

AGENDA NOTE FOR
49th MEETING OF THE STANDING COMMITTEE ON
SAFETY IN COAL MINES

ON

AT
NEW DELHI



सत्यमेव जयते

GOVERNMENT OF INDIA
MINISTRY OF COAL

49th MEETING OF THE STANDING COMMITTEE ON SAFETY IN COAL MINES

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In Memoriam

STANDING COMMITTEE ON SAFETY IN COAL MINES DEEPLY MOURNS ON THE SAD DEMISE OF THE FOLLOWING BELOVED WORKERS MARTYR OF COAL/LIGNITE COMPANIES AND PAY HOMAGE TO ALL THOSE WHO SACRIFICED THEIR PRECIOUS LIVES FOR THE CAUSE OF THE NATION DURING THE PERIOD BETWEEN THE 48TH (12.12.2022) AND THE 49TH (17.12.2024) MEETINGS OF THE STANDING COMMITTEE ON SAFETY IN COAL MINES.

SN	Victim's Name and Designation	Accident Date	Mine & Area	Statutory Compensation (in Rs.)	Special Relief (Rs. 15 Lakhs)	Employment provided to
ECL						
1	Late Pradip Bauri, Dumper Optr.	17.01.23	Gourangdih A Colliery, Salanpur Area	12,00,000	Paid	Son
2	Late Daut Mia, Driller	09.07.23	Tilaboni Colliery, Bankola Area	9,89,625	Paid	Wife
3	Late Puran Kole, Face Crew	09.10.23	Jhanjra Project, Jhanjra Area	10,43,475	Paid	Son
4	Late Sarda Charan Mohanta, Mining Sirdar	19.10.23	Bahula Colliery, Kenda Area	12,47,000	Paid	Son
5	Late Akash Bauri, Cont. Worker	02.04.24	Chinakuri Mine-1, Sodepur Area	15,12,450/-	Paid	NE
6	Late Anil Yadav, Cont. Worker	02.04.24	Chinakuri Mine-1, Sodepur Area	7,98,900/-	Paid	NE
7	Late Rajesh Prasad Nunia, Gen. Mazdoor	10.05.24	Parasea Colliery, Kunustoria Area	15,12,450	Paid	Wife
8	Late Ranjit Bauri, Trammar	15.05.24	Jambad UG, Kajora Area	10,70,100	Paid	Son
9	Late Nirmal Bhuiya, Cont. Worker	24.08.24	3&4 Unit, Jhanjra Area	16,89,150	Paid	NE
BCCL						
1	Late Ghanshyam Bhuiya, Dumper Operator (Dept)	31.12.22	ADIC, Kusunda Area	10,95,500	Paid	Son
2	Late Tara Prasad Mahato, Cont. Shovel Optr.	21.03.23	Sendra Bansjora OC, Sijua Area	15,88,425	Paid	NE
3	Late Rakho Hari Bauri, Pump Operator (Dept)	17.04.23	Bhowra (S) Colliery, E J Area	9,62,475	Paid	Son

SN	Victim's Name and Designation	Accident Date	Mine & Area	Statutory Compensation (in Rs.)	Special Relief (Rs. 15 Lakhs)	Employment provided to
4	Late Sunil K Rai, Cont. Diesel Bowser Helper	20.05.23	Ena Colliery, Kusunda Area	15,59,850	Paid	NE
5	Late Razi Imam Ali, Cont Supervisor	15.08.23	Kujama OC, Lodna Area	16,38,525	Paid	NE
6	Late Ajay Kr Beldar, Cont LMV Driver	15.08.23	Kujama OC, Lodna Area	14,77,950	Paid	NE
7	Late Md Sohail Ahmed, Cont Dumper Operator	25.12.23	Bhowrah(South), E J Area	16,26,825	Paid	NE
CCL						
1	Late Kunjlal Mandal, Payloader Oprt. Cont. worker.	25.06.23	AKK OC, B&K Area	10,43,475	Paid	Son (by the Contractor)
2	Late Indrajeet Kumar Pandey, weighbridge clerk	27.09.23	Magadh OC, Magadh Area	14,41,050	Paid	Wife
3	Late Subodh Kumar, Cat-1	01.10.23	Govindpur Ph-II, Kathara Area	10,09,500	Paid	Son
4	Late Bhola Prasad Crane Oprt. (dept)	27.10.23	Topa OC, Kuju Area	11,73,525	Paid	Son
5	Late Ritesh Mandal, Cont. worker	12.05.24	Kabribad OC, Giridih Area	16,89,150	Paid	NE
6	Late Ganesh Mahto, Dumper Operator	18.11.24	Selected Dhori OC, Dhori Area	9,35,270	Paid	Son
7	Late Kalu Tamang, Cont. Worker	24.11.24	Magadh OC, M&S Area	Under process	Paid	NE
NCL						
1	Late Prasant K Sukla, Cont. Supervisor	22.05.23	Dudhichua OC, Dudhichua Area	15,88,425	Paid	NE
2	Late Shiv Shankar Saket, Cont. Tipper Operator	13.10.23	Block-B OC, Block-B Area	14,77,950	Paid	NE
3	Late Gulab Chandra, Cont. Worker	29.01.24	Krishnashila OC, Krishnashila Area	16,31,825	Paid	NE
4	Late Omkeshwar Pandey, Asst. Manager	23.04.24	Nigahi OC, Nigahi Area	15,28,875	Paid	Wife
5	Late Sukhram, Cont. Worker	22.05.24	Dhudhichua OC, Dhudhichua Area	14,77,950	Paid	NE

SN	Victim's Name and Designation	Accident Date	Mine & Area	Statutory Compensation (in Rs.)	Special Relief (Rs. 15 Lakhs)	Employment provided to
6	Late Birsa Orey, Cont. Worker	22.05.24	Dhudhichua OC, Dhudhichua Area	11,73,525	Paid	NE
7	Late Sitala Prasad Saket, Cont. Tipper Driver	28.06.24	Jayant OC, Jayant Area	14,59,800	Paid	NE
8	Late Digvijay Singh Bais, Cont. Worker	21.08.24	Block B OC, Block B Area	14,87,537 (DD ready for submission to RLC)	Paid	NE
WCL						
1	Late Umesh Sah, Cont. Dozer Opr.	19.01.23	Kolarpimpri OC, Wani North Area	14,41,051	Paid	NE
2	Late Ponganti Nagaraju, Cont. Supervisor	10.05.23	Dhoptala OC, Ballarpur Area	14,01,825	Paid	NE
3	Late Tofan Naik, Cont. Asst. Mechanic	13.08.24	New Majri UG to OC, Majri Area	16,65,275	Paid	NE
SECL						
1	Late Rajesh Kumar, Cont. Worker	23.04.23	Churcha RO UG, Baikunthpur Area	15,12,450	Paid	NE
2	Late Balkaran Napit, Foreman In charge (Mech)	06.08.23	Amadand OC, J&K Area	8,80,000	Paid	Son
3	Late Jaipal Singh, Mechanical Fitter	14.10.23	Gevra OC, Gevra Area	13,60,275	Paid	Wife
4	Late Chedi Lal, Cont. Worker	17.02.24	Kusmunda OC, Kusmunda Area	12,52,175	Paid	NE
5	Late Dharmendra Pandey, Cont. Worker	19.02.24	Kurja UG Hasdeo Area	16,14,600	Paid	NE
6	Late Dansh Kumar, General Mazdoor	06.03.24	Churcha RO UG, Baikunthpur Area	14,77,950	Paid	Wife
7	Late Jitendra Vinayak Nagarkar, Asst. Mgr. (Min)	27.07.24	Kusmunda OC, Kusmunda Area	13,21,550	Paid	Applied for Monthly Monetary Compensation and son in Live roster
8	Late Virendra Kumar, Cont. Worker	15.10.24	Gevra OC, Gevra Area	14,95,500	Paid	NE
9	Late Ajay Kol, Cont. Worker	19.10.24	Rajnagar OC, Hasdeo Area	16,38,525	Under Process	NE
10	Late Lakhan Lal, Support Personnel	04.12.24	Jhiria UG, Hasdeo Area	The process initiated as per Company's Rules		

SN	Victim's Name and Designation	Accident Date	Mine & Area	Statutory Compensation (in Rs.)	Special Relief (Rs. 15 Lakhs)	Employment provided to
11	Late Walter Tirkey, Driller	04.12.24	Jhiria UG, Hasdeo Area	The process initiated as per Company's Rules		
MCL						
1	Late Raju Mahto, Cont. Tipper Driver	09.03.23	Garjanbahal OC, Basundhara Area	14,95,500	Paid	NE
2	Late G C Pradhan, Cont. Tipper Driver	14.03.23	Bharatpur OC, Bharatpur Area	15,59,850	Paid	NE
3	Late Jagdish Oram, Dy. Mgr,	11.04.23	Garjanbahal OC, Basundhara Area	14,59,800	Paid	Wife
4	Late Umakanta Patel, Shovel Operator	11.04.23	Garjanbahal OC, Basundhara Area	11,48,175	Paid	Son
5	Late Dolamani Pradhan, Shovel Operator	11.04.23	Garjanbahal OC, Basundhara Area	11,73,525	Paid	Applied for Monthly Monetary Compensation and son in Live roster
6	Late Susanta Kumar Pradhan, Dumper Operator	18.07.23	Lingraj OCP, Lingraj Area	9,62,475	Paid	Son
7	Late Jhasaketan Sa, Contractual Mazdoor	24.07.23	Lakhanpur OCP, Lakhanpur Area	14,95,500	Paid	NE
8	Late Amol Ramchandra Jadhav, Cont. Munshi	11.10.23	Jagannath OCP, Jagannath Area	14,21,700	Paid	NE
9	Late Ranjan Kumura, Contractual Security Guard	24.04.24	Integrated Lakhanpur Belpahar Lilari OC, Lakhanpur Area	14,77,950	Paid	NE
10	Late Padmalochan Mohanta, Cont. Tipper Driver	11.06.24	Kulda OC, Basundhara Area	15,28,875	Paid	NE
11	Late Ramakanta Ping, Gen. Mazdoor	06.10.24 (died on 28.11.24)	Orient 1&2, Orient Area	The process initiated as per the Company's Rules	Paid	The process initiated as per the Company's Rules
NLCIL						
1	Late D. Selvadurai, Contract worker	01.06.23	Mine I	30,00,000	-	Provided
2	Late K. Anbalagan, Contract workmen	08.07.24	Mine II	30,00,000	-	Provided
3	Late A. Kulandaivel, Contract Worker	06.08.24	Mine IA	30,00,000	-	Provided

SN	Victim's Name and Designation	Accident Date	Mine & Area	Statutory Compensation (in Rs.)	Ex-gratia & Special Ex-gratia	Employment
SCCL						
1	Late Batti Jayanth Kumar, Welder Trainee	04.02.23	RGOC-I, RG-III	16,01,775	15,90,000	Provided
2	Late Burla Saraiah, Multi Job Worker	25.07.23	ALP, RG-III	13,38,000	15,90,000	Under process
3	Late M. Sammi Reddy, Sr. MS	22.01.24	GDK2&ARG-I	9,89,625	15,90,000	Provided
4	Late Karre Raju General Mazdoor	16.03.24	Area Stores, MM	14,41,050	15,90,000	Provided
5	Late E. Pratap, LHD Operator	30.05.24	GDK-11, RG-I	9,07,875	15,90,000	Under process
6	Late U Venkateshwarlu, Fitter	17.07.24	RGOC-II, RG-III	9,35,250	15,90,000	Under process
7	Late G. Vidya Sagar, General Mazdoor	17.07.24	RGOC-II RG-III	12,47,175	15,90,000	Under process
8	Late N. Sravan Kumar, Contract Workman	12.01.23	KOC-II, YLD	14,05,270	15,94,730	NA
9	Late B. Krishna Murari, Contract Workman	17.08.23	GDK-11, RG-I	14,01,750	25,00,000	NA
10	Late Ganga Prasad Contract, Workman	27.08.23	RGOC-III, RG-II	16,84,098	10,00,000	NA
TSL						
1	Late Kuleshwar Mahto, Mechanical Helper	21.01.23	Quarry-AB	Rs.14,86,608	Rs.16,540 per month as per Suraksha Scheme.	Brother was provided employment with the same vendor.
2	Late Ainul Ansari, Body Searcher, Tata Steel Employee (Medical Case)	15.05.24	Jamadoba Colliery	Life Cover Scheme (1.05 Lakh)	Funeral Expense (15000)	Wife has been given employment
3	Late Jivlal Mahato, Material Handling Crew (contractor) (Medical Case)	11.11.24	Bhelatand Colliery	Life Cover Scheme (7 Lakh)	Funeral Expense (15000)	Wife has been given employment
WBPDCCL						
1	Amit Singh, Blasting Overman	07.10.24	G&GB Coal Mine	Rs. 20,00,000	Under Process	Under Process

SN	Victim's Name and Designation	Accident Date	Mine & Area	Statutory Compensation (in Rs.)	Ex-gratia & Special Ex-gratia	Employment
2	Asharfi Yadav, Mining Sirdar	07.10.24	G&GB Coal Mine	Rs. 20,00,000	Under Process	Under Process
3	Vajaram Ghosh, Driver	07.10.24	G&GB Coal Mine	Rs. 20,00,000	Under Process	Under Process
4	Yuddha Marandi, Explosive Crew	07.10.24	G&GB Coal Mine	Rs. 20,00,000	Under Process	Under Process
5	Yadav Murmu, Explosive Crew	07.10.24	G&GB Coal Mine	Rs. 20,00,000	Under Process	Under Process
6	Somlal Hembram, Explosive Crew	07.10.24	G&GB Coal Mine	Rs. 20,00,000	Under Process	Under Process
7	Robilal Murmu, Explosive Crew	07.10.24	G&GB Coal Mine	Rs. 20,00,000	Under Process	Under Process
8	Mongal Marandi, Explosive Crew	07.10.24	G&GB Coal Mine	Rs. 20,00,000	Under Process	Under Process

Agenda Item- I

Confirmation of the Minutes of the 48th Meeting of the Standing Committee on Safety in Coal Mines held under the Chairmanship of Hon'ble Minister of Coal on 12.12.2022.

The 48th meeting of the Standing Committee on Safety in Coal Mines was held under the Chairmanship of the Hon'ble Minister of Coal, Mines & Parliamentary Affairs Shri Pralhad Joshi on 12.12.2022 at New Delhi.

2. The meeting started with National Anthem, followed by floral tribute to pay homage to those employees who sacrificed their lives in the service of the Nation since the last meeting of the Standing Committee on safety in coal mines and observance of one minute silence in the memory of the departed soul.

3. Hon'ble Minister of Coal, in his opening speech, welcomed all members and other participants to the 48th meeting of Standing Committee on Safety in Coal Mines. He mentioned that safety is the highest priority in the coal sector and advised all coal companies to ensure safety for which there shall not be any scarcity of funds. Hon'ble Minister expressed his satisfaction on the best ever performance of all coal companies in FY22-23. During the period from April to November, 2022, India's coal production increased impressively by 17% to 524.20 MT as compared to 447.54 MT and despatch of coal increased almost by 7.5% to 558 MT as compared to previous year during the same period of the previous year.

4. He further mentioned that all our achievements would be futile if our workers are not safe and healthy. He said that mine safety should always be given the highest priority. He advised that all companies should follow "Safety First, Production Must" in all mines. He also mentioned the following steps need be taken by coal companies to enhance safety standards in coal mines:

- a) Adoption of Risk Assessment based Safety Management Plan.
- b) Job Safety Analysis based Standard Operating Procedures.
- c) Tool Box Safety Talk before the start of jobs/activities.
- d) Mine surveillance such as Electronic Total Station, 3D terrestrial laser scanning, SURPAC software, Mine Slope Stability Radar.
- e) "Suraksha Mitra Mandli" i.e. "Safety Circle" to enhance safety culture.
- f) Adoption of "Best Safety Practices" in all spheres of mining activities.

5. He further mentioned that there has been significant reduction of fatal and serious accidents in coal mines in between 47th meeting and 48th meeting (last 8 months) despite significant increase in coal production. He suggested that the ultimate goal of 'Zero Accident Potential' can be achieved by adoption of advanced technology, safe workplace procedures and through up-skilling of human resources. Coal companies needs to take following steps:

- a) Safety and sustainability initiatives as showcased in the National Coal Conclave & Exhibition 2022.
- b) Introduction of more number of Continuous Miner, High-wall Miner, Long-wall, and other modern mining methods.
- c) Blast-free coal mining should be encouraged for sustainable mining as well as to improve safety standards and protection of the environment.

6. Subsequently, minutes of the 47th meeting of the Standing Committee on Safety in Coal Mines held on 13.04.2022 at New Delhi was confirmed unanimously by members. Thereafter, Project Advisor, MoC, made a brief presentation highlighting the accident statistics and performance on Mine Safety by various coal companies since the last meeting, action taken against suggestions & recommendations of the 47th Standing Committee meeting.
7. Subsequently, Hon'ble Minister asked Trade Union members of Standing Committee to give their views and suggestions. The points/issues highlighted by the members of the Standing Committee are as under:
 - 7.1. **Outsourcing of mining jobs & issues related to Contractual Worker:**
 - 7.1.1. Shri K Lakshma Reddy suggested that:
 - (a) A balanced approach should be taken in respect of outsourcing of mining operation, contractual repairing & maintenance vis-à-vis departmental mining activities so that the core competency of PSU coal companies remain intact.
 - (b) In some coal company, contractual workers are forced to work 12 hours a day and paid only for 15 days even after working for 30 days. He mentioned that contractual workers are not paid as per HPC wages particularly in SCCL, where contractual workers are paid as per State Govt. minimum wages. He expressed concerns on deteriorating safety statistics and need for sensiting top management. Honorable Minister directed that CMD SCCL should be present in next meeting on safety.
 - 7.1.2 Shri Nathulal Pandey mentioned that:
 - (a) Contractors are getting payment on calculation based on HPC wages but they are not paying the same to contractual workers. He suggested that a committee with CMDs may be constituted to monitor the issues of payment of HPC wages to the contractor worker.
 - (b) Gratuity should be paid to eligible contractual employees and also to nominees of deceased contractual employees. This has also been recommended by Rajamahal Court of Enquiry. He said that an appropriate Order should be passed in this regard.
 - (c) He also raised the issues of irregularity of deduction of CMPF of contractual workmen.
 - 7.1.3 Shri Manas Mukherjee suggested that:
 - (a) Medical facilities should be provided to all contractual workers.
 - (b) The global coal mining industry is in the "Just Transition" phase due to various issues including climate change, stress on renewable energy, global warming etc., where contractual workers engaging in the coal mining industry plays a pivotal role. He said that contractual workers are not given HPC wages particularly in SCCL and forced to work 12 hours. He also desired that SCCL should provide mining shoes to contractual workers.
 - 7.1.4 Shri Narayan Rao Saratkar suggested that all contractual workers should get HPC wages, CMPF, Pension and medical benefits.

7.2. Wage Revision of coal employees and issues related to CMPFO:

7.2.1. Shri K Lakshma Reddy said that:

- (a) There was unrest amongst workers for 18th month delays in finalisation of wage agreement. He suggested that wage revision should be done without further delay.
- (b) There is a delay in the settlement of CMPF for retired employees. He suggested that administration and functioning of CMPFO should be streamlined with introduction of the latest technology. He also suggested that CMPFO headquarter may be shifted to bring efficiency in its functioning as no senior IRS officer wants to be posted at Dhanbad.

7.2.2. Shri Nathulal Pandey said that in SECL, all retired employees used to get their gratuity and other benefits on the very day of their retirement but said custom is not being followed now. He desired that all retired employees should get their all retirement benefits on the date of their superannuation.

7.2.3. Secretary, Coal said that the Hon'ble Minister has already directed to fix the issues related to functioning of CMPFO and appropriate action has also been initiated in this regard. CMPFO will go online similar to EPFO and online services of CMPFO will also start shortly for which expert agencies of EPFO of Govt. of India have been engaged for CMPFO.

7.2.4. Hon'ble Minister informed that the MoC has decided to shift CMPFO headquarter to Ranchi and has appointed a Commissioner for Ranchi. He further proposed that if trade Union representatives agreed then CMPFO could be shifted to New Delhi for efficient functioning. He further advised the trade union leaders to come up with a consensus proposal in this regard.

7.3. Safety issues related to SCCL's mine:

7.3.1. Shri K Lakshma Reddy said that fatal accidents have reduced except in SCCL and desired to know the reasons for increasing fatal accidents in SCCL's mines.

7.3.2. Shri Manas Mukherjee suggested that SCCL should take appropriate steps to reduce the trend of accidents in mines particularly due to roof & side fall.

7.4. Land acquisition Problem for OC mine:

7.4.1. Shri Nathulal Pandey suggested that land acquisition policy should be simplified for easing present complicated processes for land acquisition. He further suggested that one Nodal Officer having comprehensive knowledge on the subject may be appointed for assisting for faster land acquisitions.

7.4.2. In this regard, the Hon'ble Minister desired that difficulties faced by land owners should be addressed properly and one Estate Officer should be engaged to assist in the land acquisition process.

