

B.C.C.L.



Bharat Coking Coal Limited  
Koyla Bhawan,  
Koyla Nagar  
Dhanbad

REF.No.BCCL:PER:IR:12: 1067 - 1167

Dated 20. 03.2012

To  
All Areas General Managers  
CGM(Washery Division) GM Excavation  
GM(Mines Rescue)/ CMS – CHD / Area Manager (BTA)  
Dy,GM(Admn.)/ Incharge KNTA/ JNTA / HOD(NEE)  
Sr. Manager- CHD  
All HODs , Koyla Bhawan

Dear Sir(s),

Company Secretary Vide letter No.BCCL/CS/F-1(A)/123 dated 20.02.2012 has communicated the Extracts of Item No.5 of the Minutes of 283<sup>rd</sup> Meeting of the Board of Directors of BCCL held on 04.02. 2012 at Koyla Bhawan, Dhanbad which is reproduced below :-

“ Item No. 5 (Placed on the table )

Re-instatement / fresh appointment of such ex- employees who were in the roll of the Company for three years or less before dismissal under absenteeism charges .

Board deliberated on the proposal for “ Fresh appointment of such ex- employee who were in the roll of the Company for three years or less before dismissal under absenteeism charges” and approved the terms of reinstatement as given in the agenda note .

The terms of reinstatement/ fresh appointment as put up in Agenda note which is an one time arrangement are as under :

- 1 The ex- workmen have been dismissed during the period 1.1. 2000 to 30. 11.2011.
- 2 The ex- workman must have completed 6 months of service prior to his absence leading to his dismissal.
- 3 The dismissed workmen must have pro-rata attendance of 075 (seventy five) days in each of the year prior to his absence leading to dismissal i.e. –
  - a. If dismissed after one year of service --- 75 days for fresh appointment.
  - b. If dismissed after two years of service --- 150 days for fresh appointment.
  - c. If dismissed after 3 yrs . of service ---- 225 days for fresh appointment.
- 4 The age of ex-workmen must not exceed 50 years of age on the date of notification .
- 5 They will be offered fresh employment in UG / Surface as badli worker in TR Cat. ( initial basic ) .
- 6 There must not be any mismatch of age / dispute of age in Company records or otherwise cases of such ex- employees will not be considered .
- 7 He will be confirmed as permanent workman subject to his performance and completion of 190 days attendance in UG and 240 days on surface as the case may be .

