नार्दर्न कोलफील्ड्स लिमिटेड
Northern Coalfields Limited
(मिनीरत्न कंपनी) (A Miniratna Company)
(कोल इण्डिया लिमिटेड की अनुषंगी कंपनी) (A subsidiary of Coal India Limited)
भर्ती विभाग /Recruitment Department
CIN- U10102MP1985GOI003160
ISO 9001, ISO 14001, ISO 27001 & ISO 45001 Certified Company
पोस्ट-सिंगरौली कोलियरी, जिला- सिंगरौली (म.प्र.), पिन 486889 / Post- Singrauli Colliery, Distt- Singrauli (M.P.), PIN-486889
Phone: 07805-256573, email: recruitment.ncl@coalindia.in website: www.nclcil.in

Ref. No.: NCL/HQ/HR/Fixed term Recruitment/2026/E-185 **Date: 02 /06/2026**

Notification

(Only for Retired/Superannuated Employees of NCL)

Applications are invited from the eligible ***Superannuated Electrical Supervisors*** *of NCL for engagement under the Guidelines of Coal India Limited for availing the services of superannuated non-executive employees circulated vide Office Order no. CIL/C-5B/MP&IR/ Non-Ex/Guidelines/268 dated 12.10.2020.*

(A) Posts &Vacancies:

The details of the post and vacancies are provided in **Table-A**.

Table-A: ***Table showing detailed bifurcation of vacancies in the posts:***

S. No.	Post/Designation Name	Total vacancies				
		UR	SC	ST	OBC (NCL)	Total vacancies
1	Electrical Supervisor	10	4	1	5	**20**

UR; *UNRESERVED,* ***SC****: SCHEDULED CASTE,* ***ST****: SCHEDULED TRIBE,* ***OBC (NCL)****: OTHER BACKWARD CLASS (NON CREAMY LAYER).*

Note(a):

i. Closing date for receipt of application form is **23.06.2026**.
ii. The total number of vacancies and the reserved vacancies are provisional and may vary according to the actual requirements. The reservation under various categories will be as per prevailing Government of India's guidelines at the time of finalization of results.

(B) Eligibility Criteria:

i. The applicants who have superannuated prior to **31.05.2023** and who will superannuate after **31.05.2026** will **not** be eligible to apply for the engagement.
ii. The other eligibility conditions will be as per the guidelines of CIL issued vide OO no. CIL/C-5B/MP & IR/Non-Ex./Guidelines/268 dated: 12/10/2020.

(C) Reservation:

1. Reservation of SC/ST/OBC(NCL) CENTRE LIST will be applicable as per Govt. of India

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rules and guidelines, notifications and amendments from time to time issued in this regard.

2. Applicant(s) who wish to be considered against reserved vacancies and seek other concessions applicable to the reserved categories must submit requisite certificate(s) issued by Competent Authority for availing such reservation.
3. SC/ ST/ OBC (NCL) applicants who are selected on their merit will not be adjusted against the reserved vacancies. Such applicant (s) will be accommodated against the un- reserved vacancies earmarked for UR category. The reserved vacancies will be filled up separately from amongst the eligible SC/ST/OBC (NCL) applicants.

(D) Selection Criteria:

1. Applicants shall apply for the post from Area/Units of NCL which he/she had superannuated.
2. Eligible applicants meeting the minimum eligibility criteria as specified under this notification will be assessed based on the specified parameters such as Physical Attendance and Annual Confidential Report (ACR) in the preceding three years of superannuation, excluding the year of superannuation except in case of employees who have superannuated on March 31st.

I. Physical Attendance - 15 Marks for 3 years (5 Marks per year)

a) For above 90% of physical attendance in a year– 5 Marks.
b) For 80% to 90% of physical attendance in a year - 3 Marks,
c) For 70% to below 80% of physical attendance in a year - 2 Marks,
d) For less than 70% of physical attendance in a year - 0(Zero) Marks

Note (b):-

i. Physical Attendance would mean the actual attendance put in by an applicant employee excluding all forms of absence from work such as leave, sick etc. However, would include absence from duty by virtue of 'on-duty' approved on account of PME, VTC, other Training and release from duty on account of official tour/company events.
ii. Percentage would be computed by taking the total number of days of working of the respective mine, including Sundays and holidays in a year, as denominator.