7.4.3. Shri R K Sharma suggested that proper steps should be taken for release of lands from unauthorised settlement colonies.

7.4.4. Shri Narayan Rao Saratkar suggested that proper coordination with State Governments and

MoEF&CC should be done to solve land acquisition and environment related problems.

7.5. Issues related to Occupational Health and Safety & Training of employees:

- 7.5.1. Shri Nathulal Pandey mentioned that contractual workers are now the backbone of the industry. He suggested that full-fledged IME should be done before employment of contractor employees and PME of eligible contractual workers should also be done accordingly. He further suggested that periodicity of PME should be reduced by DGMS to detect health issues in view of working in a comparatively polluted atmosphere. He also suggested that medical bills of contractual workers should be reimbursed and ensured their welfare. He also suggested that training & Re-training of contractual employees should also be done.
- 7.5.2. Shri C J Joseph suggested that all coal companies should frame appropriate Policy for Occupational Health and Safety as per requirement of CMR-2017 and implement the same in mines. All coal companies should frame appropriate Policy for Training as per their training needs and the same should be implemented.
- 7.5.3. Shri Manas Mukherjee suggested that VTCs should be upgraded and advanced technology should be utilised for the purpose of imparting training.

7.6. OC Mine Safety:

- 7.6.1. Shri C J Joseph mentioned that production target of any mine is decided by CMPDI on the basis of mine capacity and HEMMs capacity. However, capacity of HEMMs is reduced substantially over a period of time; factors of reduction of HEMM capacity should be considered while fixing mine capacity. He mentioned that there is a concern of safety of fly ash dumping in running mines in view of scientific study and financial implications of non-compliance of notification on fly ash dumping in running mines.

It was clarified by CIL that at present fly ash is being dumped in closed/abandoned mines only.

He further mentioned that geo-mining conditions of WCL are very difficult for mining; and suggested that to prevent any untoward incidents and to ensure safety, more vigil is required in mines of WCL as production has been growing substantially.

- 7.6.2. Shri Narayan Rao Saratkar suggested that geo-monitoring radar should be procured for use in OC mines. He further suggested that speed governors should be fitted to prevent uncontrolled speed of tippers. Rear View Camera & Audio-Visual Alarm are also required to be fitted. He also suggested that adequate width, gradient, berm at haul road and illumination should be provided as per statute. He also suggested that more surface miner machines should be deployed in OC mines to promote blast free and eco-friendly mining. He pointed out that HEMMs are procured from different manufacturers and due to these reasons, there are problems in availability of spares in time.

7.7. UG Mine Safety:

- 7.7.1. Shri Narayan Rao Saratkar suggested that an independent strata control cell may be formed for UG mines to ensure effectiveness. There are shortages of tele-monitoring systems, multi-gas detector, methanometer, lux-meter, sensors, which should be provided and timely calibration should be done.

7.7.2. Shri R K Sharma suggested that R&D (S&T) Projects should be taken up to extract the locked coal in developed pillars at UG mines.

7.8. Statutory & Medical Services manpower:

7.8.1. Shri Manas Mukherjee mentioned that there is shortage of statutory manpower in BCCL and this needs to be filled up.

7.8.2. Shri S. Gabale mentioned that there are shortages of statutory mine officials such as Overman, Mining Sirdar, Electrical Supervisor and Surveyor, which needs to be filled up.

7.8.3. Shri Narayan Rao Saratkar mentioned that there are shortage of Overman, Mining Sirdar, 2nd class Mine Manager, Electrical Supervisor, Mechanical Foreman and Engineer, which needs to be filled up. He suggested that all restricted mine competency certificate holders as per Regulation should be made unrestricted keeping in view that in future OC mines would be closed. He also suggested to fill up the vacant posts of doctors, nursing staff and pharmacists.

7.9. Illegal coal mining issues:

7.9.1. Shri Manas Mukherjee mentioned that the illegal mining issues at ECL & BCCL should be reviewed appropriately because there are instances of CBI investigations regarding such matters in these companies.

7.9.2. Shri S. Gabale mentioned that some officers of ECL are harassed by local Police for illegal mining cases.

7.9.3. Chairman, CIL informed that any arrest / FIR in this case was made by the Central Govt. Investigating agency after due enquiry process.

7.9.4. Shri R K Sharma suggested that security of mines should be strengthened further to prevent pilferage of coal from mines and illegal mining activities.

7.10. Seminar/ Conference/issues related to meeting on safety:

7.10.1 Shri Nathulal Pandey said that Trade Union representatives should also be invited in the safety seminars which are organised by DGMS.

7.10.2 Shri C J Joseph suggested that implementation of the points of the National Safety Conference should be considered in the meetings. He further suggested that a roadmap should be prepared for strengthening the functioning of Safety Committee and Workman Inspectors.

7.10.3 Shri Manas Mukherjee said that subsidiary level Bi-partite meeting of ECL should be held and members from all trade unions should be allowed to participate in safety meetings at mine and area level irrespective of their recognition and strength. He suggested that an intermediate meeting should be held as follow up of the last meeting of the Standing Committee.

7.10.4 Shri Narayan Rao Saratkar suggested that the safety committee should also discuss recommendations of national safety conference, standing committee on safety in coal mines and tripartite safety conferences (TSC).

7.11. **Other Miscellaneous Issues:**

- 7.11.1 Shri Manas Mukherjee suggested that appropriate steps should be taken to mitigate dust related problems. Apart from reduction in fatal and serious accidents, other safety initiatives should also be taken to improve ground reality in respect of mine safety. **Mine Rescue Rules (MRR) – 1985** should be amended suitably to accommodate rescue and recovery operations of opencast mines.
- 7.11.2 Shri S. Gabale suggested that all mine managers are empowered by statute, but adequate empowerment from Management side should also be done.
- 7.11.3 Shri R K Sharma suggested that as per recommendations of Rajmahal Court of Inquiry, Mine Managers should be from sufficiently senior level officers having adequate authorities to fulfil the statutory requirements of the Act.
- 7.11.4 Shri Narayan Rao Saratkar suggested that the safety budget should be utilised only for safety.

8. **Director General, DGMS:**

- 8.1. He mentioned that Country is in the transition phase in respect of contractual work and concrete regulations for safety in respect of contractual patch are yet to be framed. He requested all stakeholders to work in unison for improvement of safety of contractual workmen in coal mines.
- 8.2. **Seminar/Workshop:** He agreed with the suggestion of TU members for organising a tripartite workshop / seminar in DGMS.
- 8.3. **IME & PME:** He suggested that adequate infrastructure should be provided and Management, DGMS and TUs should work in unison to make IME & PME more effective.
- 8.4. **Recommendations of the National Safety Conference:** He informed that recommendations of the National Safety Conference are for future safety issues in mines. He suggested that recommendations of the National Safety Conference should be discussed for implementation strategy.
- 8.5. **Safety related to WCL mines:** He informed that inspectors of DGMS have increased their inspections in WCL mines keeping in view enhanced activities due to extra production from WCL mines. He suggested that strict vigilance on safety is required from all stakeholders.
- 8.6. **Dust Suppression in mines:** He suggested that an Expert Committee may be constituted in this regard.
- 8.7. **Issue related to Fly ash dumping in OC mines:** He mentioned that DGMS has no objection in fly ash dumping at abandoned OC mines. He suggested that if fly ash is proposed to be dumped at discontinued or disused OC mines, then the said mines should be first abandoned as per provision of the relevant statute.

9. **Chairman, CIL:**

- 9.1. **Occupational Health Safety:** He informed that mine accident and corresponding injuries have been reduced. He informed that 25 remote operated digital dispensaries would be in operation

shortly, it will benefit the employees nearby and also provide advanced lifesaving ambulances for improving occupational health services in CIL.

- 9.2. Safety Committee functioning and awareness drive: He informed that as of now, total 112 Video Clip / Animation Film on mine accidents, Safety Procedures and Do's & Don'ts on mine safety have been prepared and shared amongst 2-3 lakhs employees including contractor workers.
- 9.3. Up gradation Training centres: He informed that CIL is in process of developing 14 Safety Excellence Centres for imparting the best quality training to its employees for enhancing safety awareness level and operating skill. All modern gadgets of training like simulators, e-learning, skill assessment, Smart Board, Virtual Reality will be provided in the said training centres
- 9.4. Gratuity payment of retired employee: He advised all CMDs to take appropriate steps to avoid delay in payment of gratuity unless punitive issues are involved.

10. Secretary, Coal:

- 10.1. Suggestions and actions on suggestions: He expressed his satisfaction on the valuable suggestions put forward by members and he said that appropriate steps would be taken by coal companies to implement the suggestions.
- 10.2. Land Acquisition Issues: He desired that proper rehabilitation package / compensation should be paid to the land owners in time and relevant processes should be simplified to ease acquisition. He also desired that necessary assistance may be extended to land owners to transfer their lands smoothly.
- 10.3. Contractor Workers related Issues: He desired that all social & health benefits should be paid to all contractual employees and departmental employees as per established norms. He further said that HPC wages should be provided to all contractual employees.
- 10.4. Maintenance and repairing of machineries: He desired that appropriate steps should be taken in this regard.
- 10.5. Balancing outsourcing and departmental operation: He said that the matter would be discussed and appropriate steps would be taken in this regard.
- 10.6. Function of CMPFO: He said that the appropriate steps have been taken to improve functioning of CMPFO and to regularise payment of CMPF and pension.
- 10.7. Payment of gratuity and other retirement benefits on the date of retirement: He desired that coal companies should take necessary steps so that retired employees get gratuity and all other retirement benefits on the date of retirement.

Meeting ends with thanks to the Chair.

Agenda Item- II

Action Taken Report (ATR) on Recommendations of the 48th meeting of the Standing Committee on Safety in coal mines held on 12.12.2022

Point No.	Recommendations	Action Taken
4	Hon'ble Minister further mentioned that all our achievements would be futile if our workers are not safe and healthy. He said that mine safety should always be given the highest priority. He advised that all companies should follow "Safety First, Production Must" in all mines. He also mentioned the following steps need be taken by coal companies to enhance safety standards in coal mines:	
4 (a)	Adoption of Risk Assessment based Safety Management Plan	<p>CIL ATR: Risk assessment, based Safety Management Plan (SMP) have been prepared and adopted in all mines of CIL and its subsidiaries by involving mine officials and workmen. The SMP are reviewed on regular basis for improving safety standard of mine.</p> <p>SCCL ATR: Risk Assessment based Safety Management Plans are prepared for all the mines and departments of the company and submitted to DGMS Authorities and are being implemented.</p> <p>NLCIL ATR: As per Regulation 104 of Coal Mines Regulations 2017, Safety Management Plan (SMP) for all 5(five) NLCIL Mines have been prepared based on Hazard identification and Risk assessment and put into implementation. SMP is being reviewed once in every 6 months.</p>
4 (b)	Job Safety Analysis based Standard Operating Procedures.	CIL ATR: Job Safety Analysis (JSA) & Job Hazard Analysis (JHA) based Standard Operating Procedures (SOP) of all mining activities have been prepared and implemented in all mines of CIL and its subsidiaries. It is being regularly updated.

		<p>SCCL ATR: Job Safety Analysis based Standard Operating Procedures are prepared for all mines and departments of the company and are being implemented</p>
		<p>NLCIL ATR: SOPs forms part of SMP and have been prepared for all activities of the mine and has been put into practice.</p> <p>No. of SOPS Available for O&M works in NLCIL Mines:</p> <p>Mine-I: 338 Mine-IA: 363 Mine-II: 384 BLMP: 60 Talabira II & III OCP: 62</p>
4 (c)	Tool Box Safety Talk before the start of jobs/activities	<p>CIL ATR: Tool Box Safety Talk (TBST) is delivered prior to start of job/activities by the concern supervisors/ Group Leaders in all mines of CIL and its subsidiaries.</p>
		<p>NLCIL ATR: Pep talk and Tool Box Safety Talk is given before the start of any work at all NLCIL mines.</p>
		<p>SCCL ATR: Tool box safety talk before the shift start of jobs/ activities is being conducted in all mines and departments and are digitally recorded.</p>
4 (d)	Mine surveillance such as Electronic Total Station, 3D terrestrial laser scanning, SURPAC software, Mine	<p>CIL ATR: Details of Mine surveillance such as Electronic Total Station, 3D Terrestrial Laser scanning, SURPAC software, Mine Slope Stability Radar etc. are given in Table-1.</p>

	Slope Stability Radar.	<p>SCCL ATR:</p> <ul style="list-style-type: none"> • One LiDAR terrestrial 3D laser scanner system for continuous slope monitoring is working at RKP OCP for monitoring of High wall benches and OB dumps slopes. • The competent authority accorded approval for procurement of 2 nos. RADAR's in phase 1, for real time slope monitoring in OC mines. The procurement action will be initiated. • High-wall benches and dump slopes are also being monitored by erecting Zero constant circular prisms and with total station periodically. • Opencast quarry surveys are being done with 3D Laser scanners. • AutoCAD Civil 3D & Riskon software are being used for mine planning, projections and for volume calculations. • All the mine surveying works are being carried out with Electronic total station, digital levelling instrument, Theodolite and Auto level instruments. • Mining leases, Land acquisition enjoyment surveys and all forest land diversion surveys are being carried out with DGPS instruments. <p>NLCIL ATR: Use of electronic total station, 3D laser scanner, SURPAC software is in practice. Tender process of slope stability radar is in progress.</p>
4 (e)	“Suraksha Mitra Mandli” i.e. “Safety Circle” to enhance safety culture.	<p>CIL ATR: “Suraksha Mitra Mandali” i.e., Informal Safety Circles / Group headed by Safety Committee Members & Workmen Inspectors are formed in all mines of CIL and its subsidiaries to enhance safety culture as a “Best Safety Practice”.</p> <p>SCCL ATR: Safety culture is being enhanced among employees by Pit Safety Committee members, Workmen Inspectors. Conducting awareness programmes at shift ending for the monitors and implementers in each mine.</p> <p>Audits are being conducted in each mine by organizing subject wise safety awareness programmes. A system of reading of SOPs in rotation by all concerned employees at shift beginning is being implemented. Nearly 1500 SOPs reading pics are shared in formulated 15 ISO social media groups and the pictures of SOP reading are recorded.</p> <p>NLCIL ATR: Safety Circle is formed in the form of sectional level safety sub committees in all Neyveli</p>

		mines.
4 (f)	Adoption of “Best Safety Practices” in all spheres of mining activities.	<p>SCCL ATR: All employees working in mines and departments review the SMP quarterly and update the SOPs of the SMP matrix. It is a continuous process to review SMP.</p> <p>NLCIL ATR: Best practices has been adopted with ISO certification like ISO-9001-2015 for quality, ISO-14001-2015 for environment and ISO 45001-2018 for OHS. State of art technology by adopting specialised mining equipment is followed in Neyveli mines. In case of Talabira mines, 6 number of Surface miners have been deployed for blast free extraction of coal.</p>
5 (a)	Safety and sustainability initiatives as showcased in the National Coal Conclave & Exhibition 2022.	<p>CIL ATR: CIL and its subsidiaries are committed to achieve the ultimate goal of Zero Accident Potential in mines and other establishments by adoption of advanced mining technology, training & re-training of work force and safe work procedures.</p> <p>Various state of art of technology being used in mines are given in Table-2.</p> <p>Safety and sustainability initiatives as showcased in the National Coal Conclave & Exhibition 2022 are being implemented in mines of CIL and its subsidiaries.</p> <p>SCCL ATR: Coal Cutting and conveying technology has been adopted at those mines where ever the geo mining conditions permit. 5 Continuous Miners, 2 Bolter Miner, 1 Longwall and two surface miners. Enterprise Resource Planning (ERP) was introduced in 2008. Real time monitoring of gases by Installing tube bundle system Face operations are being monitored through Supervisory Control and Data Acquisition (SCADA) on surface. Real time accident monitoring system from accident to resuming duty. Employee health profile monitoring through Singareni hospital management system.</p> <p>NLCIL: Drone technology procurement is under tendering process for introduction in Neyveli Mines for surveying and measurement. Also, procurement of Slope stability radar is under Tendering process.</p>

5 (b)	Introduction of more number of Continuous Miner, High-wall Miner, Long-wall, and other modern mining methods.	<p>CIL ATR: Subsidiary-wise numbers of blast free technology such Surface Miner, Continuous Miner, High-wall Miner, Powered Support Long-wall (PSLW), Vibro / Xcentric Ripper, etc. being used are given at Table- 3.</p>
		<p>SCCL ATR: SCCL is implementing cutting and conveying technologies for bulk production: Deployed S Continuous Miners, 2 Bolter Miner, and 1 Bulk Longwall as per the geo mining conditions.</p> <p>Working in-pit crushing and conveying of OB to dump yards. In pit crushing and conveying of coal through belt conveyors from pit bottom to surface at most of the OC mines.</p> <p>Worked high wall method of mining in two feasible OCPs and discontinued due to non-availability of the workable locations.</p>
		<p>NLCIL ATR: Continuous mining equipment like bucket wheel excavator with belt conveyor and spreader is being used in every mines. In case of Talabira mines, 6 number of Surface miners have been deployed for blast free extraction of coal.</p>
5 (c)	Blast-free coal mining should be encouraged for sustainable mining as well as to improve safety standards and protection of the environment.	<p>ATR CIL: Subsidiary-wise numbers of blast free technology such Surface Miner, Continuous Miner, High-wall Miner, Powered Support Long-wall (PSLW), Vibro / Xcentric Ripper, etc. being used are given at Table- 3.</p> <p>SCCL ATR: As most of the underground mines have been converted to opencast mining, surface miner technology is not feasible in those mines. SCCL adapted Eco-friendly technologies. For elimination of blasting during coal production introduced Surface Miner Technology in two OC mines where blasting is eliminated.</p> <p>NLCIL ATR: Blast free lignite mining system using</p>

		<p>bucket wheel excavator with belt conveyor and spreader is being used in all Neyveli mines. Blast free mining is also being practiced in Barsingsar mines for both OB and Lignite. At Talabira Mines, blast free mining is done in case of extraction of coal by the use of Surface miner.</p>
<p>7.1.1</p>	<p>Outsourcing of mining jobs & issues related to Contractual Worker:</p> <p>Shri K Lakshma Reddy suggested that:</p> <p>(a) A balanced approach should be taken in respect of outsourcing of mining operation, contractual repairing & maintenance vis-à-vis departmental mining activities so that the core competency of PSU coal companies remain intact.</p>	<p>CIL ATR: Outsourcing of mining operation of mine is adopted based on Project Report of the mine considering all relevant factors related to geo-mining, economic viability and other concerned feasibility parameters. Comprehensive comparative study (due diligence) are being done before opting for HOE and other contract related to repairing and maintenance work or AMC.</p> <hr/> <p>SCCL ATR:</p> <p>In SCCL, the core competency is maintained by carrying departmental mining activities through deployment of 104 number of Hydraulic SHOVELS (11-15 Cu.M Capacity) & 433 number of Dumpers (35T to 100T capacity) in OC mines & Machinery such as SDLs-201, LHDs-24, CM-4 (VKP 2, KP UG 1 & PVK 5 -1) & LW -1 equipment in UG mines. About 11 % of OB excavation & about 51 % of Coal extraction is done with departmentally mining activities by SCCL during 2023-24.</p> <p>However, Coal extraction, OB removal and other needy, maintenance & repairs are being outsourced as per the requirement in SCCL to make the projects economically viable.</p> <p>Further, as a part of technology transfer, repair and maintenance activities are performed with the manufactures/experts with involvement of department employees also.</p> <hr/> <p>NLCIL ATR: A balanced approach is being done at NLCIL. PAPs are engaged in continuous nature of contractual jobs. Outsourcing has been done at Neyveli Mines for certain patches of OB and lignite removal by CME, where SME cannot be deployed. Besides this, some maintenance works have been outsourced in belt conveyors, SMEs, etc. At Talabira mines, the OB removal and coal extraction is being done through MDO mode.</p>

7.1.1	<p>(b) In some coal company, contractual workers are forced to work 12 hours a day and paid only for 15 days even after working for 30 days. He mentioned that contractual workers are not paid as per HPC wages particularly in SCCL, where contractual workers are paid as per State Govt. minimum wages. He expressed concerns on deteriorating safety statistics and need for sensing top management. Hon'ble Minister directed that CMD SCCL should be present in next meeting on safety.</p>	<p>CIL ATR: In CIL and its subsidiaries, Contractual workers are engaged for 08 hours shift working. HPC wages are being paid to all contractual employees. Details of terms of payment to employees engaged are incorporated in respective NIT. The attendance of contractor worker is made through Form "C" for UG Mine and Form "D" for OC Mine.</p> <p>SCCL ATR: The contractual workmen are being deployed for only 8 hours as per applicable Act and they are being paid wages not less than the minimum wages that are notified in the Circulars being issued from time to time by the Central Govt.</p> <p>NLCIL ATR: Contractual workers are engaged for 8 hours a day and are paid as per the statute and applicable law. In Talabira II & III OCP, HPC Wages are paid to the workmen by MDO.</p>
7.1.2	<p>Shri Nathulal Pandey mentioned that:</p> <p>(a) Contractors are getting payment on calculation based on HPC wages but they are not paying the same to contractual workers. He suggested that a committee with CMDs may be constituted to monitor the issues of payment of HPC wages to the contractor worker.</p>	<p>CIL ATR: In CIL and its subsidiaries, HPC wages are being paid to all contractual employees. Details of terms of payment to employees engaged are incorporated in respective NIT.</p> <p>SCCL ATR: The contractual workmen are being deployed for not more than 8 hours as per applicable Act and they are being paid wages not less than the minimum wages that are notified in the Circulars being issued from time to time by the Central Govt.</p> <p>NLCIL ATR: Contractors get payment for the work done as per contract agreement and contract workers are paid as per statute and applicable law. In Talabira II & III OCP, HPC Wages are paid to the workmen by MDO.</p>

