

E-Mail: gmpers.cil@coalindia.in

Tel: 033-7110 4228

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

संदर्भ सं: CIL/C5A(HRMS)/PMS/681

दिनांक: 21.05.2024

The GM/ Dy. GM (P-EE),
BCCL/ CCL/ ECL/MCL/NCL/SECL/WCL

ई - मेल द्वारा

The Dy. GM (P&A), CMPDIL

विषय :: Appraisal Schedule of PRIDE/PAR for the year 2023-24

महोदय/महोदया

Please refer to Clause 4.4 of Performance Management System chapter of CIL HR Manual regarding the appraisal schedule of PRIDE/ PAR. The online HRMS portal will remain active for appraisal for the FY 2023-24 from 01.06.2024 onwards.

All subsidiaries are requested to advise their Executives to complete the Appraisal process for FY 2023-24 as per the specified timelines.

भवदीय

K. Suresh Chandra

21/05/24

(सुरापुरेञ्जी वी रवींद्रनाथ)

उप महाप्रबंधक (कार्मिक/ अधि.स्था)

EASTERN COALFIELDS LIMITED

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

Ref. No. ECL/C-5(D)/PMS-Appraisal 2023-24/27

Date: 28.05.2024

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S. Khare
(Sushil Khare)
Sr. Manager (P/EE)

Appraisal Schedule of previous FY [29]

PRIDE			
Task	Responsibility	Normal Timeline	Extended Timeline with penalty
Self-Appraisal	Executive concerned	1 st to 30 th June	1 st to 5 th July
Appraisal by Reporting Authority under PRIDE	Reporting Authority	By 10 th July	11 th to 15 th July
Review by Reviewing Authority under PRIDE	Reviewing Authority	By 20 th July	21 st to 25 th July
Final Review by Accepting Authority under PRIDE	Accepting Authority	From 26 th July to 10 th August	
Publication of PRIDE ratings		By 15 th August	
Appeal Disposal		By 15 th October	
Publication of final PRIDE ratings after appeal disposal		By 20 th October	



PAR		
Task	Responsibility	Normal Timeline
Self-Appraisal	Executive concerned	1 st June to 31 st October
Appraisal by Reporting Authority under PAR	Reporting Authority	By 15 th November
Review by Reviewing Authority under PAR	Reviewing Authority	By 30 th November
Final Review by Accepting Authority under PAR	Accepting Authority	By 15 th December
Publication of PAR ratings		By 20 th December
Appeal Disposal		By 20 th February of subsequent year
Publication of final PAR ratings after appeal disposal		By 25 th February of subsequent year