II. Annual Confidential Report (ACR) – 15 Marks for 3 years (5 Marks per year)

a) For 'Outstanding'/ 'Excellent' grade in a year- 5 Marks
b) For 'Very Good' grade in a year- 3 Marks

Note (c):-

i. 'Year' for the selection criteria mentioned above would mean a Financial Year for the calendar month of April to March.
ii. The data of physical attendance and ACR earned will be taken from the official record of the employee concerned.

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III. **Other Selection/Eligibility Criteria** shall be as provided in the guidelines of CIL for availing the services of superannuated non-executive employees.

IV. In cases where more than one applicant secures equal marks for the post, the **tie will be resolved** by applying the following methods one after another:

(i) Marks scored in the ACR (Higher grade will be given preference)
(ii) Date of Birth (Younger will be given preference)
(iii) Date of Appointment (Junior would be given preference)

V. Provisional merit panels of shortlisted applicants, who are fulfilling the eligibility criteria, will be derived in the order of marks scored, after resolving tie as prescribed and by giving reservation as applicable.

(E) Offer of Engagement Letter, Remuneration and other conditions

1. Provisional offer of Engagement will be issued, subject to being found medically fit in the Company's Medical Examination (IME) as per the laid down Rules related to Medical Examination of CIL.
2. The candidates offered provisional offer of engagement shall have to report within 7 days from the date of receipt of the letter with all the original and valid educational and technical qualification certificates along with caste certificate, as applicable.
3. The initial engagement of the selected candidate would be for a period of one year from the date of joining subject to the upper age limit of 65 years as provided in the CIL guidelines. It is extendable for another term of one year subject to his performance during the initial term of engagement, medical fitness, mutual consent, norms and other terms and conditions stipulated in the guidelines of CIL mentioned above and also subject to the upper age limit of 65 years. In either case, the engagement period will be limited to the age of 65 years.
4. The engagement of a candidate on the selected post shall stand terminated automatically on the expiry of the initial period of engagement unless and otherwise it is extended for the second term as provided in this notification. In the event of extension for a second term, the engagement shall stand terminated automatically on the expiry of the second term so extended.
5. During the course of engagement, if it is found that the candidate is not fulfilling the eligibility criteria, in any respect, his/her offer of engagement shall be cancelled.
6. Remuneration, Deductions, Medical Facilities and Working Days, Hours of work, Leave, Holidays & Rest Days etc. shall be governed as per the guidelines of CIL issued vide CIL/C-5B/MP & IR/ Non Ex./Guidelines/268 dated: 12/10/2020.

(F) General Instructions for Applicants:

1. Before submitting the application, the applicant must ensure that he/ she fulfills all the eligibility criteria and other norms mentioned in this Notification. He/ she may cross check the information such as Date of Birth, Caste Category, Contact Details, and Qualifications etc. furnished in the application form before finally submitting the same. The basic details such as date of birth, date of appointment, date of superannuation, caste etc. will be considered as recorded in the service record of the candidate.

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2. The decision of NCL management regarding eligibility criteria, acceptance or rejection of applications, mode of selection to the post etc. shall be final and binding on all applicants. No correspondence will be entertained from the applicants found ineligible.
3. Applicants should carefully fill up their category (General/ SC/ ST/ OBC-(NCL) in their Application form.
4. All correspondences with the applicants shall be done either through Speed Post / Registered email id & Mobile number (as may be necessary) and all general information shall be provided through NCL website. Applicants are advised to check/ visit NCL website (www.nclcil.in) regularly for further updates.
5. NCL will not take any responsibility for the applicants not being able to submit their applications within the prescribed closing dates on account of any reasons.
6. Selected applicants could be posted in any of the Area/Units of NCL and transferred to other Area/Unit of NCL during the engagement period.
7. No TA/ DA will be paid for joining on being selected.
8. NCL management reserves the right to modify/ alter/ restrict/ enlarge/ cancel the engagement process, and revise the number of vacancies, at its discretion without assigning any reasons whatsoever. The decision of the NCL management will be final and no appeal will be entertained in this regard.
9. Court of Jurisdiction for any dispute will be Honorable High Court of Jabalpur M.P.