7.1.2	(b) Gratuity should be paid to eligible contractual employees and also to nominees of deceased contractual employees. This has also been recommended by Rajamahall Court of Enquiry. He said that an appropriate Order should be passed in this regard.	<p>CIL ATR: The Contractual workers, who are eligible for payment of Gratuity as per the provisions of Payment of Gratuity Act' 1972, are being paid gratuity as extant of statute.</p> <p>SCCL ATR: The contractors are advised to comply with all statutory obligations including payment of gratuity Act and the terms & conditions defined in the purchase order.</p> <p>NLCIL ATR: Gratuity is being paid as per contract agreement.</p>
7.1.2	(c) He also raised the issues of irregularity of deduction of CMPF of contractual workmen.	<p>CIL ATR: The Contractual workers who are covered under CMPF, their PF deduction is done as per the provisions of CMPF and Miscellaneous Act' 1948. However, the contractual workers who are covered under EPF, their PF deduction is deposited in their EPF account by the respective contractor. Terms for payment of CMPF / EPF is also incorporated in NIT.</p> <p>SCCL ATR: Equal contribution @ 7% towards pension and @ 12% of wages towards CMPF is being deducted from the contractual workmen & the Contractors and the same is being remitted to CMPF.</p> <p>NLCIL ATR: Not applicable to Neyveli and Barsingsar mines. However, for Talabira mine, deduction of CMPF for contractual workmen is done as per the rules.</p>

7.1.3	<p>Shri Manas Mukherjee suggested that:</p> <p>(a) Medical facilities should be provided to all contractual workers.</p>	<p>CIL ATR: Medical treatment facility is provided to the Contractor's workmen in company's hospitals/dispensaries free of cost to the extent of availability of medicines, pathological examination & other surgical treatment with no referral cases as per CIL Office Memorandum Dt. 10.09.2012 regarding OPD & Indoor Medical treatment facility.</p>
		<p>SCCL ATR: The contractual workmen are being extended medical facilities. A database in Singareni Hospital Management System (SHMS) has been developed.</p>
		<p>NLCIL ATR: Medical facilities are provided to all contractual workers at NLC Hospital free of cost.</p>
7.13	<p>(b) The global coal mining industry is in the "Just Transition" phase due to various issues including climate change, stress on renewable energy, global warming etc., where contractual workers engaging in the coal mining industry plays a pivotal role. He said that contractual workers are not given HPC wages particularly in SCCL and forced to work 12 hours. He also desired that SCCL should provide mining shoes to contractual workers.</p>	<p>CIL ATR: In CIL and its subsidiaries, the Contractual Workers who are engaged in Mining work are paid HPC wages. Requisite PPE as per job requirements are provided to the contractual workers.</p>
		<p>SCCL ATR: The contractors /private agencies were advised for strict compliance of statutory provisions with regard to outsourced works without any deviations including engaging the contractor's works for not more than 8 hours as per applicable Act and they are being paid wages not less than the minimum wages that are notified in the Circulars being issued from time to time by the Central Govt.</p>
		<p>Contractor to provide mining shoes to the workmen deployed by Contractor as per scope of work defined in NITs.</p>
		<p>NLCIL ATR: Contract workers are paid as per statute and applicable law. Contract workers engaged in mines are provided with necessary PPEs like Safety shoes, gumboots, reflective jackets, etc.as per requirement through contractors. For providing mining shoes and other PPEs, 1.5% of contract value is allocated in every work order. In Talabira II & III OCP, HPC Wages are paid to the workmen by MDO.</p>

7.1.4	<p>Shri Narayan Rao Saratkar suggested that all contractual workers should get HPC wages, CMPF, Pension and medical benefits.</p>	<p>CIL ATR: The contractual workers who are engaged in mining work are paid HPC Wages. CMPF contribution of contractual employees are deposited in CMPFO. CMPS is part of CMPF. Other contractual workers who are members of EPF, they are entitled for benefit as per the provision of EPF as per extant of concerned Rules. Medical facilities are provided to the contractual workers in all Emergency and OPD of Company's dispensaries and hospitals.</p> <p>SCCL ATR: The contractual workmen are being deployed for not more than 8 hours and they are being paid wages not less than the minimum wages that are notified in the Circulars being issued from time to time by the Central Govt., and are being extended the applicable benefits of CMPF & CMPS and medical treatment in company's hospitals.</p> <p>NLCIL ATR: Contract workers engaged are paid as per statute and applicable law. In case of Talabira Coal Mine, HPC Wages are paid to the workmen by MDO.</p>
7.2.1	<p>Wage Revision of coal employees and issues related to CMPFO:</p> <p>Shri K Lakshma Reddy said that:</p> <p>(a) There was unrest amongst workers for 18th month delays in finalisation of wage agreement. He suggested that wage revision should be done without further delay.</p>	<p>CIL ATR: Complied</p> <p>SCCL ATR: NCWA XI has been settled on 20.05.2023 and the revised wage structure under NCWA XI was implemented from June, 2023. The arrears on account of revision of salaries/wages for the period from 01.07.2021 to 31.05.2023 were also paid.</p>
7.2.1	<p>(b) There is a delay in the settlement of CMPF for retired employees. He suggested that administration and functioning of CMPFO should be streamlined with introduction of the latest technology. He also suggested that CMPFO headquarter may be shifted to bring efficiency in its functioning as no senior IRS Officer wants to be posted</p>	<p>SCCL ATR: C-CAREs portal has been developed by CMPFO to process all claims in online system. It is being successfully working from March, 2024. There is no delay in settlement of CMPF claims since long time.</p>

	at Dhanbad.	
7.2.2	Shri Nathulal Pandey said that in SECL, all retired employees used to get their gratuity and other benefits on the very day of their retirement but said custom is not being followed now. He desired that all retired employees should get their all-retirement benefits on the date of their superannuation.	<p>CIL ATR: All assistances are provided to settle the CMPF and Pension at the earliest from the concerned CMPF Office. For this, the claim of retiring employees is sent to CMPFO in advance (i.e. in the last month of retirement). Gratuity and other benefits are being on the very day of their retirement as per extant Company rules.</p> <p>SCCL ATR: As suggested, SCCL will make all efforts to pay gratuity and other benefits on the day of retirement. However, gratuity is paid on vacation of quarter and submission of vacation certificate.</p> <p>NLCIL ATR: The practice of payment of gratuity and other benefits to retired employees of NLCIL on day of superannuation is being followed.</p>
7.2.3	Secretary, Coal said that the Hon'ble Minister has already directed to fix the issues related to functioning of CMPFO and appropriate action has also been initiated in this regard. CMPFO will go online similar to EPFO and online services of CMPFO will also start shortly for which expert agencies of EPFO of Govt. of India have been engaged for CMPFO.	
7.2.4	Hon'ble Minister informed that the MoC has decided to shift CMPFO headquarter to Ranchi and has appointed a Commissioner for Ranchi. He further proposed that if trade Union representatives agreed then CMPFO could be shifted to New Delhi for efficient functioning. He further advised the trade union leaders to come up with a consensus proposal in this regard.	

<p>7.3.1</p>	<p>Safety issues related to SCCL’s mine:</p> <p>Shri K Lakshma Reddy said that fatal accidents have reduced except in SCCL and desired to know the reasons for increasing fatal accidents in SCCL’s mines.</p>	<p>SCCL ATR: Fatal accidents and fatalities are furnished in the below table.</p> <table border="1" data-bbox="715 271 1166 524"> <tr> <th>Year</th> <th>FA</th> <th>F</th> </tr> <tr> <td>2021</td> <td>7</td> <td>13</td> </tr> <tr> <td>2022</td> <td>3</td> <td>5</td> </tr> <tr> <td>2023</td> <td>5</td> <td>5</td> </tr> <tr> <td>2024 (up to 30.11.24)</td> <td>4</td> <td>5</td> </tr> </table> <p>Note: FA-Fatal accidents, F-Fatalities</p> <p>The above data indicates that there is no increase in Fatal accidents in SCCL.</p>	Year	FA	F	2021	7	13	2022	3	5	2023	5	5	2024 (up to 30.11.24)	4	5																																				
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<p>7.3.2</p>	<p>Shri Manas Mukherjee suggested that SCCL should take appropriate steps to reduce the trend of accidents in mines particularly due to roof & side fall</p>	<p>SCCL ATR: 100% mechanised roof bolting in SCCL with either pneumatic /hydraulic roof bolters with resin capsules for fast setting and effective roof control for the last 10 years. Support has been provided minimum as per the scamp. Even cable bolting is also being adopted in most of the mines for roof control.</p> <p>Accidents due to roof and side falls:</p> <table border="1" data-bbox="703 913 1461 1160"> <thead> <tr> <th rowspan="2">Year</th> <th colspan="4">2022</th> <th colspan="4">2023</th> <th colspan="4">2024*</th> </tr> <tr> <th>F A</th> <th>F</th> <th>SA</th> <th>S</th> <th>FA</th> <th>F</th> <th>SA</th> <th>SI</th> <th>FA</th> <th>F</th> <th>SA</th> <th>SI</th> </tr> </thead> <tbody> <tr> <td>Fall of Roof</td> <td>-</td> <td>-</td> <td>1</td> <td>2</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>-</td> <td>-</td> <td>2</td> <td>2</td> </tr> <tr> <td>Fall of Sides</td> <td>1</td> <td>3</td> <td>3</td> <td>5</td> <td>-</td> <td>-</td> <td>2</td> <td>2</td> <td>-</td> <td>-</td> <td>2</td> <td>2</td> </tr> </tbody> </table> <p>*upto 30th Nov 2024</p> <p>FA-Fatal accidents, F-Fatalities, SA-Serious accidents, S-Serious injuries.</p>	Year	2022				2023				2024*				F A	F	SA	S	FA	F	SA	SI	FA	F	SA	SI	Fall of Roof	-	-	1	2	1	1	1	1	-	-	2	2	Fall of Sides	1	3	3	5	-	-	2	2	-	-	2	2
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<p>7.4.1</p>	<p>Land acquisition Problem for OC mine: Shri Nathulal Pandey suggested that land acquisition policy should be simplified for easing present complicated processes for land acquisition. He further suggested that one Nodal Officer having comprehensive knowledge on the subject may be appointed for assisting for faster land acquisitions.</p>	<p>CIL ATR: Land acquisition and R&R is being done in accordance with the provisions of CBA (A&D) Act 1957 and CIL R&R Policy (as per consent of PAPs) and land rates declared by concerned State Govt., mostly in accordance with the RFCTLARR Act 2013 and R&R is guided by Schedule I, II & III of RFCTLARR Act 2013. Grievance Redressal mechanism are being established in co-ordination with State Officials.</p> <p>NLCIL ATR: Separate Land Acquisition Department is in place in NLCIL and senior level executives in the level of Executive Director has been made in charge to acquire land. In case of Neyveli Mines, the Land acquisition has been done through District Administration. Separate Land Acquisition Department is in place in NLCIL coordinating through District Administration. Land Department consists of Planning Department, Land Acquisition Department, R&R Department, and</p>																																																			

		Compassionate Employment Department.
		SCCL ATR: SCCL has established a full-fledged estates department with qualified personnel in each administrative area and at corporate for acquisition of private/Govt. land and diversion of forest land
7.4.2	In this regard, the Hon'ble Minister desired that difficulties faced by land owners should be addressed properly and one Estate Officer should be engaged to assist in the land acquisition process	<p>CIL ATR: Grievances/difficulties faced by landowners are resolved through meetings held at the District Level and frequent bipartite and tripartite meetings with concerned persons. At area level senior officers have been authorized to work as Estate officers. The difficulties of the landowners are properly heard and resolved.</p> <p>SCCL ATR: SCCL has engaged Estate Officers in estates department at areas & corporate, to assist in the land acquisition process.</p> <p>NLCIL ATR: Taken care by Land Acquisition Department headed by Executives of the rank of Executive Director of NLCIL. Separate grievance redressal department is available for attending any type of difficulties by the land owners through proper coordination with District Administration, State Government.</p>
7.4.3	Shri R K Sharma suggested that proper steps should be taken for release of lands from unauthorized settlement colonies	<p>CIL ATR: Efforts are being made to remove encroachment over acquired land. Issues pertaining to the encroachment are being raised in different meetings with state officials. Further, in order to resolve issues of PAPs, Area Nodal Officers / APOs are functioning in close co-ordination with State Officers and local representatives.</p> <p>SCCL ATR: In SCCL there are no unauthorized settlements with in mining areas. However, some encroachments have taken place within the residential colony areas. Eviction of encroachments is being done.</p> <p>NLCIL ATR: District administration help is being taken to deal with unauthorised settlement. In case of Neyveli Mines, the Land acquisition is done through District Administration.</p>
7.4.4	Shri Narayan Rao Saratkar suggested that proper coordination with State Governments and MoEF&CC should be done to solve land acquisition and environment related problems.	<p>CIL ATR: Regular meetings are held with state authorities and concerned ministries to solve land acquisitions and environment related problems.</p> <p>NLCIL ATR: Proper co-ordination is being done with state government and MoEF&CC.</p>

		<p>SCCL ATR: SCCL strictly follows the guidelines and directions of the MoEF&CC in Environment and diversion of forest land. Further, separate General Managers for Environment and estates Department are appointed to coordinate with MoEF&CC and also there is a regular follow up by Senior Officers i.e. Director (P&P), Advisor (Forestry) & GM (CP&P). Also the area level DODs are regularly monitoring and coordinating with district and division level officials. SCCL is resolving all environmental related issues in coordination with MoEF&CC and TSPCB.</p>
7.5.1	<p>Issues related to Occupational Health and Safety & Training of employees:</p> <p>Shri Nathulal Pandey mentioned that contractual workers are now the backbone of the industry. He suggested that full-fledged IME should be done before employment of contractor employees and PME of eligible contractual workers should also be done accordingly. He further suggested that periodicity of PME should be reduced by DGMS to detect health issues in view of working in a comparatively polluted atmosphere.</p> <p>He also suggested that medical bills of contractual workers should be reimbursed and ensured their welfare. He also suggested that training & Re-training of contractual employees should also be done.</p>	<p>CIL ATR: IME of contractual employees are done before their employment and PME of contractual workers are done periodically who are already deployed. Vocational training (VT) is provided to all contractual employees before their deployment in mining job and Refresher VT is provided to contractual employees periodically, who are already deployed as per statute. Details of Medical Infrastructure and Organization is given in Table – 4.</p> <p>SCCL ATR: SCCL established 12 OHS centers and conducting full-fledged IME with all required investigations to contractual workmen on par with SCCL employees before employment. Further, SCCL is capturing the details of contractual workmen & maintaining database in Singareni Hospital Management System (SHMS) and extending medical treatment & PME in the company’s hospitals.</p> <p>As per Recommendations of the Tenth Conference on Safety, the periodicity of PME has been brought down to 21/2 years to the employees above 45 years of age. In SCCL, training & re-training of the contractual workmen is being imparted similar to and on par with SCCL employees.</p> <p>All the MVTC applications uploading employee details, training modules, training schedules, module and rule text and training certificates in form A & B are computerized in a Singareni “SintraWeb” application. The trainings for the contractors’ workmen is similar to and on par with the regular employees.</p> <p>NLCIL ATR: IME & PME are being conducted for all</p>

		<p>Contract Workers. PME is done once in 3 years. IME/PME Details (No of persons) for FY: 2023-2024</p> <table border="1" data-bbox="794 300 1230 472"> <thead> <tr> <th></th> <th>Persons</th> </tr> </thead> <tbody> <tr> <td>IME</td> <td>1674</td> </tr> <tr> <td>PME</td> <td>3202</td> </tr> <tr> <td>TOTAL</td> <td>4876</td> </tr> </tbody> </table> <p>They are also imparted statutory basic/refresher training in VTC and are paid for the training days also. Free medical treatment is provided to all contract workers in NLCIL hospital.</p>		Persons	IME	1674	PME	3202	TOTAL	4876
	Persons									
IME	1674									
PME	3202									
TOTAL	4876									
7.5.2	<p>Shri C J Joseph suggested that all coal companies should frame appropriate Policy for Occupational Health and Safety as per requirement of CMR-2017 and implement the same in mines. All coal companies should frame appropriate Policy for Training as per their training needs and the same should be implemented.</p>	<p>CIL ATR: In compliance requirement of requirement Coal Mine Regulation – 2017, Occupational Health and Safety Policy of CIL was framed and which was approved by CIL Board of Directors during its 448th meeting held on 04.01.2023. Copy of approved Occupational Health and Safety Policy of CIL is given in Annexure- A.</p> <p>NLCIL ATR: Safety and health policy of NLCIL is in place. Well-equipped GVTC exists for proper training as per MVTR 1966.</p> <p>Training Details for FY: 2023-24, No. of persons trained-</p> <p>Basic Initial Training – 360 Refresher training- 2424 Special training- 822 Other training- 225 Total- 5631</p>								

		<p>SCCL ATR: SCCL has a safety policy approved by its board. Now this policy is under revision as occupational Health & Safety policy.</p> <p>Policy for training in SCCL: Training is imparted in seven modules for surface worker, opencast worker, underground worker, change of job, special categories training of workmen for both opencast & underground methods. Training for contractual workmen is similar to regular employees of the organization. All the MVTC applications such as uploading of employee details, training schedules, module & rule text and training certificates in Form A & B have been digitized. Data capturing at source is being done in web application and certificates for all employees are generated in the web application online as per the employee attendance to different modules.</p>
7.5.3	<p>Shri Manas Mukherjee suggested that VTCs should be upgraded and advanced technology should be utilized for the purpose of imparting training.</p>	<p>CIL ATR: In subsidiaries of CIL, top-quality training are provided to employees to enhance safety awareness and operational skills through the use of modern tools such as training simulators, e-learning platforms, skill assessment tools, smart boards, and virtual reality. Efforts to upgrade and modernize Vocational Training Centres (VTCs) are ongoing, with appropriate steps being taken to ensure improved training and skill development.</p> <p>NLCIL ATR: VTC has been provided with state of the art simulator for imparting training to equipment operators of SME, Dozers, Backhoes and pipe layers. The simulator training was started in Feb 2020 and till date about 600 persons have been trained on simulator since inception at the rate of 4 man days per person.</p>

SCCL ATR: SCCL has established MVTCs in the administrative areas. These MVTCs are 10 in number equipped with smart class room, LCD projectors, Conference Halls, Line models related to method of working and technology.

In addition, two simulators have been established at Technical training institute (TTC) RG -I Area with six modules as follows.

Dumpers:

- i. 100 Ton dumper (KOMATSU)
- ii. 60 Ton BEML dumper

Shovels/Excavators:

- i. PC-2000 Excavator 12 CU.M of Komatsu
- ii. EX-1200 Excavator 5 CU.M of Tata Hitachi.
- iii. EX-2600 Excavator 15 CU.M of Tata Hitachi

Dozers

D-275 Dozer of Komastu for the latest equipment used by the HEMM/EP operators since, the inception (Feb12021). One Underground Mechanization Training Institute (UMTI) has been working for imparting training to all UG employees.

Two Safety Management Training Centres (SMTC) have been working to impart special training to all employees on SMP.

Nargundkar Institute of Management (NIM): State of art training centre for specialized training to officers with external & internal faculty. Every year training is arranged as per the predefined calendar year training programme to all executives on safety and management development system.

NIM First Aid Training Centre: A First Aid Training Centre recognized by DGMS has been established in NIM Premises, RG-II Area for imparting First Aid Training to the statutory personnel and persons appearing for statutory examinations.