(G) How to Apply:

1. The interested applicants shall fill the prescribed application form by entering all the relevant details specified in the application form and submit **By hand** to the Office of the Staff Officer (HR) of the Concerned Area/Units from where the applicant has superannuated.

(H) Important Dates:

Start date of submission of application form	02.06.2026
Closing date for receipt of application at Area/Unit level	23.06.2026
Last date for receipt of application at Recruitment Department, NCL HQ	29.06.2026

Contact for any clarification: Office Hours- 10:00 AM to 5:00 PM (Monday to Friday)
Excluding Lunch hours (01:00 PM to 02:00 PM)
10:00 AM to 01:00 PM (Saturday)
Office shall remain close on Sunday

Landline Phone numbers: 07805-256573 / you may also write to us on **recruitment.ncl@coalindia.in**.

02.06.26

(Samir Barla)
General Manager (HR/ MP & Rectt), NCL

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Application Form

Application form for the post of Electrical Supervisor to be submitted by superannuated employees of NCL as per Guidelines issued by CIL vid OO no. CIL/C-5B/ MP&IR/ Non-Ex/Guidelines/268 dt 12.10.2020.

1. Name of the Applicant (In Capital Letters).....
   अभ्यर्थी का नाम (कैपिटल अक्षरो मे)
   Father's/Husband name : .....
   (पिता / पति का नाम)
2. Date of Birth (DD/MM/YYYY) : .....
   (जन्मतिथि) (As per Service Record)
3. Date of Superannuation :.....
   (सेवानिवृति की तिथि)
4. Previous Employee Number : .....
   (पूर्व कर्मी संख्या)
5. Date of Appointment .....
   (नियुक्ति तिथि)
6. Name of the Area/Unit from where superannuated.....
   (क्षेत्र / ईकाई जहाँ से सेवानिवृत हुए है)
7. Designation & Grade/Category of the Ex-Employee
   (At the time of Superannuation).....
   (सेवानिवृति के समय पद व ग्रेड/ कटेगरी)
8. Caste Category (General/OBC/SC/ST).....
   श्रेणी(सामान्य/ अन्य पिछड़ा वर्ग/ अनूसूचित जाति/ अनूसूचित जनजाति)
   (Attach self-attested copy of caste certificate if belonging to OBC(NCL)/SC/ST)
   (अन्य पिछड़ा वर्ग/ अनूसूचित जाति/ अनूसूचित जनजाति श्रेणी के आवेदक स्व: अभिप्रमाणित छायाप्रति संलग्न करे)
9. Mobile Number.....
   (मोबाईल न.)
10. Email ID (Optional).....
    (ई-मेल) (वैकल्पिक)
11. Current Address.....
    (वर्तमान पता)

Attested

Photograph

I do hereby give my consent for engagement in NCL as (Name of the Post) ..... on a fixed term contract basis as per the terms and conditions of CIL Guidelines issued vide Office Order no. CIL/C-5B/MP&IR/Non-Ex./Guidelines/268 dt. 12.10.2020

(भूतपूर्व कर्मचारी के हस्ताक्षर)
Signature of the Ex-Employee

Certificate by the Area/Project/Unit

Certified that the above particulars have been verified from the service record of the applicant and have been found correct. It is also certified that the above mentioned superannuated employee has not been engaged earlier in NCL on fixed term contract basis as per the CIL guidelines.

(प्रमाणित किया जाता है कि आवेदक द्वारा भरे गये विवरण का मिलान उनके सेवा पुस्तिका से कर लिया गया है और सही पाया गया है। यह भी प्रमाणित किया जाता है कि उपर्युक्त सेवानिवृत कर्मचारी को पहले सीआईएल दिशानिर्देशों के अनुसार निश्चित अवधि के अनुबंध के आधार पर एनसीएल में नियुक्त नहीं किया गया है।)

Details of Attendance of Shri/Smt..... in last 03 years at the time of superannuation, is detailed as below :

- **First Year (Year: .....) :**
- **Second Year (Year: .....) :**
- **Third Year (Year: .....) :**

Further, details of ACR in last 03 years at the time of superannuation, is given as below:

- **First Year (Year: ..... :**
- **Second Year (Year: .....) :**
- **Third Year (Year: .....) :**

Forwarded to Competent Authority for further needful please.

Signature with seal of the Certifying Officer

Countersigned by:

Staff Officer (HR)
Area/Unit (with seal)

General Manager
Area/Unit (with seal)

Note*:- *Supporting ACR must be attached with this application form.*

कोल इंडिया लिमिटेड
(भारत सरकार का उपक्रम)
"कोल भवन"
प्रेमाइज़ सं. 04, एमएआर प्लॉट सं. ए एफ-III
एक्शन एरिया-1ए, न्यू टाउन, राजारहट
कोलकाता-700 156 (पश्चिम बंगाल)
दूरभाष सं: 033 2324 6536
फैक्स सं: 033 2324 6527
वेबसाइट: www.coalindia.in

Coal India Limited
(A MAHARATNA COMPANY)
A Govt. of India Enterprise
"Coal Bhawan"
Premises No. 04, MAR Plot No. AF-III
Action Area-1A, New Town, Rajarhat
Kolkata-700156 (West Bengal)
Phone: 033 2324 6536
Fax: 033 2324 6527
Website- www.coalindia.in

क्रमांक: CIL/C-5B/MP & IR/Non-Ex./Guidelines/2626 दिनांक: 12.10.2020

कार्यालय आदेश

विषय: Guidelines for availing the services of superannuated Non-Executive Cadre Employees who worked in Statutory/Essential/Critical Nature of Job

The Committee of Functional Directors of CIL in their 240th meeting held on 16.09.2020 at Kolkata accorded approval of guidelines for availing the services of superannuated Non-Executive Cadre Employees who worked in Statutory/Essential/Critical Nature of Job.

The above guidelines are enclosed herewith for information and necessary action.

This issues with approval of the Competent Authority.

Encl: As above

(अजय कुमार चौधरी)
महाप्रबंधक (श्रमशक्ति एवं औसंबंध)

प्रतिलिपि (ई मेल द्वारा) :-

1. Director (Technical)/Director (P & IR)/Director (Finance)/ Director (Marketing), CIL
2. Chairman-cum-Managing Director- ECL/BCCL/CCL/WCL/SECL/NCL/MCL/CMPDIL
3. CVO, CIL
4. Director (Personnel)- ECL/BCCL/CCL/WCL/SECL/NCL/MCL
5. Director (T/CRD), CMPDIL
6. General Manager/TS to Chairman, CIL, Kolkata
7. General Manager, NEC, Margherita
8. GM (P/EE)/GM (P/Rectt.)/GM (P/PC)/GM (P/Welfare)/GM (Legal), CIL
9. HOD (System), CIL with a request to upload the Office Order on the website of CIL
10. Dy. Manager (MP & IR), CIL

Guidelines for availing service of superannuated Non-Executive Cadre Employees worked in Statutory/Essential Nature of Job

Some of the subsidiaries of CIL have been raising concerns about shortage of statutory essential/critical manpower needed for achievement of Production targets etc.

In order to meet such urgent need, the following guidelines may be followed by Subsidiaries for availing the services of retired Non-Executive Cadre Employees: -

1. Requirement of Statutory/essential/critical manpower may be filled through following modes: -
   a) Redeployment of Surplus Manpower due to mine closure and other activities
   b) External Recruitment
   c) Outsourcing through open tender and engagement through contractual agencies
2. In case the requirement is still not fulfilled, **Retired Non-Executive Cadre employees possessing relevant experience, qualification and certification may be engaged on fixed term contract of 1 Year** as per following guidelines: -

   A. Eligibility: -

   a) Retired Non-Executive Cadre employees with excellent professional record in following designations may be considered for engagement: -

      i. Paramedical Posts
      ii. HEMM Operators
      iii. Electrical Supervisors

      Note: For inclusion of any other post, prior approval of Chairman, CIL will be required

   b) Non-Executive Cadre employees separated on the following grounds **may not be considered for such engagement**: -

      i. Due to resignation/termination/dismissal
      ii. On Medical Grounds
      iii. Due to VRS/SFVRS

   c) The no. of such retired Non-Executive Cadre employees engaged as per this guideline must not exceed 0.25% of the sanctioned Manpower Budget in the respective subsidiary or 50 whichever is less.

   d) **Past record of service for eligibility: -**

      The retired Non-Executive Cadre employee during his/her last 3 years of service before retirement: -

      i. Must not have been awarded punishment due to disciplinary action
      ii. Must have Annual Confidential Rating not below ***"Very Good"***
      iii. Must not have unauthorized absence of more than 10 days.
      iv. Must have got Vigilance, Departmental and Safety Clearances at the time of superannuation, as per applicability

e) During the entire period of such fixed term contract, the age of Non-Executive Cadre employee **should not be of more than 65 Years.**

f) The engagement, as per the guideline shall be for maximum two terms whether in one or more spells for any retired Non-Executive Cadre employee.

g) The retired employee must possess the necessary educational qualification and statutory certificates valid throughout the duration of the contract.