<p>7.6.1</p>	<p>OC Mine Safety:</p> <p>Shri C J Joseph mentioned that production target of any mine is decided by CMPDI on the basis of mine capacity and HEMMs capacity. However, capacity of HEMMs is reduced substantially over a period of time; factors of reduction of HEMM capacity should be considered while fixing mine capacity. He mentioned that there is a concern of safety of fly ash dumping in running mines in view of scientific study and financial implications of non-compliance of notification on fly ash dumping in running mines. It was clarified by CIL that at present fly-ash is being dumped in closed/abandoned mines only.</p> <p>He further mentioned that geo-mining conditions of WCL are very difficult for mining; and suggested that to prevent any untoward incidents and to ensure safety, more vigil is required in mines.</p>	<p>CIL ATR: All relevant factors are taken into cognizance while fixing mine capacity including the capacity of HEMM being operated in OC mines.</p> <p>Gist of fly ash dumping in OC mines are as under:</p> <ul style="list-style-type: none"> • Mine voids in which Fly Ash filling is ongoing/completed: 14 nos. (MCL-06; SECL-06; NCL-01, ECL-01) • Mine voids where MoU is in process: 8 nos. (NCL-02, BCCL-01, ECL-02, WCL-NIL, SECL-03) • Mine voids identified for Fly ash filling: 12 nos. (SECL-NIL, WCL-0, CCL-02 (UG), CCL-01(OC), NCL-01, ECL-01(OC Mine), ECL-07(UG mine) <p>However, scientific study for dumping/mixing of fly ash with OB at running mines of NCL along with its viability and safety aspect of man and machinery was carried out by IIT BHU. The report showed that the factor of safety decreases during the monsoon season and hence dumping/mixing of fly ash with OB is not safe for running mines of NCL.</p> <p>In this regard, MoC has circulated SOP for identification of abandoned mine / void and the statutory responsibilities of Mine Owner / TPPs in case of fly filing in coal mine after completion of mining / coal extraction.</p> <p>Adequate steps are being taken by WCL to ensure safety in view of difficult geo-mining conditions.</p> <p>Details of fly ash dumping in OC mines are given in Table-5.</p> <p>SCCL ATR: In SCCL, the production target of OC Mines are fixed as per the CMPDIL norms. Fly ash is not being dumped in OC mines of SCCL.</p> <p>NLCIL ATR: All factors are considered while determining Mines capacity. Currently, Fly ash is not being dumped in NLCIL Mines. However, as per EC conditions of NTTTPP, Jharsuguda, a work order for conducting a study for fly ash dumping in mine voids is</p>
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		awarded to CMPDI and it is in progress.
7.6.2	<p>OC Mine Safety:</p> <p>Shri Narayan Rao Saratkar suggested that geo-monitoring radar should be procured for use in OC mines. He further suggested that speed governors should be fitted to prevent uncontrolled speed of tippers. Rear View Camera & Audio-Visual Alarm are also required to be fitted. He also suggested that adequate width, gradient, berm at haul road and illumination should be provided as per statute.</p> <p>He also suggested that more surface miner machines should be deployed in OC mines to promote blast free and eco-friendly mining. He pointed out that HEMMs are procured from different manufacturers and due to these reasons, there are problems in availability of spares in time</p>	<p>CIL ATR: Following steps are being taken for improvement safety standard in OC mines:</p> <ol style="list-style-type: none"> a. Eco-friendly Surface Miners for blast free extraction of coal and vertical ripper for extraction of OB and avoidance of associated risks. b. Dumpers fitted with Proximity Warning Devices, Rear view mirrors and camera, Audio-Visual Alarm (AVA), Automatic Fire Detection & Suppression System (AFDSS) etc. c. Ergonomically designed seats & AC Cabins for operators' comfort. d. Total Station, 3D laser Scanner & Slope Stability Radar for monitoring OB bench and OB Dump stability. e. GPS based Operator Independent Truck Dispatch System (OITDS) in large OCPs for tracking movement of HEMMs inside OC mine. An E-surveillance unit has been installed in mines for monitoring operations 24X7 in real time by using GPS/GPRS-based vehicle tracking, and geo-fencing system. f. Formulation and Implementation of Mine-specific Traffic Rules. g. Code of Practice for HEMM Operators, Maintenance staff & others. h. Sensitization training of Contractor's Workmen involved in contractual jobs. i. Imparting simulation training to Dumper, Dragline, Shovel and Dozer Operators to hone operational skills. <p>SCCL ATR:</p> <ol style="list-style-type: none"> i. Speed limiting devices (speed governors) are installed on all dumpers. ii. Rear view Camera & Audio Visual alarms and illumination are provided as per DGMS Circulars. iii. Rate contracts for supply of spare parts are existing with OEMs. <p>Hence, timely supply of spare parts is ensured.</p>

		<p>NLCIL ATR: Procurement of geo-monitoring radar is in process. Speed governors, rear view mirror and reverse Audio-Visual Alarm are fitted in tipper for safety.</p> <p>Details: AFDSS: 39-Nos Newly procured & fitted. Seat belt with reminder: 405 nos. supplied (Supplier: BEML). Fitted in HEMM. Rear View camera: 305 no. procured and fitted. Adequate width, gradient, berm at haul road and illumination are provided as per statute in all Mines.</p>
7.7.1	<p>UG Mine Safety:</p> <p>Shri Narayan Rao Saratkar suggested that an independent strata control cell may be formed for UG mines to ensure effectiveness. There are shortages of tele-monitoring systems, multi-gas detector, methano-meter, lux-meter, sensors, which should be provided and timely calibration should be done.</p>	<p>CIL ATR: Strata Control Cells have been established and are operational at both the headquarters and area levels with underground mines. Sufficient numbers of safety devices, including multi-gas detectors, methanometers, lux meters, and other essential safety equipment, are provided, and their timely calibration is ensured.</p> <p>SCCL ATR: Strata control cell (R&D) was established in 2001 and effectively associating with the mines. Real time continuous monitoring of gases by Installing tube bundle system at Adriyala LW Project, multi gas detectors with 6 sensors, Methanometers, lux-meters and other digital gas monitoring detectors are provided in various UG mines including calibration facility at the four rescue service points of SCCL.</p>

7.7.2	<p>Shri R K Sharma suggested that R&D (S&T) Projects should be taken up to extract the locked coal in developed pillars at UG mines.</p>	<p>CIL ATR: Keeping in view of the long-term sustainability of Underground mines, following two R&D projects have been taken up, which will help CIL to extract the locked coal in developed pillars at UG mines.</p> <p>1. Project titled “Development of suitable fly ash paste and mining methodologies in tandem with paste backfill for underground coal mines” is under implementation by ECL and CIMFR, Dhanbad at one UG mine of ECL. Since September 2022.</p> <p>This will help in extracting good quality coal, which are locked up due to absence of appropriate methodologies and limited availability of sand for stowing. Abundantly available fly ash will be used as an alternative of sand after success of this project.</p> <p>2. R&D project titled “Assessment of safe parting thickness and optimal goaf edge support requirement for extraction of pillars under soft cove’ has been approved and is under implementation is under implementation by IIT, BHU Varanasi in association with ECL, CCL and SECL since January 2023.</p> <p>Earlier study reveals that huge reserves of coal are locked in the developed pillars without a techno-economically effective method of depillaring due to a large number of site-specific constraints.</p> <p>Prime aim of this project is to study the influence of softcover on the caving behaviour of strata in a depillaring working and to develop an approach for delineation of the safe thickness of the parting strata, and assessment of the goaf edge support requirement for a safer depillaring in Indian geo-mining conditions.</p> <p>The project outcome may help the mines operators in taking an informed decision for safe extraction of locked pillars under the soft cover of open-pit workings of the upper coal seams.</p> <p>3. R&D project titled “Highwall Mining Feasibility Assessment and Layout Design” has been approved and is under implementation by Underground Mining Division (UMD), CMPDI (HQ), Ranchi in association with Commonwealth Scientific and Industrial Research Organisation (CISRO), Australia & CIL (HQ), kolkata since July 2022</p>
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		<p>Prime aim of this project are to evaluate and select sites suitable for highwall mining operations in Coal India. Through Highwall mining coal reserve locked in highwall side may be extracted with safety. Surface topography will remain intact during Highwall Mining (HMM), as such, in environmental point of view, it is very much environment friendly. In addition to this, no extra land will be required during project execution.</p> <p>4. R&D project titled “Design of Geotechnical structures for extraction of coal seam at higher depth using Continuous Miner” has been approved in last meeting of the apex Committee held on 24.05.2024. This project is being implemented by, NIT, Rourkela in association with Underground Mining Division, RI-V, CMPDI, Bilaspur; SCCL and SECL.</p> <p>Prime aim of this project is to develop design norms for different geotechnical structures involved during Continuous Miner (CM) based coal extraction at depth range of 200-600 m depth.</p> <p>CMPDI is continuously pursuing with different research institutes/organization to submit more research project proposals for techno-economic extraction of locked coal in developed pillars at U/G mines with due consideration of safety.</p> <p>Details of R&D Projects of CIL is given in Table-6 & 6A.</p> <p>SCCL ATR: Due to adverse geo-mining conditions underground mining is discontinued in some mines and the remnant reserves locked up in the developed pillars of the UG mines (viz, KK-2, MK-4, IK-1, SRP 2&2A, KTK-8&8A, KTK-2, GDK-5, GDK-6,7,8&8A, GDK-9,10&10A, PK-2 Inclines etc.) are day lighted and are being extracted by opencast method of mining. Continuous miners are also introduced for liquidation of developed pillars in No. 3 seam at VKP mine & GDK 11 Inc. Recently, scientific study for extraction of No. 3 seam top section over stowed goaf at GDK 2 & 2A incline also arranged.</p>
7.8 .1	<p>Statutory manpower: Shri Manas Mukherjee mentioned that there is shortage of statutory manpower in BCCL and this needs to be filled up.</p>	<p>CIL ATR: Details Statutory manpower and steps taken to fill up shortages are given in Table-7 & 8.</p>

7.8.2

Shri S. Gabale mentioned that there are shortages of statutory mine officials such as verman, Mining Sirdar, Electrical Supervisor and Surveyor, which needs to be filled up

CIL ATR: Details Statutory manpower and steps taken to fill up shortages are given in **Table-7 & 8.**

NLCIL ATR: Recruitment is done in phases as soon as the vacancy is created.

In FY: 2023-2024,
First phase- 46 Overman and 90 Mining Sirdars were recruited for Neyveli Mines.

14 Mining Sirdars were recruited for Barsingsar Mine.

Also recruitment of Mining Surveyors is under progress.

Assistant Managers (2nd class and 1st class holders) are also being recruited through Lateral Entry Mode.

SCCL ATR: In SCCL, the details of statutory manpower is given below –

MINING SUPERVISORY STAFF:-

Category	Requirement (2024-25)	MOR as on 30.11.24	Variance (+/-)
Overman	923	754	-169
Mining Sirdar	351	259	-92
Shotfirer	651	869*	218
MS + SF Total	1002	1128	126
Total	1925	1882	43

There is a net shortage of 43 mining supervisory staff.

- Notification issued for recruitment of 100 – SF (Sirdar certificate holders).
- Recruitment of 100–JMET(MS/SF) through External source exam conducted on 07.08.2024. POAs yet to be issued.

E&M SUPERVISORS:-

Category	Proposed (2024-25)	MOR as on 30.11.24	Variance (+/-)
Electrical Supervisors	335	292 \$	-43
Mechanical Supervisor	342	333	-9

Electrical Supervisors:

- \$ 292 is including 21 AFM (Electrical) trainees, who

		<p>have to acquire electrical supervisory certificate. All the 21 AFM(Electrical) have completed two years of experience in UG mines to acquire mines installation certificate.</p> <p>➤ Notifications are released for recruitment of 25 AFM (Ele) diploma holders through Internal source and 24 AFM (Ele) diploma holders through external source exam conducted on 07.08.2024.</p> <p><u>Mechanical Supervisors:</u> Approval was accorded for selection of 20-Chargehand (Mech) through internal source to post them in Mines.</p> <p>Exam was conducted on 07.08.2024 for recruitment of 09-AFM (Mech) diploma holders through External source.</p>												
7.8.3	<p>Shri Narayan Rao Saratkar mentioned that there are shortage of Overman, Mining Sirdar, 2nd class Mine Manager, Electrical Supervisor, Mechanical Foreman and Engineer, which needs to be filled up. He suggested that all restricted mine competency certificate holders as per Regulation should be made unrestricted keeping in view that in future OC mines would be closed. He also suggested to fill up the vacant posts of doctors, nursing staff and pharmacists</p>	<p>CIL ATR: Details of Statutory manpower and steps taken to fill up shortages are given in Table-7 & 8.</p> <p>SCCL ATR: 53 AFM (Mech) and 20 Overmen have been appointed internally. Further, 29 MGTs have been appointed internal.</p> <p>Medical: Doctors:- The vacancies of 30 specialist doctors are being filled through walk in interviews on contract basis similarly, 28 GDMOs will be recruited through external mode to fill the vacancies on contract basis for a period of one year.</p> <p>Recruitment of 30- General Duty Medical Officers through External source exam conducted on 20.07.2024.</p> <p>Recruitment of Lab Technician- 29; X-Ray Technician-12; Junior Staff Nurse-126; Physiotherapist-04; Pharmacist-38; Dietician-04; Ward Assistant-45 and Ayah-110 through internal and external source is under process.</p> <p><u>MINING EXECUTIVES:-</u></p> <table border="1" data-bbox="727 1765 1241 1998"> <thead> <tr> <th>Category</th> <th>Requirement (2024-25)</th> <th>MOR as on 30.11.24</th> <th>Variance (+/-)</th> </tr> </thead> <tbody> <tr> <td>Mining Executives (1st Class)</td> <td>465</td> <td>394</td> <td>-71</td> </tr> <tr> <td>Mining Executives (2nd Class)</td> <td>502</td> <td>380</td> <td>-122</td> </tr> </tbody> </table>	Category	Requirement (2024-25)	MOR as on 30.11.24	Variance (+/-)	Mining Executives (1 st Class)	465	394	-71	Mining Executives (2 nd Class)	502	380	-122
Category	Requirement (2024-25)	MOR as on 30.11.24	Variance (+/-)											
Mining Executives (1 st Class)	465	394	-71											
Mining Executives (2 nd Class)	502	380	-122											

Mining Executive (1 st & 2 nd Class) Total	967	774	-193
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E&M SUPERVISORS:-

Category	Requirement (2024-25)	MOR as on 30.11.24	Variance (+/-)
Electrical Supervisors	335	292	-43
Mechanical Supervisor	342	333	-9

MEDICAL EXECUTIVES :-

Category	Requirement (2024-25)	MOR as on 30.11.24	Variance (+/-)
Specialist Doctors	117	67	-40
General Duty Medical officer	166	104	-60

NLCIL ATR: Recruitment is done in phases as soon as the vacancy is created.

In FY: 2023-2024,
First phase- 46 Overman and 90 Mining Sirdars were recruited for Neyveli Mines.

14 Mining Sirdars were recruited for Barsingsar Mine.

Also recruitment of Mining Surveyors is under progress.

Assistant Managers (2nd class and 1st class holders) are also being recruited through Lateral Entry Mode.

7.9.1-
7.9.4

Illegal coal mining issues:
Shri Manas Mukherjee mentioned that the illegal mining issues at ECL & BCCL should be reviewed appropriately because there are instances of CBI investigations regarding such matters in these companies.
Shri S. Gabale mentioned that some officers of ECL are harassed by local Police for illegal mining cases

ECL:
Steps taken for prevention of illegal mining by ECL are given below.
1) Dozing & filling of illegal mining sites with the assistance of local police & CISF.
2) Deployment of Security guards
3) Signboards displayed near prohibited / danger area.

BCCL:
No. of FIRs lodged against illegal mining in 2022 – 96 nos.
No. of FIRs lodged against illegal mining in 2023 – 115

<p>Chairman, CIL informed that any arrest / FIR in this case was made by the Central Govt. Investigating agency after due enquiry process.</p> <p>Shri R K Sharma suggested that security of mines should be strengthened further to prevent pilferage of coal from mines and illegal mining activities.</p>	<p>nos.</p> <p>No. of FIRs lodged against illegal mining in 2024 till date – 54 nos.</p> <p>No. of illegal mines opening closed in 2022- 232 no.</p> <p>No. of illegal mines opening closed in 2023 – 256 nos.</p> <p>No. of illegal mines closed in 2024 till date – 135 nos.</p> <p>Steps taken by BCCL to prevent pilferage of coal & Illegal Mining are:</p> <ol style="list-style-type: none"> 1. For the prevention of illegal mining, meetings are conducted frequently by the district administration with local police and concerned Area General Managers/Project officers/Area Security officers and if there is any illegal mining activity being carried out then the same is immediately dozed off. 2. Regular patrolling/raids are being conducted by CISF/security personnel in areas with the help of local police. 3. 764 GPS have been fitted on internal coal carrying vehicle. 4. 608 Nos. CCTV Cameras have been installed at vital locations of mines like weighbridges, mine entry/exit barriers, sidings, and coal heap/stocks. 5. 62 Nos. RFID based boom barriers have been installed at mine entry/exit barriers and sidings to allow only authorized vehicles inside mines. 6. Ministry of Coal has launched an app “Khanan Prahari” by which any citizen of the country can report case of illegal mining activity to management. If illegal mining activity is taking place in the leasehold area of BCCL, the BCCL Management takes necessary steps to close such illegal mine. If illegal mining activity is taking place outside the leasehold area of BCCL, the BCCL Management informs the State Authorities to take necessary steps to stop the illegal mining activity. 7. 24x7 surveillance is being done by the security patrol team to check illegal mining. 8. Wherever illegal mining within leasehold area is spotted during surprise inspections/information, if any; the same were dozed off by JCB/Wheel dozers
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		<p>frequently by the task force consisting of BCCL Security /CISF and with the help of Local Police.</p> <p>9. Drones are utilized for security surveillance during the day and night. 100 High Mast Tower Lights for proper lighting & illumination have been installed at different places in working areas.</p> <p>CCL: CCL Management & Jharkhand Govt. have been taking the following steps to curb illegal mining & coal theft:-</p> <ol style="list-style-type: none"> 1. The Secretary, Ministry of Home, Govt. of Jharkhand vide his letter no. 6/Nigarani/7-701/2003/6087 Ranchi dated 04 August 2004, has constituted Anusharwan Committee and Task Force, both at State Headquarters level and Division level, the meeting is held as & when convenient to District Authority. 2. Ministry of Coal has launched an app “Khanan Prahari” by which any citizen of the country can report case of illegal mining activity to management. If illegal mining activity is taking place in the leasehold area of CCL, the CCL Management takes necessary steps to close such illegal mine. If illegal mining activity is taking place outside the leasehold area of CCL, the CCL Management informs the State Authorities to take necessary steps to stop the illegal mining activity. 3. For the prevention of illegal mining, meetings are conducted frequently by the district administration with local police and concerned Area General Managers/Project officers/Area Security officers and if there is any illegal mining activity being carried out then the same is immediately dozed off. 4. RFID, GPS, CCTV Camera and Electronic operated Boom barrier have already been installed /are being installed in command areas of CCL for monitoring and for prevention of illegal mining & pilferage of coal with the mine area. 5. 24x7 surveillance is being done by the security patrol team to check illegal mining. 6. Wherever illegal mining within leasehold area is spotted during surprise inspections/information, if any; the same were dozed off by JCB/Wheel dozers frequently by the task force consisting of CCL Security /CISF/SISF/JHGs with the help of Local Police.
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		<p>7. To stop illegal mining RCC walls have been erected at the mouth of abandoned mines by CCL.</p> <p>NCL: No illegal mining is done at NCL. However, adequate security arrangements with CCTV cameras and RFID Boom Barriers at all exits/entry points to mines have been installed.</p> <p>WCL: WCL has taken a slew of Measures to prevent the pilferage of Coal in its Coal Mines which include commissioning of a State of Art Integrated Command & Control Centre (ICCC) at WCL HQs Nagpur. The various Coal Mining Areas are equipped with sophisticated equipment's e.g. CCTV Cameras, RFID Card readers, Vehicle Tracking Systems, Automatic Boom Barriers, Digital Weigh Bridges and GPS based monitoring to prevent pilferage of Coal from mines. There is no illegal Mining in WCL.</p> <p>SECL:</p> <ol style="list-style-type: none"> 1. Besides 697 departmental security personnel, SECL has engaged 1450 Nos. CISF, 600 Nos. SISF of MP State and one Batallion (1007 Nos.) Tripura State Rifles to prevent pilferage of coal and illegal mining activities. 2. Close liaison is maintained with state officials & police and regular meetings are held at Area and Corporate level. 3. All entries/exit points have barriers/check posts which are guarded round the clock by security personnel. Wherever alternate route exists, obstacles are in place to prevent movement of vehicles. 4. Regular patrolling/raids are being conducted by security personnel in areas with the help of local police. 5. In addition to the above, CIL has launched Coal Mine Surveillance and Management System (CMSMS) and the mobile application "Khanan Prahri" to monitor unauthorized activities. 6. Drones are utilized for security surveillance during the day and night. 7. Various IT related initiatives have been taken to check black marketing of coal: 8. 1324 GPS have been fitted on internal coal carrying vehicle. 1307 Nos. CCTV Cameras have been installed at vital locations of mines like weighbridges, mine entry/exit barriers, sidings, and coal heap/stocks.
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		<p>9. 137 Nos. RFID based boom barriers have been installed at mine entry/exit barriers and sidings to allow only authorized vehicles inside mines.</p> <p>MCL: RFID based boom barriers (114 nos.), GPS (3195 nos.) and CCTV Camera (3036 nos.) have been installed for monitoring and for prevention of illegal mining & pilferage of coal within the mine area. Security of mines is strengthened to prevent pilferage of coal from mines and illegal mining activities.</p> <p>NLCIL ATR: CISF is deployed in Neyveli and BLMP Mines to take care of security of men and material. In case of Talabira mines, OISF is deployed to take care of security of men and material. Besides this, RFID Barrier, CCTV, Geo-fencing has been provided at NLCIL Mines.</p>
7.10.1	<p>Seminar/ Conference/issues related to meeting on safety: Shri Nathulal Pandey said that Trade Union representatives should also be invited in the safety seminars which are organised by DGMS.</p>	<p>CIL ATR: Safety Committee members & Workmen Inspectors are nominated to participate in different Safety Seminars / workshop / training programme organized by subsidiaries of CIL at various levels.</p> <p>SCCL ATR: Trade Union Representatives are taking part in Tripartite Safety Review Meetings at area and company level.</p>
7.10.2	<p>Shri C J Joseph suggested that implementation of the points of the National Safety Conference should be considered in the meetings. He further suggested that a roadmap should be prepared for strengthening the functioning of Safety Committee and Workman Inspectors.</p>	<p>CIL ATR: Recommendations of various National Safety Conference are being complied. The implementation status thereof are deliberated during Company level Safety meetings.</p> <p>For strengthening the functions of Safety Committee & Workmen Inspectors, Roadmap issued by ED (S&R), CIL is being implemented. Senior officials of the areas and the concerned nodal officer from ISO also participate in the meeting of the Safety Committee of the mine.</p> <p>SCCL ATR: Review on HIRA for effective implementation of SMP under Reg. 104 of CMR 2017 by Safety committee and workmen inspectors at regular intervals is made mandatory. Importance of National Safety Conferences is appraised to all concerned.</p> <p>NLCIL ATR: Recommendations of the 12th National Conference on Safety in Mines is being considered in Safety Committee Meeting and action taken for implementation.</p>

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7.10.3	Shri Manas Mukherjee said that subsidiary level Bi-partite meeting of ECL should be held and members from all trade	CIL ATR: Safety Committee Members who are nominated from recognized trade unions are regularly invited to participate in mine and Area level safety meetings to discuss the safety issue of the mines.												

	<p>unions should be allowed to participate in safety meetings at mine and area level irrespective of their recognition and strength. He suggested that an intermediate meeting should be held as follow up of the last meeting of the Standing Committee.</p>	<p>SCCL ATR: Area level Tripartite safety review meetings with recognized Trade union representatives was held on 25.07.23 for KGM Area, 26.07.23 for YLD Area 12.09.23 for MM Area and 13.09.23 for RG II Area.</p> <p>Company level Tripartite Safety Review Meeting was held on 19.07.2024 with recognized Trade union representatives, DGMS Officials and SCCL officers.</p> <p>However, SCCL Management has conducted Safety meetings on 29.11.2021 & 30.08.2022 with all trade unions inviting their suggestions on safety.</p> <p>Region wise meetings with all Trade union representatives was held on 22.11.2022 for BPA region, 23.11.2022 for RG region 26.11.2022 for KGM region focusing on role of Implementers & Monitors in implementation of SMP.</p> <p>NLCIL ATR: Bi-partite meeting involving management and trade union members are held in each Mine every year as per schedule and the recommendations are complied.</p>				
7.10.4	<p>Shri Narayan Rao Saratkar suggested that the safety committee should also discuss recommendations of national safety conference, standing committee on safety in coal mines and tripartite safety conferences (TSC).</p>	<p>CIL ATR: Recommendations of various National Safety Conference are being complied. The implementation status thereof are deliberated during Company level Safety meetings.</p> <p>NLCIL ATR: Safety committee of each mine discuss recommendations of national safety conference, standing committee on safety in coal mines and tripartite safety conferences.</p> <p>Recommendations of the 12th National Conference on Safety in Mines is being considered in Safety Committee Meeting and action taken for implementation.</p> <p>Major Recommendations:</p> <table border="1" data-bbox="794 1624 1385 1928"> <thead> <tr> <th data-bbox="794 1624 979 1664">Points</th> <th data-bbox="979 1624 1385 1664">Compliance</th> </tr> </thead> <tbody> <tr> <td data-bbox="794 1664 979 1928">Electrical Safety</td> <td data-bbox="979 1664 1385 1928"> <ul style="list-style-type: none"> • LOTO System followed • SOPS Formulated and proper training imparted regarding SOPS. • Adequate Competent Electrical Personnel ensured. </td> </tr> </tbody> </table>	Points	Compliance	Electrical Safety	<ul style="list-style-type: none"> • LOTO System followed • SOPS Formulated and proper training imparted regarding SOPS. • Adequate Competent Electrical Personnel ensured.
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		<p>SCCL ATR: Pit Safety Committee at Mines and departments discusses the recommendations of National Safety Conferences, Standing Committee on Safety in Coal Mines and Tripartite Safety conferences.</p>		
7.11.1	<p>Other Miscellaneous Issues Shri Manas Mukherjee suggested that appropriate steps should be taken to mitigate dust related problems. Apart from reduction in fatal and serious accidents, other safety initiatives should also be taken to improve ground reality in respect of mine safety.</p> <p>Mine Rescue Rules (MRR) — 1985 should be amended suitably to accommodate rescue and recovery operations of opencast mines.</p>	<p>SCCL ATR: Water spraying arrangements are provided at all OCPs, CHPs and other areas where dust related problems are existing. To mitigate dust related problems in mines, greenery is being developed on the spoil dumps and in the vacant lands of the mines in addition to provision of water spraying arrangements.</p> <p>NLCIL ATR: MRR amendment not under purview of NLCIL.</p> <p>Appropriate steps are taken for mitigation of dust problems by water sprinkling during lignite cutting operation. Sufficient number of water sprinklers have been deployed in mines. CAAQMS have been established. Workers are provided with dust masks. Apart from compliance of CMR, regular safety sensitization is conducted based on learnings from past incidents.</p>		
7.11.2	<p>Shri S. Gabale suggested that all mine managers are empowered by statute, but adequate empowerment from Management side should also be done.</p>	<p>SCCL ATR: Empowerment of mine managers is done by the SCCL management.</p> <p>CIL ATR: Empowerment of mine managers is being done by the CIL management.</p> <p>NLCIL ATR: Mines managers are unit head of NLCIL Mines in the level of GM and above and are adequately empowered by the management.</p>		
7.11.3	<p>Shri R K Sharma suggested that as per recommendations</p>	<p>SCCL ATR: For posting of Mine Managers experience and seniority are being considered.</p>		

	of Rajmahal Court of Inquiry, Mine Managers should be from sufficiently senior level officers having adequate authorities to fulfil the statutory requirements of the Act.	NLCIL ATR: In NLCIL mines, Mine managers are General manager and above level and are adequately empowered by the management.
7.11.4	Shri Narayan Rao Saratkar suggested that the safety budget should be utilized only for safety.	NLCIL ATR: Safety budget is utilised in a proper way. SCCL ATR: SCCL is utilizing the safety budge identified for the year to promote safety culture in all the mines by way of conducting safety lectures by eminent persons, by DGMS officials and through continuous interaction with officers, supervisors and workmen by VTC personnel etc. Further the Safety budget is used to procure required safety material also.
8.1	Director General, DGMS: DG mentioned that Country is in the transition phase in respect of contractual work and concrete regulations for safety in respect of contractual patch are yet to be framed. He requested all stakeholders to work in unison for improvement of safety of contractual workmen in coal mines.	CIL ATR: Safety Management Plan based on risk assessment of all mining activities of contractor's work have been prepared and implemented. Safety Drives / Campaigns are regularly organized in mines to sensitize the contractual workmen towards awareness on Safety. NLCIL ATR: Being complied.
8.2	Seminar/Workshop: DG, DGMS agreed with the suggestion of TU members for organising a tripartite workshop/seminar.	
8.3	IME & PME: DG suggested that adequate infrastructure should be provided and Management, DGMS and TUs should work in unison to make IME & PME more effective.	CIL ATR: Adequate infrastructures have been developed for conducting IME & PME as per statute of departmental as well as Contractual employees. SCCL ATR: SCCL has 12 OHS centers with all facilities for conducting all medical examinations to IME/PME attending employees. NLCIL ATR: Adequate infrastructure is available for conducting IME & PME.

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8.4	<p>Recommendations of the National Safety Conference: DG informed that recommendations of the National Safety Conference are for future safety issues in mines. He suggested that recommendations of the National Safety Conference should be discussed for implementation strategy.</p>	<p>CIL ATR: Recommendations of various National Safety Conference are being complied. The implementation status thereof are deliberated during Company level Safety meetings.</p> <p>NLCIL ATR: Recommendation of National Safety Conference is being followed.</p> <p>Major Recommendations:</p> <table border="1" data-bbox="794 790 1385 1980"> <thead> <tr> <th>Points</th> <th>Compliance</th> </tr> </thead> <tbody> <tr> <td>Electrical Safety</td> <td> <ul style="list-style-type: none"> • LOTO System followed • SOPS Formulated and proper training imparted regarding SOPS. • Adequate Competent Electrical Personnel ensured. </td> </tr> <tr> <td>Role of IT</td> <td> <ul style="list-style-type: none"> • Biometric attendance system followed (face reading system) • IME & PME Details maintained in digitalized format. <p>All technical details of machineries available in customized digital platform.</p> </td> </tr> <tr> <td>Dust control measures</td> <td>30 Water sprinklers and 3 Fog cannons are being deployed in NLCIL Mines to suppress dust.</td> </tr> <tr> <td>Disaster preventions</td> <td> <ul style="list-style-type: none"> • SMP formulated and implemented. As per DGMS Circular No. 3 of 2019 and it is being reviewed periodically. • Regular Inspections, recording of near misses are in place. • All the accident analysis data are made available </td> </tr> </tbody> </table>	Points	Compliance	Electrical Safety	<ul style="list-style-type: none"> • LOTO System followed • SOPS Formulated and proper training imparted regarding SOPS. • Adequate Competent Electrical Personnel ensured. 	Role of IT	<ul style="list-style-type: none"> • Biometric attendance system followed (face reading system) • IME & PME Details maintained in digitalized format. <p>All technical details of machineries available in customized digital platform.</p>	Dust control measures	30 Water sprinklers and 3 Fog cannons are being deployed in NLCIL Mines to suppress dust.	Disaster preventions	<ul style="list-style-type: none"> • SMP formulated and implemented. As per DGMS Circular No. 3 of 2019 and it is being reviewed periodically. • Regular Inspections, recording of near misses are in place. • All the accident analysis data are made available
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8.5	<p>Safety related to WCL mines: DG informed that inspectors of DGMS have increased their inspections in WCL mines keeping in view enhanced activities due to extra production from WCL mines. He suggested that strict vigilance on safety is required from all stakeholders.</p>	<p>CIL ATR: The violations and suggestions pointed out during the inspection of mines by DGMS are taken seriously and complied in time as far as practicable to enhance Safety. Apart from DGMS inspections, nos. of Safety Drives on different subjects have been conducted in the mines of WCL to sensitize the workmen towards Safety.</p>	<p>NLCIL ATR: Strict vigilance or safety in being practiced.</p>		
8.6	<p>Dust Suppression in mines: DG suggested that an Expert Committee may be constituted in this regard.</p>	<p>CIL ATR: National Dust Prevention Committee (NDPC) was established with objectives to formulate guidelines for research projects on dust issues, overseeing and monitoring the effectiveness of dust prevention measures and reviewing proposals for rules, regulations, byelaws, and standing orders related to dust prevention and control in coal mines. Expert from scientific agencies such as CIMFR and IIT-ISM are also invited in the meeting of NDPC.</p>	<p>Further, based on the recommendations of 21st NDPC, a</p>		

		<p>sub-committee has been constituted for technological solution of dust control measures.</p> <p>Details of dust suppression system is given in Table- 9.</p>
8.7	<p>Issue related to Fly ash dumping in OC mines: DG mentioned that DGMS has no objection in fly ash dumping at abandoned OC mines. He suggested that if fly ash is proposed to be dumped at discontinued or disused OC mines, then the said mines should be first abandoned as per provision of the relevant statute.</p>	<p>CIL ATR: In this regard, MoC has circulated SOP for identification of abandoned mine / void and the statutory responsibilities of Mine Owner / TPPs in case of fly filing in coal mine after completion of mining / coal extraction.</p> <p>Details of fly-ash dumping is already given in Table – 5</p> <p>NLCIL ATR: Currently, Fly ash is not being dumped in NLCIL Mines. However, as per EC conditions of NTTTP, Jharsuguda, a work order for conducting a study for fly ash dumping in mine voids is awarded to CMPDI and it is in progress.</p> <p>SCCL ATR: Presently, Fly ash is not being dumped in SCCL mines.</p>
9.1	<p>Chairman, CIL Occupational Health Safety: Chairman informed that mine accident and corresponding injuries have been reduced. He informed that 25 remote operated digital dispensaries would be in operation shortly, it will benefit the employees nearby and also provide advanced lifesaving ambulances for improving occupational health services in CIL.</p>	<p>CIL ATR: Present status of 25 remote operated digital dispensaries of subsidiaries of CIL are given in Table -10.</p> <p>NLCIL ATR: NLCIL has three fully equipped Advance Life Support ambulances and one Basic Life Support ambulance to shift any injured person for higher treatment. In addition, every NLCIL mines unit is having one BLS ambulance.</p> <p>In case of Talabira mines, one BLS Ambulance is present And in case of BLMP, one BLS Ambulance is present.</p> <p>Ambulance is provided with all necessary statutory facilities and shift wise operated by three operators accordingly in three shift.</p>

9.2	<p>Safety Committee functioning and awareness drive: He informed that as of now, total 112 Video Clip / Animation Film on mine accidents, Safety Procedures and Do's & Don'ts on mine safety have been prepared and shared amongst 2-3 lakhs employees including contractor workers.</p>	<p>CIL ATR: Video Clips / Animation Films on various Mine Safety Procedures, Dos & Don'ts related to operation and Accident Analysis are being prepared for mutually sharing amongst all employees. These video clips or Animation films are being used widely during training programmes organized at different VTCs and other establishments also. This endeavour is expected to enhance safety awareness amongst all employees and to develop the best safety cultures at grass root level.</p> <p>NLCIL ATR: Safety video clips has been prepared by each Mine and it is displayed in pick-up vans and at work places.</p>
9.3	<p>Up gradation Training centres: He informed that CIL is in process of developing 14 Safety Excellence Centres for imparting the best quality training to its employees for enhancing safety awareness level and operating skill. All modern gadgets of training like simulators, e- learning, skill assessment, Smart Board, Virtual Reality will be provided in the said training centres.</p>	<p>CIL ATR: For imparting training and skill development, processes for up gradation and modernization of Vocational Training Centres are continuing. Each subsidiary has identified two VTCs for up gradation and modernization. All modern gadgets of training like simulators, e-learning, skill assessment, Smart Board, Virtual Reality are proposed in the training centre.</p> <p>NLCIL ATR: In NLCIL GVTC, all modern gadgets of training like simulators, e-learning, skill assessment, smart boards & virtual reality are provided.</p>
9.4	<p>Gratuity payment of retired employee: He advised all CMDs to take appropriate steps to avoid delay in payment of gratuity unless punitive issues are involved</p>	<p>CIL ATR: All efforts are made to settle the gratuity payment at the earliest in CIL and its subsidiaries as per extant of company's rule.</p> <p>NLCIL ATR: Gratuity payment Is paid on date of superannuation.</p>
10.1	<p>Secretary, Coal: Suggestions and actions on suggestions: He expressed his satisfaction on the valuable suggestions put forward by members and he said that appropriate steps would be taken by coal companies to implement the suggestions.</p>	<p>CIL ATR: Appropriate steps are taken to implement on the valuable suggestions put forward by members.</p>

10.2	<p>Land Acquisition Issues: He desired that proper rehabilitation package / compensation should be paid to the land owners in time and relevant processes should be simplified to ease acquisition. He also desired that necessary assistance may be extended to land owners to transfer their lands smoothly.</p>	<p>CIL ATR: Subsidiaries of CIL mostly acquire land under CBA (A&D) Act 1957. The acquisition process is done as per the provisions of the Act. Apropos promulgation of RFCTLARR (Removal of Difficulties) Order 2015, the compensation against land and R&R is guided by Schedule I, II & III of RFCTLARR Act 2013.</p> <p>Further, subsidiaries of CIL have been empowered to extend benefits beyond the provisions of Schedule II of RFCTLARR Act 2013, based on local conditions and financial prudence. Timely compensation are being paid to the land owners as per norms.</p> <p>NLCIL ATR: NLCIL land compensation and R&R package is one of best in the industry with strict compliance to relevant acts and rules. Apart from land compensation, there is provision for employment and also proper house is provided in R&R colony. State wise R&R policy is being followed thoroughly.</p> <p>SCCL ATR: As per the LA RR Act, the RDO is a land acquisition officer. LA and implementation of R&R is being attended by the RDOs/LAOs. The estates officers of SCCL are following up with revenue authorities for payment of compensation and implementation of R&R for the effected families wherever required.</p>
10.3	<p>Contractor Workers related Issues: He desired that all social & health benefits should be paid to all contractual employees and departmental employees as per established norms. He further said that HPC wages should be provided to all contractual employees</p>	<p>CIL ATR: Social & Health benefits are extended to contractual employees also and HPC wages for contractual employees are provided and rate of wages enhanced at regular intervals.</p> <p>Workshops have been organized in CCL involving OEMs like GMMCO, BEML at CETI, Barkakana for HEMM maintenance and repairing.</p> <p>SCCL ATR: In SCCL the eligible/ applicable social and health benefits are being paid to the regular employees.</p> <p>MoU has been made with banks(SBI/UBI/Canara banks) to pay 1 Crore rupees to all salaried employees of SCCL as Compensation for accidental insurance coverage and Rs. 20 lakhs for contractual workers(MoU with HDFC Bank) as Compensation for accidental insurance coverage.</p> <p>SCCL is capturing the details of contractual workmen & maintaining database in Singareni Hospital Management System (SHMS) and extending medical treatment. The contractual workmen are being deployed for not more</p>

		<p>than 8 hours as per applicable Act and they are being paid wages not less than the minimum wages that are notified in the Circulars being issued from time to time by the Central Govt.</p> <p>NLCIL ATR: Contract workers are provided social and health benefits free of cost. They are paid wages as per statute and applicable laws.</p> <p>In talabira II & III OCP-coal mine, HPC Wages are paid to the workmen by MDO.</p> <p>Maintenance works of equipment are carried out in a scheduled manner. Mainly 3 types of maintenance works are done: Preventive Maintenance Predictive Maintenance Overhaul</p>
10.4	<p>Maintenance and repairing of machinery: He desired that appropriate steps should be taken in this regard.</p>	<p>CIL ATR: Appropriate steps are being taken for maintenance and repairing of machineries.</p> <p>SCCL ATR: Daily Maintenance and scheduled maintenance of the UG Production Machinery like Long wall, Continuous Miners, Bolter Miners LHDs and SDLs are being carried out as per the recommendations of the OEM.</p> <p>Repairing of the above machinery is being done as per the SOPs and Code of practice given by the Mine management respective to the repairing of the sub-assemblies of the Equipment.</p> <p>All machine schedule/daily/ preventive maintenance are being carried out as per the guide lines of OEM and repairing of machinery also carried out with replacement of new parts as per the requirement. Corporate and inter area committees are formulated to carry out the audits for maintenance activities.</p>
10.5	<p>Balancing outsourcing and departmental operation: He said that the matter would be discussed and appropriate steps would be taken in this regard</p>	<p>CIL ATR: Already given in ATR of para no. 7.1.1.</p> <p>SCCL ATR: In SCCL, about 11 % of OB excavation & about 51 % of Coal extraction is done by departmental operations during 2023-24. However, to make the projects economically viable, OB removal, Coal extraction and maintenance & repairs are being</p>

		outsourced by SCCL.
		NLCIL ATR: Proper balancing between outsourcing and departmental operation is maintained at NLCIL.
10.6	Function of CMPFO: He said that the appropriate steps have been taken to improve functioning of CMPFO and to regularise payment of CMPF and pension	CIL ATR: Already given in ATR of para no. 7.2.2
10.7	Payment of gratuity and other retirement benefits on the date of retirement: He desired that coal companies should take necessary steps so that retired employees get gratuity and all other retirement benefits on the date of retirement	<p>CIL ATR: All efforts are made to settle the gratuity payment at the earliest.</p> <p>SCCL ATR: In SCCL payment of Gratuity and other terminal benefits are being paid on the day of retirement subject to vacation of quarter and clearing other dues, if any.</p> <p>NLCIL ATR: Gratuity and other retirement benefits are paid on date of retirement.</p>

Agenda Item- III

All India Accident Statistics (DGMS)

	2020	2021	2022	2023	2024*
No. of Fatal Accidents	48	43	24	37	38
No. of Fatalities	53	51	28	40	48
No. of Serious Accidents	118	188	179	116	101
No. of Persons Seriously Injured	139	195	189	129	109