B. Process: -

Before engagement, the selected retired Non-Executive Cadre employee may have to undergo Medical Examination (i.e. IME) by a Medical Board constituted for the purpose. Only after declaration of being medically fit to perform the duty, the retired employee may be engaged.

C. Remuneration: -

a) The selected retired Non-Executive Cadre employees may be paid a **consolidated remuneration of 50% of their last drawn Wages** (i.e. Basic + VDA + SDA) rounded off to next Rs. 10/- **on monthly Basis**, throughout the period of such engagement.

b) The retired Non-Executive Cadre employees so engaged shall not be entitled to any of the benefits extended to regular Non-Executive Cadre employees of the company governed under the provisions of the Wage Agreements, including the following: -

i. Attendance Bonus
ii. HRA
iii. PLR/Bonus
iv. Overtime Allowance
v. Charge Allowance
vi. Medical Allowance, if any
vii. CMPF/CMPS
viii. Gratuity
ix. Leave Encashment
x. Any other allowance applicable for regular employees of the Company

D. Deduction: -

a) **3% of the consolidated remuneration** may be recovered on monthly basis, as **security deposit**, which after completion/foreclosure of the contract period shall be refunded without interest

b) 2% of the consolidated remuneration, in case of company provided accommodation, may be recovered

c) Electricity bill and other charges, as applicable, shall be recovered as per the policy of the company applicable to the existing employees of the company.

F. Medical Facility: -

a) Retired Non-Executive Cadre employees so engaged may be allowed to avail the Medical facility as available in the Hospitals/Dispensaries of CIL/Subsidiaries

b) In case of injury arising out of and during the course of duty, they shall be allowed treatment, as available, at the Company's Hospitals. During the period of treatment in such an event, the engaged retired employee may be treated on duty for the purpose of payment of monthly remuneration.

c) In case of death or permanent disablement due to injuries arising out of and in case course of duty, the retired Non-Executive Cadre employees so engaged or his/her eligible dependents will be eligible for compensation as per Employees Compensation Act, 1923 and Ex-gratia of Rs. 15 Lakh (or amount so revised in future), in case of fatal mine accident as certified by DGMS. However, no employment to the dependent of deceased/disabled retired employee so engaged shall be provided.

F. Working Days, Hours and Leave & Holidays & Rest Days:

The retired Non-Executive Cadre employees engaged:

i. Shall have to work for 6 (six) days a week
ii. Could be engaged in shift-duty or on Sundays/Paid Holidays as per the requirement
iii. Shall be provided a weekly day of rest which may not be Sunday or weekly off day of the Unit
iv. Shall be allowed a compensatory day of rest in case of engagement on Weekly Day of Rest/Paid Holiday
v. Shall be entitled to Paid Holidays as per the approved list of holidays of the establishment
vi. Shall be granted 15 days of Annual Leave with Wages. The above leave shall be inclusive of leave on Medical Grounds or any other type of leave as applicable.

G. Reservation Policy: -

Reservation shall be provided as per the statute.

H. Other Conditions: -

i. Conditions of unbecoming of a Public Servant, as applicable to the on-roll employees, shall be applicable on retired employees so engaged as per the scheme too.

ii. The contract may be foreclosed by both the parties, either by giving a notice of 1 month or payment in lieu thereof without giving any reason whatsoever.

I. **Clarification:**

The power to provide clarification on the guidelines is reserved with the Director (P & IR), CIL and his/ her interpretation will be final.

J. **Savings:**

The CMD of the Company reserves the right to relax, alter, amend or withdraw partly or fully any of the provisions of the scheme at his/ her discretion or on administrative grounds in the interest of the Company