**Source: DGMS Data as on 10.12.2024*

I. Classification of Cause of Fatal Accident – 2024

	No. of Fatal Accidents	No. of Fatalities
Ground Movement	4	5
Transportation machinery (winding)	0	0
Transportation machinery (non-winding)	11	11
Machinery other than transportation machinery	6	6
Explosives	1	8
Electricity	0	0
Dust, gas & Other combustible material	0	0
Fall (other than fall of ground)	10	12
Other causes	6	6

II. Classification of Cause of Serious Accident - 2024

	No. of Serious Accidents	No. of Person Seriously Injured
Ground Movement	6	
Transportation machinery (winding)	1	
Transportation machinery (non-winding)	20	
Machinery other than transportation machinery	9	
Explosives	0	
Electricity	0	

	No. of Serious Accidents	No. of Person Seriously Injured
Dust, gas & Other combustible material	0	
Fall (other than fall of ground)	37	
Other causes	28	

III. Classification of Cause of Fatal Accident - 2023

	No. of Fatal Accidents	No. of Fatalities
Ground Movement	4	4
Transportation machinery (winding)	1	1
Transportation machinery (non-winding)	13	16
Machinery other than transportation machinery	5	5
Explosives	0	0
Electricity	3	3
Dust, gas & Other combustible material	2	2
Fall (other than fall of ground)	5	5
Other causes	4	4

IV. Classification of Cause of Serious Accident - 2023

	No. of Serious Accidents	No. of Person Seriously Injured
Ground Movement	5	5
Transportation machinery (winding)	0	0
Transportation machinery (non-winding)	18	19
Machinery other than transportation machinery	11	11
Explosives	1	2
Electricity	1	1
Dust, gas & Other combustible material	0	0
Fall (other than fall of ground)	46	46
Other causes	34	39

*Source: DGMS Data as on 10.12.2024

Agenda Item- IV

Details of Fatal and Serious Accidents in CIL between 48th meeting and 49th meeting of Standing Committee on Safety in Coal Mines

(a) Fatal accidents -

SN	Name of Mine, Area & Subsidiary	Date of Acc.	Cause	Fatality
1	ADIC, Kusunda Area, BCCL	31.12.2022	Dumper	1
2	Gourangdih A Colliery, Salanpur Area, ECL	17.01.2023	Dumper	1
3	Kolarpimpri OC, Wani North Area, WCL	19.01.2023	Fall of Person	1
4	Garjanbahal OC, Basundhara Area, MCL	09.03.2023	Tipper	1
5	Bharatpur OC, Bharatpur Area, MCL	14.03.2023	Tipper	1
6	Sendra Bansjora OC, Sijua Area, BCCL	21.03.2023	Non-Transport	1
7	Garjanbahal OC, Basundhara Area, MCL	11.04.2023	Dumper	2
8	Bhowra (S) Colliery, E J Area, BCCL	17.04.2023	Misc. (Drowning)	1
9	Churcha RO UG, Baikunthpur Area, SECL	23.04.2023	Side Fall	1
10	Dhoptala OC, Ballarpur Area, WCL	10.05.2023	Non-Transport	1
11	Ena Colliery, Kusunda Area, BCCL	20.05.2023	Fire (Diesel Bowser)	1
12	Dudhichua OC, Dudhichua Area, NCL	22.05.2023	Fall of Object	1
13	AKK OC, B&K Area, CCL	25.06.2023	Fall of Object	1
14	Tilaboni Colliery, Bankola Area, ECL	09.07.2023	Haulage	1
15	Lingaraj OC, Lingaraj Area, MCL	18.07.2023	Non-Transport	1
16	Lakhanpur OC, Lakhanpur Area, MCL	24.07.2023	Electricity	1
17	Amadand OC, J&K Area, SECL	06.08.2023	Fall of Object	1
18	Kujama Colliery OC, Lodna Area, BCCL	15.08.2023	Dumper	2
19	Magadh OC, Magadh-Sanghamitra Area, CCL	27.09.2023	Tipper	1
20	Govindpur-II OC, Kathara Area, CCL	01.10.2023	Bench Failure	1
21	MIC Unit, Jhanjra Colliery, Jhanjra Area, ECL	09.10.2023	Fall of Person	1
22	Jagannath OC, Jagannath Area, MCL	11.10.2023	Tipper	1
23	Block-B OC, Block-B Area, NCL	13.10.2023	Tipper	1

24	Gevra OC, Gevra Area, SECL	14.10.2023	Tipper	1
25	Bahula Colliery, Kenda Area, ECL	19.10.2023	Roof Fall	1
26	Topa RO OC, Kuju Area, CCL	27.10.2023	Non-Transport	1
27	Bhowra South OC, E J Area, BCCL	24.12.2023	Dumper	1
28	Krishnashila OC, Krishnashila Area, NCL	29.01.2024	Tipper	1
29	Kusmunda OC, Kusmunda Area, SECL	17.02.2024	Conveyor	1
30	Kurja UG, Hasdeo Area, SECL	19.02.2024	Non-Transport	1
31	Churcha RO UG, Baikunthpur Area, SECL	06.03.2024	Side Fall	1
32	Chinakuri Mine-1, Sodepur Area, ECL	02.04.2024	Fall of Person	2
33	Nigahi OC, Nigahi Area, NCL	23.04.2024	Dumper	1
34	Integrated Lakhanpur Belpahar Lilari OC, Lakhanpur Area, MCL	24.04.2024	Tipper	1
35	Parasea Colliery, Kunustoria Area, ECL	10.05.2024	Fall of Object	1
36	Kabribad Re-organised OC, Giridih Area, CCL	12.05.2024	Non-Transport	1
37	Jambad UG, Kajora Area, ECL	15.05.2024	Fall of Object	1
38	Dudhichua OC, Dudhichua Area, NCL	22.05.2024	Fall of Person	2
39	Kulda OC, Basundhara Area, MCL	11.06.2024	Tipper	1
40	Jayant OC, Jayant Area, NCL	28.06.2024	Dumper	1
41	Kusmunda OC, Kusmunda Area, SECL	27.07.2024	Drowning	1
42	New Majri UG to OC, Majri Area, WCL	13.08.2024	Non-Transport	1
43	Block B OC, Block B Area, NCL	21.08.2024	Fall of Object	1
44	3&4 Unit, Jhanjra Project, Jhanjra Area, ECL	24.08.2024	Fall of Person	1
45	Chhal OC, Raigarh Area, SECL	29.09.2024	Fall of Object	1
46	Gevra OC, Gevra Area, SECL	15.10.2024	Fall of Object	1
47	Rajnagar OC, Hasdeo Area, SECL	19.10.2024	Explosive	1
48	Selected Dhori OC, Dhori Area, CCL	18.11.2024	Dumper	1
49	Magadh OC, Magadh & Sanghamitra Area, CCL	24.11.2024	Non-Transport	1

(b) Serious Accidents –

SN	Name of Mine, Area & Subsidiary	Date of Accident	Cause	Injury
1	Bina OC, Bina Area, NCL	20.12.2022	Fall of Object	1
2	Dudhichua OC, Dudhichua Area, NCL	01.01.2023	Non-Transport	1
3	Damagoria Colliery, C V Area, BCCL	10.01.2023	Fall of Object	1
4	Gevra OC, Gevra Area, SECL	30.01.2023	Fall of Person	1
5	Jayant OC, Jayant Area, NCL	30.01.2023	Dumper	1
6	Jhilimili UG, Baikunthpur Area, SECL	08.02.2023	Fall of Person	1
7	Moonidih Colliery, E J Area, BCCL	11.02.2023	Fall of Person	1
8	Gayatri UG, Bishrampur Area, SECL	15.02.2023	Non-Transport	1
9	Lakhanpur OC, IB Area, MCL	23.02.2023	Fall of Person	1
10	Singhali UG, Korba Area, SECL	28.03.2023	Fall of Object	1
11	Gouri Expn. Amal. Mine, Ballarpur Area, WCL	03.04.2023	Dumper	1
12	Garjanbahal OC, Basundhara Area, MCL	11.04.2023	Dumper	3
13	Kakri OC, Kakri Area, NCL	25.04.2023	Fall of Person	1
14	Bagdewa UG, Korba Area, SECL	15.05.2023	Explosive	2
15	Gayatri UG, Bishrampur Area, SECL	21.05.2023	Conveyor	1
16	Bina OC, Bina Area, NCL	22.05.2023	Misc. (Duty Bus)	4
17	Nigahi OC, Nigahi Area, NCL	25.05.2023	Non-Transport	1
18	Bina OC, Bina Area, NCL	22.06.2023	Fall of Person	1
19	Bina OC, Bina Area, NCL	06.07.2023	Tipper	2
20	Tilaboni Colliery, Bankola Area, ECL	09.07.2023	Haulage	1
21	Satgram Incline, Satgram Area, ECL	11.07.2023	Fall of Person	1
22	Gevra OC, Gevra Area, SECL	13.07.2023	Non-Transport	1
23	Jagannathpur OC, Bhatgaon Area, SECL	16.07.2023	Non-Transport	1
24	Bhanora WB Colliery, Satgram-Sripur Area, ECL	16.07.2023	Fall of Person	1
25	Amlohri OC, Amlohri Area, NCL	20.07.2023	Tipper	1
26	Bina OC, Bina Area, NCL	21.07.2023	Fall of Person	1
27	Dipka 1A OC, Dipka Area, SECL	22.07.2023	Fall of Person	1
28	Saoner-3 UG, Nagpur Area, WCL	05.08.2023	Roof Fall	1
29	Mohan Colliery, Kanhan Area, WCL	16.08.2023	Side Fall	1
30	Gevra OC, Gevra Area, SECL	23.08.2023	Fall of Person	1
31	Gevra OC, Gevra Area, SECL	24.08.2023	Fall of Person	1
32	Amlohri OC, Amlohri Area, NCL	26.09.2023	Misc. (Camper)	1
33	Bahula Colliery, Kenda Area, ECL	19.10.2023	Roof Fall	2

34	Damoda Colliery, Barora Area, BCCL	15.11.2023	Fall of Person	1
35	AMP Colliery, Barora Area, BCCL	22.11.2023	Fall of Person	1
36	Sonepur Bazari OC, Sonepur Bazari Area, ECL	26.11.2023	Fall of Object	1
37	Dudhichua OC, Dudhichua Area, NCL	19.12.2023	Misc. (Duty Bus)	1
38	Bina OC, Bina Area, NCL	24.12.2023	Fall of Person	1
39	Chirimiri OC, Chirimiri Area, SECL	07.01.2024	Tipper	1
40	Bhatadi OC, Chandrapur Area, WCL	17.01.2024	Dumper	1
41	Basantimata Dahibari Colliery OC, C V Area, BCCL	06.02.2024	Fall of Person	1
42	Narsamuda Colliery, Sodepur Area, ECL	15.02.2024	Roof Fall	1
43	Chirimiri OC, Chirimiri Area, SECL	04.03.2024	Fall of Object	1
44	Dhelwadiah UG, Korba Area, SECL	12.03.2024	Roof Fall	1
45	Moonidih Colliery, W J Area, BCCL	12.03.2024	Fall of Object	2
46	Chhal OC, Raigarh Area, SECL	30.03.2024	Tipper	1
47	Nigahi OC, Nigahi Area, NCL	23.04.2024	Dumper	3
48	Adasa UG to OC, Nagpur Area, WCL	04.05.2024	Fall of Object	1
49	Jamuna 1&2 UG, J&K Area, SECL	05.05.2024	Fall of Person	1
50	Jhilimili UG, Baikunthpur Area, SECL	20.05.2024	Roof Fall	1
51	Sirka OC, Argada Area, CCL	26.05.2024	Fall of Person	1
52	Rampur Batura OC, Sohagpur Area, SECL	27.05.2024	Fall of Object	1
53	Umrer OC, Umrer Area, WCL	11.06.2024	Overturn of Diesel Browser	1
54	Narsamuda Colliery, Sodepur Area, ECL	11.06.2024	Roof fall	1
55	Jayant OC, Jayant Area, NCL	28.06.2024	Dumper	2
56	Amlohri OC, Amlohri Area, NCL	28.06.2024	Tipper	1
57	Amlohri OC, Amlohri Area, NCL	13.07.2024	Tipper	1
58	Rajpura Colliery, Mugma Area, ECL	16.07.2024	Fall of Person	1
59	Churcha RO UG, Baikunthpur Area, SECL	23.07.2024	Fall of Person	1
60	Nigahi OC, Nigahi Area, NCL	25.07.2024	Non-Transport M/c	1
61	Bhatgaon Colliery, Bhatgaon Area, SECL	31.07.2024	Fall of person	1
62	Singhali Project, Korba Area, SECL	28.08.2024	Fall of Object	1
63	Durgapur Extn. Deep OC, Chandarpur Area, WCL	30.08.2024	Fall of Person	1

64	New Majri UG to OC, Majri Area, WCL	21.09.2024	Tipper	1
65	Bhatgaon Colliery, Bhatgaon Area, SECL	25.09.2024	Fall of Object	1
66	Orient 1&2, Orient Area, MCL	06.10.2024	Roof Fall	1
67	Jhingurda OC, Jhingurda Area, NCL	15.10.2024	Fall of Person	1
68	Dipka Expn. 1A OC, Dipka Area, SECL	20.11.2024	Fall of Object	1

(c) Coal Company wise Accident Statistics - Fatal accidents

Company/ Subsidiaries	2024*		2023		Change in Fatality
	Fatal Accidents	Fatality	Fatal Accidents	Fatality	
ECL	4	5	4	4	+1
BCCL	0	0	5	6	-6
CCL	3	3	4	4	-1
NCL	5	6	2	2	+4
WCL	1	1	2	2	-1
SECL	7	7	3	3	+4
MCL	3	3	6	8	-5
CIL	23	25	26	29	-4
SCCL	4	5	5	5	0
NLCIL	2	2	1	1	+1
OTHERS	9	16	5	5	+11

(d) Coal Company wise Accident Statistics - Serious accidents

Company/ Subsidiaries	2024*		2023		Change in Fatality
	Serious Accidents	Serious Injuries	Serious Accidents	Serious Injuries	
ECL	3	3	3	6	-3
BCCL	3	4	4	4	0
CCL	1	1	0	0	+1
NCL	6	10	12	16	-6
WCL	5	5	3	3	+2
SECL	12	12	11	12	0
MCL	0	0	1	5	-5
CIL	30	35	34	46	-11
SCCL	68	68	68	68	0
NLCIL	2	2	0	0	+2
OTHERS	1	4	14	15	-11

*Data as on 30.11.2024

Note: Accident Statistics are maintained calendar year-wise in conformity with DGMS practice & figures are subject to reconciliation with DGMS

Agenda Item- V

Details of Fatal and Serious Accidents for Last Three Years & Current Year

	2020	2021	2022	2023	2024*
No. of Fatal Accidents	48	43	24	37	38
No. of Fatalities	53	51	28	40	48
No. of Serious Accidents	118	188	179	116	101
No. of Persons Seriously Injured	139	195	189	129	109

*Source: DGMS Data as on 10.12.2024

CIL:

Sl. No.	Parameters	2021	2022	2023	2024 upto Nov
1	Total Accidents (fatal + serious accidents)	84	79	60	50
2	Total Injuries (fatalities + serious injuries)	90	85	74	58
3	Numbers of fatal accidents	27	18	26	22
4	Numbers of fatalities	29	20	29	24
5	Numbers of serious accidents	57	61	34	28
6	Numbers of serious injuries	61	65	45	34
7	Fatality Rate per Mt. of coal production	0.05	0.03	0.04	0.035
8	Fatality Rate per 3 lakhs man shifts deployed	0.10	0.08	0.13	0.14
9	Serious injury Rate per Mt. of coal production	0.10	0.09	0.06	0.06
10	Serious injury Rate per 3 lakhs man shifts deployed	0.28	0.26	0.21	0.22

Subsidiary/ Company-wise Fatal Accidents, Fatalities, Serious Accidents & Serious Injuries

Comp.	Fatal Accidents				Fatalities				Serious Accidents				Serious Injuries			
	21	22	23	24	21	22	23	24	21	22	23	24	21	22	23	24
ECL	7	2	4	4	8	2	4	5	10	9	3	3	11	9	6	3
BCCL	2	4	5	0	3	5	6	0	6	2	4	3	7	3	4	4
CCL	1	2	4	3	1	2	4	3	3	3	0	1	4	3	0	1
NCL	3	1	2	5	3	1	2	6	9	8	12	4	9	8	16	9
WCL	6	1	2	1	6	2	2	1	6	10	3	5	7	12	3	5

SECL	7	8	3	6	7	8	3	6	21	25	11	12	21	26	12	12
MCL	1	0	6	3	1	0	8	3	2	4	1	0	2	4	4	0
NEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CIL	27	18	26	22	29	20	29	24	57	61	34	28	61	65	45	34

Note: 2024 up to Nov.

Company-wise & Cause-wise Fatal Accidents & Fatalities

Company	Year	Roof fall /side fall		Haulage, winding, conveyor		Trucks, wagons & dumpers		Non-Transport m/c		Explosives		Electricity		Others		Total	
		A	F	A	F	A	F	A	F	A	F	A	F	A	F	A	F
ECL	2021	2	2	0	0	2	3	1	1	0	0	0	0	2	2	7	8
	2022	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2	2
	2023	1	1	1	1	1	1	0	0	0	0	0	0	1	1	4	4
	2024	0	0	0	0	0	0	0	0	0	0	0	0	4	5	4	5
BCCL	2021	1	2	0	0	1	1	0	0	0	0	0	0	0	0	2	3
	2022	0	0	0	0	1	1	0	0	0	0	0	0	3	4	4	5
	2023	0	0	0	0	2	3	0	0	0	0	0	0	3	3	5	6
	2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CCL	2021	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1
	2022	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2	2
	2023	0	0	0	0	1	1	1	1	0	0	0	0	2	2	4	4
	2024	0	0	0	0	1	1	2	2	0	0	0	0	0	0	3	3
NCL	2021	0	0	0	0	3	3	0	0	0	0	0	0	0	0	3	3
	2022	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1
	2023	0	0	0	0	0	0	1	1	0	0	0	0	1	1	2	2
	2024	0	0	0	0	3	3	0	0	0	0	0	0	2	3	5	6
WCL	2021	1	1	0	0	1	1	2	2	0	0	0	0	2	2	6	6
	2022	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2
	2023	0	0	0	0	0	0	1	1	0	0	0	0	1	1	2	2
	2024	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1
SECL	2021	1	1	0	0	0	0	0	0	0	0	1	1	5	5	7	7
	2022	1	1	0	0	1	1	2	2	0	0	0	0	4	4	8	8
	2023	1	1	0	0	1	1	0	0	0	0	0	0	1	1	3	3
	2024	1	1	1	1	0	0	1	1	1	1	0	0	3	3	6	6
MCL	2021	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2023	0	0	0	0	4	7	1	1	0	0	1	1	0	0	6	8
	2024	1	1	0	0	2	2	0	0	0	0	0	0	0	0	3	3
CIL	2021	5	6	0	0	7	8	3	3	0	0	1	1	11	11	27	29
	2022	4	5	0	0	3	3	2	2	0	0	0	0	9	10	18	20
	2023	2	2	1	1	10	13	3	3	0	0	1	1	9	9	26	29
	2024	2	2	1	1	6	6	4	4	1	1	0	0	7	9	22	24

“Others”- Includes ‘fall of object / person’, ‘fall of partings’, ‘Gas, dust, ‘Inundation’ and other miscellaneous causes.
A-Fatal Accident, F-Fatality, Note: 2024 up to Nov.

Company-wise & Place-wise Fatalities

Comp.	Underground				Opencast				Surface				Total			
	21	22	23	24	21	22	23	24	21	22	23	24	21	22	23	24
ECL	4	2	3	3	1	0	0	0	3	0	1	2	8	2	4	5
BCCL	2	0	0	0	1	5	6	0	0	0	0	0	3	5	6	0
CCL	0	0	0	0	1	1	2	3	0	1	2	0	1	2	4	3
NCL	0	0	0	0	3	0	2	4	0	1	0	2	3	1	2	6
WCL	2	2	0	0	3	0	2	1	1	0	0	0	6	2	2	1
SECL	6	2	1	2	1	4	0	3	0	2	2	1	7	8	3	6
MCL	0	0	0	1	0	0	6	0	1	0	2	2	1	0	8	3
CIL	14	6	4	6	10	10	18	5	5	4	7	7	29	20	29	24

Note: 2024 up to Nov

Company-wise Place-wise Serious injuries

Comp	Underground				Opencast				Surface				Total			
	21	22	23	24	21	22	23	24	21	22	23	24	21	22	23	24
ECL	9	7	5	2	0	2	1	1	2	0	0	0	11	9	6	3
BCCL	2	0	2	2	4	2	1	0	1	1	1	2	7	3	4	4
CCL	0	0	0	0	3	2	0	0	1	1	0	1	4	3	0	1
NCL	0	0	0	0	7	6	12	9	2	2	4	0	9	8	16	9
WCL	0	3	2	0	4	6	1	4	3	3	0	1	7	12	3	5
SECL	12	13	6	4	5	8	4	5	4	5	2	3	21	26	12	12
MCL	0	0	0	0	0	3	4	0	2	1	0	0	2	4	4	0
CIL	23	23	15	9	22	29	23	15	16	13	7	3	61	65	45	34

Note: 2024 up to Nov

Company-wise Cause-wise Serious Accidents & Serious Injuries

Comp.	Year	Roof fall /side fall		Haulage, winding, conveyor		Tipper & dumpers		Non-transp m/c		Explosives		Electricity		Others		Total	
		A	I	A	I	A	I	A	I	A	I	A	I	A	I	A	I
ECL	2021	1	2	1	1	0	0	2	2	0	0	0	0	6	6	10	11
	2022	0	0	1	1	0	0	0	0	0	0	0	0	8	8	9	9
	2023	0	2	0	1	0	0	0	0	0	0	0	0	3	3	3	6
	2024	2	2	0	0	0	0	0	0	0	0	0	0	1	1	3	3
BCCL	2021	1	1	0	0	1	1	1	2	0	0	0	0	4	4	6	7
	2022	0	0	1	1	0	0	0	0	0	0	0	0	1	2	2	3
	2023	0	0	0	0	0	0	0	0	0	0	0	0	4	4	4	4
	2024	0	0	0	0	0	0	0	0	0	0	0	0	3	4	3	4
CCL	2021	0	0	0	0	0	0	2	3	0	0	0	0	1	1	3	4
	2022	0	0	1	1	1	1	0	0	0	0	0	0	1	1	3	3
	2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1
NCL	2021	0	0	0	0	1	1	2	2	0	0	0	0	6	6	9	9

	2022	0	0	0	0	1	1	1	1	1	1	0	0	5	5	8	8
	2023	0	0	0	0	3	4	2	2	0	0	0	0	7	10	12	16
	2024	0	0	0	0	2	7	1	1	0	0	0	0	1	1	4	9
WCL	2021	0	0	0	0	0	0	2	2	0	0	0	0	4	5	6	7
	2022	0	0	0	0	2	3	0	0	0	0	0	0	8	9	10	12
	2023	2	2	0	0	1	1	0	0	0	0	0	0	0	0	3	3
	2024	0	0	0	0	0	0	2	2	0	0	0	0	3	3	5	5
SECL	2021	3	3	3	1	0	0	7	7	0	0	0	0	10	10	21	21
	2022	4	5	1	1	2	2	3	1	0	0	0	0	15	15	25	26
	2023	0	0	1	1	0	0	3	3	1	2	0	0	6	6	11	12
	2024	3	3	0	0	2	2	0	0	0	0	0	0	7	7	12	12
MCL	2021	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2
	2022	0	0	0	0	2	2	1	1	0	0	0	0	1	1	4	4
	2023	0	0	0	0	0	3	0	0	0	0	0	0	1	1	1	4
	2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CIL	2021	5	6	2	2	3	4	14	15	0	0	0	0	33	34	57	61
	2022	4	5	5	5	6	6	6	6	1	1	0	0	39	42	61	65
	2023	2	4	1	2	4	8	5	5	1	2	0	0	21	24	34	45
	2024	7	7	0	0	6	11	1	1	0	0	0	0	9	10	28	34

*“Others”- Includes ‘fall of object / person’, ‘fall of partings’, ‘Gas, dust, ‘Inundation’ and other miscellaneous causes.
A-Serious Accident, I-Serious Injuries, Note: 2024 up to Nov.*

Agenda Item- VI

Analysis of major accidents that occurred during last one year and status of inquiry & action taken

No “major accident” occurred in the mines of CIL, SCCL and NLCIL during last one year.

A Major accident occurred at the Gangaramchak and Ganagaramchak Bhadulia coal mine (Opencast Mine) of WBPDCCL located in the state of West Bengal due to the blast in explosive/detonators van on 07.10.2024.

Status of Inquiry & Action Taken: The explosion occurred within the active mining area on overburden bench involving 9 persons (8 fatal and 1 seriously injured, as per First Information Report submitted by mine authority. Detailed investigation by DGMS and mine official are under process. Detailed inquiry Report based on root cause analysis and actions taken report has been sought from M/S WBPDCCL and DGMS.

List of the Victims:

Sl. No.	Name of Victim	Designation	Desig. Code	If contractor worker (Y/N)	Sex (M/F)	Age in Years	Hours at work	Nature of injury
1	Amit Singh	Blasting Overman	30	Y (MDO)	M	29	10:32 AM	Fatal
2	Asharfi Yadav	Mining Sirdar	44	Y (MDO)	M	49	10:32 AM	Fatal
3	Vajaram Ghosh	Driver	72	N	M	45	10:32 AM	Fatal
4	Yuddha Marandi	Explosive Crew	99	Y (MDO)	M	42	10:32 AM	Fatal
5	Yadav Murmu	Explosive Crew	99	Y (MDO)	M	45	10:32 AM	Fatal
6	Somlal Hembram	Explosive Crew	99	Y (MDO)	M	46	10:32 AM	Fatal
7	Robilal Murmu	Explosive Crew	99	Y (MDO)	M	35	10:32 AM	Fatal
8	Mongal Marandi	Explosive Crew	99	Y (MDO)	M	29	10:32 AM	Fatal
9	Laxmiswar Hemram	Explosive Crew	99	Y (MDO)	M	36	10:32 AM	Seriously Injured

Status: Detailed inquiry Report based on root cause analysis and actions taken report are awaited from M/S WBPDCCL.

Agenda Item- VII

Occupational Health Hazards and Health Risk

CIL:

- CIL has well-established Occupational Health Services (OHS) for early detection of Occupational diseases and for conducting Initial Medical Examination (IME) & Periodical Medical Examination (PME) as per statutory requirement of its employees including contractor's workers.
- These Health Facilities render necessary medical treatment to employees and their families.
- Details of Medical Infrastructure and Medical Personnel in CIL & Its subsidiaries are given in the Table-4 of Annexure.

SCCL:

- Occupational hazard signifies both long-term and short-term risks associated with the workplace environment. SCCL has established 1 Main Hospital, 6 Area Hospitals, 21 Dispensaries to cater the needs of medical and health requirements for the permanent employees of 41000, retired employees, their dependent family members and 25,000 contract employees.
- In SCCL, the measures stipulated in the statute are being followed to prevent occupational health hazards. To monitor the health of employees Occupational Health Services (OHS) has been established with 12 OHS centres.
- SCCL extending OH Services to company as well as contract workmen which include Initial Medical Examination (IME) and Periodical Medical Examination (PME) - 5 years PME for less than 45 Years of age, 2 & 1/2 years PME for more than 45 Years of age, Food Handlers medical examination, Refraction Test for HEMM Operators for every 01 Year, medical examination before Retirement (MEBR), Monitoring of chronic diseases like HTN, DM.
- 25 Doctors Trained in AFIH (Affiliated Fellow in Industrial Health) at Central Labour Institute, Mumbai have been designated as "Occupational Health physician to look after the OHS Centres. Thirty four Staff Nurses were trained in OHS. Standard Reporting system of all occupational services is in place.
- All the Occupational Health Service (OHS) Centres have been equipped with required medical appliances and personnel. Due importance is being given for detection of occupational diseases at early stages. Notified occupational diseases, if any, are being reported.
- Occupational Diseases Board was constituted, regular meetings are held and its recommendations are followed/ implemented.
- Comprehensive health cards integrating health profile for each workman are being provided.

- 61 AC Ambulances are available equipped with oxygen all emergency drugs, out of which 11 ICU ambulances are available, equipped with defibrillators, pulse oximeters, all emergency drugs with ventilators.
- Empanelled Corporate Hospitals at Hyderabad, Warangal, Vijayawada and Karimnagar etc., for referring SCCL patients who required higher centre medical treatment.
- Installed five oxygen generator plants in SCCL Hospitals at a cost of 1.50 Crores.

NLCIL:

- The OHS (Occupational Health Services) unit implements Periodic Medical Examination (PME) programme as per DGMS guidelines to monitor the occupational health and wellbeing of miners. PME covers the entire mining workforce once in 3 years as per DGMS guidelines. PME also focuses on prevention of life style and stress related disorders in addition to examine the workforce for any occupationally related illness through appropriate investigations.
- Measures taken by NLC India Ltd to protect the mine workers from various health hazards associated with coal mining are as follows:
 - To cover the entire workforce engaged in Mines under Periodic Medical Examination Programme as per DGMS guidelines over a cycle of 3 years for early detection of occupationally related illnesses and life style induced disorders and interventions to maintain their optimal health.
 - To build and sustain capacity in Occupational Health expertise through periodic sponsoring of doctors to undergo Associate Fellow in Industrial Health – DGFASLI accredited course of 3 months duration.
 - To Train Occupational health physicians in reading and interpretation of X-Ray images as per ILO standards for detection of coal miners pneumoconiosis with support from National Institute of Occupational Health.
 - To create adequate capacity and expertise in allied Occupational Health disciplines like Occupational Health Nursing, Audiology, Industrial Hygiene, Work Physiology and Medical Sociology to address holistic Occupational health needs of workforce in NLCIL.
 - To develop adequate resources for screening of employees and facilities to perform various investigations required for Periodic Medical Examination of Miners as per DGMS guidelines.
 - To develop referral system for proper follow up of workers in various clinical departments in NLCIL Hospital in co-ordination with specialists for management of diseases / disorders detected through PME and in external hospitals in case of medical conditions which require intervention of super specialists for their effective management and control.
 - To build and leverage IT infrastructure facilities for datafication of health records to enable data driven solution for achieving optimal health of workforce in NLCIL.

- To develop vast talent pool in life saving skills required to manage Industrial accidents and other emergencies in mines and other production units leveraging First Aid Training module.
- To provide technical support for awareness generation on Occupational Health and Safety practices through On-site camps, display of IEC materials explaining OHS policies and programmes of NLCIL like panel, hoardings in strategic locations in all the mines.

Agenda Item- VIII

Risk Assessment & Management

CIL:

(i) No. of Mines Covered:

1. All producing mines of CIL and its subsidiary have been covered.
2. Safety Management Plan (SMP) is prepared as per requirement of CMR-2017 and need-based updation & revision as per requirement is being done.
3. Mine-specific Standard Operating Procedure (SOP) is prepared for each mining operation.

(ii) Major Activities Completed: Activities based on control measures identified in Safety Management Plan (SMP) are being taken. Some of the major activities covered as per SMP for underground mines are:

1. Strata Control Management
2. Fire / Spontaneous Heating Management
3. Danger of in-rush of water
4. Gas Monitoring
5. UG mining operations such as Drilling, Blasting, Loading, supporting, transporting etc.

Some of the major activities covered as per SMP for opencast mines are:

1. Traffic Management
2. Slope Stability of bench & OB dumps
3. Risks associated with use of electricity
4. Lighting arrangement
5. Use of bulk explosives
6. Safety of contractor's worker

(iii) Action Taken:

1. Imparting Specialized Training for preparation of Risk Assessment based SMP: Executives who have been trained by SIMTARS, Australia are engaged for imparting training and upgrading knowledge of mine level employees so that they can identify the hazards & the associated risks and prepare the Risk assessment based Safety Management Plans (SMP).
2. Preparation and implementation of Safe Operating Practices (SOP) for different operations in mines.
3. Preparation of Principal Hazard Management Plans as per statutory requirement.
4. Steps are taken to implement Control measures recommended in the Risk assessment based Safety Management Plans (SMPs).
5. Periodic review of SMP is being done at various levels.

SCCL:

- (i) Number of Mines covered: All mines of SCCL have been covered.
- (ii) Major Activities completed:

Underground Mines:

1. Mine Fires
2. Inundation
3. Machinery
4. Strata Control
5. Mine Gases
6. Electricity
7. Blasting & Use of Explosives
8. Haulage & Transportation
9. Spontaneous Combustion
10. Occupational Health
11. Emergency Response
12. Miscellaneous Hazards

Opencast Mines:

1. Opencast Transport
2. Underground Galleries
3. Blasting & Use of Explosives
4. Slope Stability
5. Mine Fires
6. Electricity
7. Inundation
8. Opencast Machinery
9. Maintenance & Repair of Machinery
10. Coal Handling
11. Occupational Health
12. Emergency Response
13. Miscellaneous Hazards

- (iii) Action Taken:

In compliance with the recommendations of the 9th & 10th Conferences, SCCL has arranged training for 10 Mining Executives at SIMTARS, Australia on SAFETY MANAGEMENT SYSTEM for providing further training to the trainers under the “train the trainers” concept at the operational level in June 2017.

SCCL established “Safety Management Training Centres” at Ramagundam and Mandamarri areas for imparting training to the Safety Management Teams of all operating mines by SIMTARS Accredited Trainers (SATs).

Accordingly, during 2020-21 (1st phase), training on Safety Management System was imparted to the Safety Management Teams (comprising 25 members) of all operating mines in SCCL under “train the trainers concept” for formulation of Safety Management Plan, focusing on Hazard Identification & Risk Assessment (HI & RA) as first step towards

ensuring safe operations in a controlled work environment. Further, during 2022-23, training on Safety Management System (2nd phase) was continued to all officers, Supervisors group & Technicians group by SIMTARS Accredited Trainers (SATs) through discussions & power point presentations at all mines & departments.

All the mines of SCCL have well documented SMPs of Version: 2.0 (upgraded SMP of version: 1.0, considering recent modifications/changes and covering all the Principal hazards in the mining activities) in line with the provisions of the DGMS Circular No. 5 of 2016 and submitted to Regional Inspectors of DGMS. They are under implementation and being revised periodically as per Reg. 104 of CMR 2017.

Further, during 2023-24, training on Safety Management System (3rd phase) was continued to all officers, Supervisors, Technicians, Operators & all groups of workmen by SIMTARS Accredited Trainers (SATs) through shift start & end meetings at all mines & departments.

NLCIL:

(i) No of mines covered: 5

(ii) Major activities completed:

Risk assessment-based Safety Management Plans (SMPs) has been prepared incorporating all the risk assessment tools as per DGMS guidelines for all the mining activities like Bench operations, Specialized Mining Equipment's Maintenance & repairs, Conveyor Maintenance & repairs, Ground Water Control Operations & Maintenance, Conventional Mining Equipment's Operations & Maintenance etc. and is being followed & implemented in each & every Mine of NLCIL.

(iii) Action taken:

The Provisions of Reg. 104 of CMR 2017 are fully complied with and copy of Safety Management Plan has been submitted to DMS/Chennai region for Neyveli Mines, DMS/Ajmer region for Barsingsar Lignite Mine and DMS/Bhubaneswar region for Talabira OCP. Review of Safety Management Plan (SMP) is being carried out once in six months. SOP is translated and available in local language for better compliance. Surprise checks are done by senior officials of the Mine to ensure whether it is followed. The Manpower at the site are sensitized by the officials regarding the risks involved in the job, the precautions to be taken to work safely by the statutory officials.

Agenda Item- IX

Requirement of Statutory Manpower and Steps Taken to Fill Up Shortages

CIL:

Status of Statutory Manpower of CIL

(as on 01.11.2024)

Subsy / Category	Overman			Mining Sirdar			Electrical Supervisor			Surveyor (Non-exe)		
	On Roll	Sanctioned	Shortage / Surplus	On Roll	Sanctioned	Shortage / Surplus	On Roll	Sanctioned	Shortage / Surplus	On Roll	Sanctioned	Shortage / Surplus
ECL	845	1132	-287	1060	1372	-312	165	636	-471	151	192	-41
BCCL	578	818	-240	391	713	-322	575	725	-150	52	87	-35
CCL	705	754	-49	711	830	-119	501	597	-96	150	178	-28
WCL	919	1036	-117	1147	1373	-226	287	535	-248	172	169	3
SECL	1038	1325	-287	987	1460	-473	753	985	-232	155	204	-49
NCL	510	806	-296	479	297	182	403	403	0	83	89	-6
MCL	670	912	-242	374	738	-364	488	720	-232	108	131	-23
CMPDIL	0	0	0	0	0	0	3	8	-5	42	63	-21
NEC	14	30	-16	29	55	-26	10	9	1	4	4	0

Table -8: Status of fill up of shortages in statutory manpower

Category	Subs.	No. of posts filled through Dept. candidates in in FY 2023- 24	No. of posts filled through Direct Recruitment in FY 2023-24	Total post filled in FY 2023-24	No. of posts Advertised for Direct Rectt.(2024-25)	Remarks
Mining Sirdar	ECL	30	0	30	0	In the year 22-23, ECL had filled 280 posts through direct recruitment
	BCCL	12	0	12	0	
	CCL	52	73	125	0	

Category	Subs.	No. of posts filled through Dept. candidates in in FY 2023- 24	No. of posts filled through Direct Recruitment in FY 2023-24	Total post filled in FY 2023-24	No. of posts Advertised for Direct Rectt.(2024-25)	Remarks
	WCL	112	0	112	0	<ul style="list-style-type: none"> • FY 2021-22 - 197 (166 Direct Recruitment + 31 Departmental) • FY 2022-23 - 195 (116 Direct Recruitment + 79 Departmental) • FY 2023-24 - 112 (Departmental) • FY 2024-25 - 45 (Departmental)
	SECL	0	0	0	0	Direct recruitment of 350 posts of Mining Sirdar is still under process
	MCL	0	95	95	0	Employment Notice will be issued based on the new MPB *54 posts (Overman-05 & Mining Sirdar-49) could not be filled due to orders issued by Hon`ble High Court of Odisha in W.P.(C) No.4690 of 2023 and WP(C) No. 24192 of 2023.
	NCL	0	370	370	0	
	CMPDIL	0	0	0	0	
	TOTAL	206	538	744	0	
Overman	ECL	0	0	0	0	
	BCCL	15	0	15	0	Recruitment of 77 nos. of Jr. Overman through Open recruitment is in the final stage of document verification of qualified candidate based on result of written exam held on 15.09.2024.
	CCL	88	0	88	0	
	WCL	130	0	130	0	In WCL Overman vacancy is filled through promotion from the post of Mining Sirdar. <ul style="list-style-type: none"> • FY 2021-22 - 131 Nos. • FY 2022-23 - 81 Nos. • FY 2023-24- 130 Nos.

Category	Subs.	No. of posts filled through Dept. candidates in in FY 2023- 24	No. of posts filled through Direct Recruitment in FY 2023-24	Total post filled in FY 2023-24	No. of posts Advertised for Direct Rectt.(2024-25)	Remarks
	SECL	0	0	0	0	In SECL Overman vacancy is filled through promotion from the post of Mining Sirdar
	MCL		74*	74	0	**54 posts (Overman-05 & Mining Sirdar-49) could not be filled due to orders issued by Hon`ble High Court of Odisha in W.P.(C) No.4690 of 2023 and WP(C) No. 24192 of 2023.
	NCL	20	0	20	0	362 posts were filled in the year 2022-23
	CMPDIL	0	0	0	0	
	TOTAL	253	74	327	0	
Electrical Supervisor	ECL	6	0	6	0	In 2024-25, 4 nos are under process
	BCCL	0	0	0	0	
	CCL	66	46	112	0	
	WCL	18	0	18	0	Deptt Selection <ul style="list-style-type: none"> • FY 2021-22 - 09 Nos. • FY 2022-23 - 27 Nos. • FY 2023-24 - 18 Nos. • FY 2024-25 - 06 Nos.
	SECL	0	0	0	0	
	MCL (AFM-Elec.)	94	0	94	0	
	NCL	0	0	0	0	
	CMPDIL	0	0	0	0	
	TOTAL	184	46	230	0	
Surveyor (M)	ECL	6	0	6	0	
	BCCL	0	0	0	0	
	CCL	0	2	2	0	
	WCL	0	0	0	0	<ul style="list-style-type: none"> • FY 2021-22 - 52 (44 Direct Recruitment + 8 Departmental) • FY 2022-23 - 32 (28 Direct Recruitment + 4 Departmental)
	SECL	6	49	55	0	
	MCL	0	58	58	0	Employment Notice will be issued based on the new MPB

Category	Subs.	No. of posts filled through Dept. candidates in in FY 2023- 24	No. of posts filled through Direct Recruitment in FY 2023-24	Total post filled in FY 2023-24	No. of posts Advertised for Direct Rectt.(2024-25)	Remarks
	NCL	0	27	27	0	
	CMPDIL	0	0	0	0	
	TOTAL	12	136	147	0	
Grand Total		657	793	1448	0	

SCCL:

Statutory manpower of Mining Executives, Mining, Electrical, Mechanical supervisors and Technical Staff here under.

MINING EXECUTIVES:

Category	Proposed (2024-25)	MOR as on 30.11.2024	Variance (+/-)
Mining Executives(1 st Class)	465	394	-71
Mining Executives(2 nd Class)	502	380	-122
Mining Executive (1st & 2nd Class) Total	967	774	-193

- Against 37-MGTs (internal), 29-MGTs were appointed and balance 08-MGTs (internal) who are under selection were kept pending due to court case.
- Recruitment of **139-MT** (Mining) through External source exam conducted on 20.07.2024.
- Notification is released for recruitment of **22-MGT & 20** -Under Mgrs Certificate holders through internal source.

MINING SUPERVISORY STAFF:

Category	Proposed (2024-25)	MOR as on 30.11.2024	Variance (+/-)
Overman	923	754	-169
Mining Sirdar	351	259	-92
Shotfirer	651	869*	218
MS + SF Total	1002	1128	126
Total Mining Supervisors	1925	1882	-43

***869**- Shot firer including **827** [Sr. MS(OM)+SF/MS +JMET(MS/SF)] & **42** SF:

- **732** {**647**-Sr MS(OM holder), **85**-SF/MS(OM Holder)} mining diploma holders acquired Overman certificate are being utilized as Shot firer / Mining Sirdar to get experience before deploying them as Overman. They are being given authorization to work as Overman against the vacancy. **95**-Mining diploma holders working as JMET(MS/SF) are yet to submit Overman competency certificate.
- Notifications issued for recruitment of **100**- SF (Sirdar certificate holders).
- Recruitment of **100**-JMET(MS/SF) through External source exam conducted on 07.08.2024. POAs yet to be issued.

SURVEYOR:

Category	Proposed (2024-25)	MOR as on 30.11.2024	Variance (+/-)
SURVEYOR	225	214	-11

E&M SUPERVISORS:

Category	Proposed (2024-25)	MOR as on 30.11.2024	Variance (+/-)
Electrical Supervisors	335	292 \$	-43
Mechanical Supervisors	342	333	-09

ELECTRICAL SUPERVISORS:

- \$ **292** is including 21 AFM (Electrical) trainees, who have to acquire electrical supervisory certificate. All the 21 AFM (Electrical) have completed two years of experience in UG mines to acquire mines installation certificate.
- Notifications are released for recruitment of **25** AFM (Ele) diploma holders through internal source.
- Recruitment of **24** AFM (Ele) diploma holders through External source exam conducted on 07.08.2024.

MECHANICAL SUPERVISORS:

- Approval was accorded for selection of **20**-Chargehand (Mech) through internal source to post in Mines.
- Recruitment of **09**-AFM (Mech) diploma holders through External source exam conducted on 07.08.2024.

TECHNICAL STAFF:

S. No.	Designation	Proposed (2024-25)	MOR as on 30.11.2024	Var. (+/-)
1	Electrician	1107	994	-113
2	EP Electrician	238	252	14
Electrician & EP Electrician Total		1345	1246	-99
3	Fitter	1142	1149	7
4	EP Fitter	554	540	-14
Fitter & EP Fitter Total		1696	1689	-7

AGAINST EP FITTER:

- 49 (24+25) EP Fitter Trainees through Internal source were selected and are under going on the job training.
- Approval was accorded for selection of 124-EP Fitter Trainees through internal source.

AGAINST EP ELECTRICIAN:

- Approval was accorded for selection of 25-EP Electrician Trainees through internal source.

AGAINST FITTER & ELECTRICIAN:

- **Fitter: 47**-Fitter Trainee, Cat-1 through External source exam conducted on 07.08.2024.
- Notifications are released for recruitment of **123**- Fitter Trainee, Cat-1 through internal source.
- **Electrician: 98** -Electrician Trainee, Cat-1 through External source exam conducted on 07.08.2024.
- Notifications are released for recruitment of and **133**- Electrician Trainee Cat-1 through internal source.

MEDICAL EXECUTIVES:

Category	Proposed (2024-25)	MOR as on 30.11.2024	Var. (+/-)
Specialist Doctors	117	67	-40 #

General Duty Medical officer	166	104	-62 \$
------------------------------	------------	------------	---------------

- # To meet the requirement, approval accorded for recruitment of **30-** Specialist Doctors (09-continuation+21-additional) on contract basis for a period of one year.
- \$ To meet the requirement, approval accorded for recruitment of **28-**General Duty Medical Officers (for continuation of 28-GDMOs) on contract basis for a period of one year.
- Recruitment of **30-** General Duty Medical Officers through External source exam conducted on 20.07.2024.

PARA MEDICAL STAFF:

Category	Proposed (2024-25)	MOR as on 30.11.2024	Variance (+/-)
Lab Technician	44	15	-29
X-Ray Technician	28	16	-12
Staff Nurses	442	308	-134
Physiotherapist	09	04	-05
Pharmacist/ Compounder	82	43	-39
Dietician	05	02	-03
Ward Assistant/ OP Theatre Asst	266	217	-49
Ayah	130	16	-114

- Note is under circulation for approval of Competent Authority for recruitment of Lab Technician- 29; X-Ray Technician-12; Junior Staff Nurse-126; Physiotherapist-04; Pharmacist-38; Dietician-04; Ward Assistant-45 and Ayah-110 through internal and external source.
- However, against shortage it is being fulfilled with deployment of manpower through outsourcing.

NLCIL:

Recruitment is done through phases as soon as the vacancy is created. In FY 2023-2024, first phase- 46 Overman and 90 Mining Sirdars have been recruited for Neyveli Mines. 14 Mining Sirdars have been recruited for Barsingsar Mine. Also, recruitment of Mining Surveyors is under progress. Assistant Managers (2nd class and 1st class holders) are also being recruited through Lateral Entry Mode.

Agenda Item- X

Safety Budget and its Utilization

CIL:

Funds allocated for Mine Safety:

- There is no dearth of funds required for ensuring and improving the standard of safety in the mines of CIL and its subsidiaries.
- Requisite funds for mine safety are allocated as per actual requirements.

Funds Utilized for Mine Safety:

Company-wise Expenditure for last 4 Years
(All figures are in Crore Rupees)

Subs.	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
ECL	113	223.15	91.27	118.22
BCCL	119	129.04	129.63	135.00
CCL	13	77.46	85.31	98.22
NCL	83	79.44	92.38	119.12
WCL	85	65.20	69.41	63.77
SECL	204.23	200.34	214.43	256.64
MCL	59.9	74.99	75.45	77.25

Note: Total expenditure including both capital & revenue head

NLCIL:

Company	Expenditure on Safety (Rs. Cr)		
	FY 2021-22	FY2022-23	FY2023-2024
NLCIL	28.67	26.81	27.49

SCCL:

Particulars	2022-23	2023-24	2024-25 (provisional) (up to 10 th Dec 2024)
Expenditure	(in Rs. Crores)		
Capital expenditure	9.11	9.72	0.63
Revenue expenditure (stores + bills)	100.164	100.29	42.69
Total expenditure (capital + revenue)	109.274	110.01	43.32
Head wise details (revenue expenditure)			
Roof support - timbering	0.0	0.0	0
Roof support - girders	0.92	1.4	0.46
Roof support - steel items & cement capsules	31.91	29.9	16.92
Ventilation & sanitation	0.32	1.28	0.08
Sand transport and stowing	42.744	40.66	16.31
Safety including rescue	24.27	27.05	8.92
Total	100.164	100.29	42.69

Agenda Item- XI

Amendment proposal of Coal Mines Regulations and The Mines Act, 1952

- The Coal Mines Regulations have already been amended and the new Coal Mine Regulation, 2017 has been notified in official gazette by the Central Government on 27th November, 2017 and came into force.
- The **Occupational Safety, Health and Working Conditions Code (OSHWC)**, 2020 notified vide CG-DL-E-29092020-222112 dated 29.09.2020 replacing the Mines Act, 1952.
- The **OSHWC-2020** has subsumed 13 Acts subsumed into one code, most of the Acts were more than 50 years old thereby reducing 622 sections into 143 clauses/sections.
- However, the **OSHWC-2020** is yet to be operationalized.
- Regulation under the **OSHWC-2020** is being framed by DGMS.

Annexure

Table-1 - Status of Slope Monitoring Devices

Subs.	Electronic Total Station	3D Terrestrial Laser scanner	Slope Stability Radar existing	Slope Stability Radar under procurement
ECL	41	2	0	5
BCCL	33	2	0	0
CCL	42	6	0	0
NCL	18	9	1	0
WCL	51	17	1	0
SECL	32	8	3	5
MCL	19	16	0	8
Total	236	60	5	13

WCL: 3D Terrestrial Laser scanner: 06 Nos under tendering, NCL radar was installed for R&D purpose

Table-2: Best Safety Practices & State-of-art technology for mine

ECL:

List of Best Safety Practices adopted	Type of State-of-art technology for mine	Nos. of mine where already such State-of-art technology adopted	Nos. of mines where State-of-art technology proposed to be adopted
1)Use of resin capsule in LHD/SDL Section 2)Use of Rotary tell-tale, Auto warning tell tale 3)Use of UDM, Quad/ Twin Bolter to avoid manual drilling 4)Manufacturing of roof bolt, bearing plates at unit workshop	1)Introduction of blast free technology like CM, LW, Vibro Ripper, Surface Miner 2)Introduction of high capacity Electric shovel & dumpers 3)Introduction of High wall mining	1. CM---5 mines 2. LW---1 mines 3. VR----1 mines 4. SM----2 mines 5. SHOVEL-DUMPER - 2 mines 6. High-Wall -2 mines	For CM- 7 mines proposed

BCCL:

List of Best Safety Practices adopted	Type of State-of-art technology for mine	Nos. of mine where already such State-of-art technology adopted	Nos. of mines where State-of-art technology proposed to be adopted
Risk Assessment based Safety Management Plan along with its regular review,	Introduction of High wall mining. Ripper is being used in OB	One - ABOCP Govindpur Area/ABGC	One - ROCP
	Blasting free mining Technology	1. PSLW-1, Moonidih Mine 2. Highwall Mining - ABOCP	
Formation of social media groups & sharing of safety clips/ videos/animation films.	Environment tele-monitoring System	Moonidih Mine	--
JHA based Standard Operating Procedures for all operational activities. Distribution to all relevant personnel	Mechanized Drilling - with the help of Bolter Miner	Moonidih Mine	---
“Suraksha Mitra Mandli” i.e. “Safety Circle” to enhance safety culture in each units.	Monorail (Diesel operated) Man riding system.	Moonidih Mine	--
a. Daily pre-shift safety talk & safety oath in every mine. b. Personal Counseling of departmental and contractual workers. c. Tool Box Safety Talk before the start of jobs/activities in each shift.	Dust Suppression -Mechanical sweepers	ROCP	
Display of Take-5 at conspicuous places in the mine.	12 nos. of Truck mounted Fog Canon & Sprinkler-cum-mist spray are in operation.	Each one in All Areas	

CCL:

List of Best Safety Practices adopted	Type of State-of-art technology for mine	Nos. of mine where already such State-of-art technology adopted	Nos. of mines where State-of-art technology proposed to be adopted
1. Display of nukkad nataks for increasing safety awareness. 2. Conducting workshops on HEMM safety by OEMs like GMMCO, BEML etc.	1. Continuous Miner 2. Surface Miners 3. High capacity HEMMs	1) 01 – Churi UG. 2) 14 no in 06 Mines.	1. Continuous Miner –03

List of Best Safety Practices adopted	Type of State-of-art technology for mine	Nos. of mine where already such State-of-art technology adopted	Nos. of mines where State-of-art technology proposed to be adopted
3. Installation of high mast red flags on LMVs plying in mines. 4. Separate roads for LMV in mines. 5. Training of HEMM operators on Simulator at CETI Barkakana. 6. Installation of Gas Chromatograph at Churi RRRT. 7. Daily pre-shift safety talk & safety oath in every mine. 8. Formulation of Risk based SMP. 9. Preparation & distribution of SOP in local language. 10. Personal Counseling of departmental and contractual workers. 11. Formation of social media groups & sharing of safety clips/ videos/animation films. 12. Display of Take-5 at conspicuous places in the mine.	4. CAQQMS 5. Water Tanker 6. Mist type spraying arrangement 7. ETMS installed at Churi UG mine of NK Area. 8. Free steered vehicle (Manriding) at Churi has become operational. 9. Fog canons. 10. Ripper at AKK OCP, B&K Area.	4) 773 no. of High capacity HEMMs. 5) CAQQMS – 14 no. 6) 67 – Departmental 59 – Contractual 7) 10	

NCL:

List of Best Safety Practices adopted	Type of State-of-art technology for mine	Nos. of mine where already such State-of-art technology adopted	Nos. of mines where State-of-art technology proposed to be adopted
Training based on Simulator at NCL HQ	Simulator	All 10 Mines (Centralized arrangement for Simulator Training has been carried out at CETI, Singrauli)	---
Slope Monitoring	3D terrestrial laser scanner	All 10 Mines	---
HEMM Monitoring	Digitization/ OITDS	4 projects (Nigahi, Jayant, Dudhichua & Khadia)/Jayant	---

Dust Suppression	Truck mounted Fog Canon & Sprinkler-cum-mist spray	20 Nos. at 10 projects (Amlohri-2, Nigahi- 3, Jayant-3, Dudhichua-2, Khadia-2, Krishnashila-1, Bina-2, Kakri-1, Block-B-3,JRD 1)	-
	Fixed Type Fog Canon (100m throw)	44 Nos. at 9 Projects (Amlohri-4, Nigahi- 5, Jayant-5, Dudhichua-9, Khadia-4, Bina-5, Kakri-1, Block-B-4,JRD 7)	-
	70 KL Mist Spray Sprinkler	29 Nos. at 8 Projects (Amlohri-3, Nigahi- 5, Jayant 6, Dudhichua 6, Khadia 4, Bina 2, Jhingurda 1, Kakri 2)	-
	28 KL Mist Spray Sprinkler	26 No. at 8 Projects (Amlohri-3, Nigahi- 4, Jayant 4, Dudhichua 3, Bina 3, Jhingurda , Kakri 2, Block B 3, Krishnashila 4)	1 No. at Jayant Project
	Mist spraying at Transfer points in CHP	All 9 CHPs of NCL	---
	Mechanical sweepers	15 Nos. at NCL (Amlohri-2, Nigahi- 2, Jayant 2, Dudhichua 1, Khadia 2, Bina 1, Block-B 2, Krishnashila 1,kakri 1,HQ 1)	---
Dust Monitoring	(CAAQMS)	12 Nos.	---
Blast Free Excavation	Surface Miner	14 Nos. at 7 Projects (Bina 2, Dudhichua 2, Jayant 2, Krishnashila 1, Nigahi 4,BB 1,Khadia2)	-
To reduce HEMM movement	First Mile Connectivity Projects (FMC)	4 no. of projects completed (CHP Krishnashila -4 MTY, Rail connectivity at Block-B, Jayant CHP 15 MTY, Dudhichua 10 MTY).	3 nos. of CHP under construction (, Bina-Kakri CHP- 9.5 MTY, Nigahi CHP- 10 MTY, Block B CHP- 4.5 MTY) 2 nos. of RLS under construction (Amlohri RLS- 2 MTY, Dudhichua RLS- 5 MTY) Khadia CHP- 4 MTY LOA Issued, site handed over.

WCL:

List of Best Safety Practices adopted	Type of State-of-art technology for mine	Nos. of mine where already such State-of-art technology adopted	Nos. of mines where State-of-art technology proposed to be adopted
1. Integrated Command & Control Centre (ICCC) at WCL HQ.	Real Time Monitoring	In all OC mines including weighbridge, CHP, Railway siding, Coal stock and stores.	All OCMs
2. Surveillance by Drone technology	Remote Monitoring	In all OC mines.	All OCMs
3. Adoption of Ripper Technology	Blast Free Mining Technology	In HLOC, Chandrapur Area	-
4. Introduction of Continuous Miner	Blast free Mining Technology	In 03 UG mines.	12 Nos Saoner No.1: 2 Nos Aml. Dhankasa-Jamunia : 4 Nos Sharda UG: 1 No Tawa 3 : 2 Nos Gandhigram: 3 Nos Total : 12 Nos.
5. Introduction of Surface Miner	Blast free Mining Technology	In 06 Nos. in 5 OC mines	05 OCMs Neeljayi Exp: 2 Nos Gauri Pauni Exp: 2 Nos Gokul Exp: 1 No. Total: 4 Nos.
6. Truck Mounted Hydraulic Ladders	To prevent fall of persons while working at Height.	22 Nos	For all WCL Areas.
7. Man Riding System in UG mines.	To overcome long and arduous travelling in UG mines.	16 Sets in 14 UG mines	03 UGs Mahadeo Puri: Under Approval. Sharda & Dhankasa UG: In PR provision.
8. Roof bolting by Resin capsule	For effective & reliable Roof Support.	In 16 UG mines	-
9. Environment tele-monitoring System	Real monitoring	05 Nos.	01 No. Tawa-I UG (Pathakheda)

SECL:

List of Best Safety Practices adopted	Type of State-of-the-art technology for mine	Nos. of mine where already such State-of-art technology adopted	Nos. of mines where State-of-art technology proposed to be adopted
1. Daily pre-shift safety talk.	1. Continuous Miner	12	09
2. Formulation of Risk-based SMP.	2. Highwall Mining	01	NIL
3. Preparation & distribution of SOP in the local language.	3. Surface Miners	14	NIL
4. Personal Counselling of employees.	4. High capacity HEMMs	03	NIL
5. Formation of social media groups & sharing of safety clips/videos/animation films.			
6. Regular inspection of mines by Company Safety Committee (one mine each month).	5. Rippers etc.	01	01

MCL:

List of Best Safety Practices adopted	Type of State-of-art technology for mine	Nos. of mine where already such State-of-art technology adopted
1. Blast Free excavation of coal	1. Surface Miners	1. 15
2. Blast Free excavation of OB	2. Eccentric/vertical rippers	2. 2
3. Mechanized Drilling	3. UDM	3. 3
4. to prevent fall of persons while working at height	4. Hydraulic ladders	4. 15
5. effective dust suppression	5. Fog cannons	5. 15
6. Awareness	6. Through showing animation/ video film of previous accidents	6. 21
7. Roof bolting by Resin capsule in UG mines	7. Roof bolting by Resin capsule in UG mines	7. 1
8. Video Analytics	8. Detection of compliance of safety gadgets, alcohol detection and access control.	8. 1
9. Use of instrumentation in UG for strata monitoring	9. Use of tell tale, Auto warning tell tale, Load cell.	9. 1

Table-3 – Blasting Free Mining Technology

Technology	Already in use (including Cont.)		Proposed to be used (including Cont.)	
	Nos of mines	Nos. of m/c	Nos of mines	Nos. of m/c
Surface Miners	42	147	8	10
Eccentric / Vertical Ripper for OB removal	4	9	2	2

CM	17	24	61	130
PSLW	2	2	3	4
High wall	2	2	30	30

Table-4: Status of Medical Infrastructure & Organization

Subsidiary	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	Total
PME Centres	15	11	4	10	13	2	12	1	68
Radiologists	1	1	1	0	0	0	0	1	4
CWP on roll	0	0	0	0	1	1	0	0	2
CWP Detection in last 3 years	Nil	0	0	0	0	1	0	0	1
Dispensary	109	68	34	27	55	12	10	2	317
Hospital	9	11	13	10	10	7	3	1	64
Central Hospital	2	1	4	3	3	2	1	1	17
Area Hospital	7	2	9	7	0	4	2	0	31
Regional Hospital	Nil	8	0	0	7	1	0	0	16
Beds	600	743	892	475	853	259	207	100	4129
Doctors	163	146	197	170	198	91	95	10	1070
Specialist	27	41	50	44	33	10	25	8	238
GDMO	130	101	122	119	153	72	48	2	747
GDMO with specialization	6	4	25	7	8	10	12	0	72
Total Ambulances (ALS, BLS, and patient carrying)	122	62	69	88	71	54	39	5	510
Patient Carrying Ambulance Owned	5	2	3	1	0	28	6	1	46
Patient Carrying Ambulance Hired	110	0	0	68	0	9	0	4	191
BLS Owned	Nil	2	0	0	0	0	23	0	25
BLS Hired	Nil	56	59	11	67	11	1	0	205
ALS Owned	Nil	2	0	0	0	0	5	0	7
ALS Hired	7	0	7	8	4	6	1	0	33
Ayurvedic Dispensary	0	0	Nil	0	0	1	0	0	1
Mobile Medical Van	4	0	Nil	0	0	2	3	0	9
Staff Nurse	144	137	149	176	206	84	131	6	1033
Pharmacist	76	28	65	65	88	57	40	2	421
Lab Technician	13	25	32	32	53	27	36	1	219
X-ray Technician	9	14	15	14	32	12	17	0	113

Subsidiary	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	Total
ECG Technician	5	10	22	20	16	11	16	0	100
Dresser/ OT Tech	139	69	70	34	52	17	39	3	423
Optometrician	2	1	1	0	2	4	3	0	13
Audiometrician	0	11	2	1	0	1	4	0	19
Physiotherapist	9	0	3	1	2	4	3	0	22
Dental Tech	0	0	1	0	0	2	3	0	6
Dietician	1	2	0	0	0	2	2	0	7
300 mA X-ray machine	9	10	4	5	15	8	4	1	56
500 mA X-ray machine or >	5	6	17	10	4	2	7	0	51
800 ma Xray Machines	Nil	0	1	0	0	0	0	0	1
Portable x-ray	3	6	6	4	0	2	2	0	23
Colour Doppler	0	1	1	0	3	2	4	1	12
USG	2	2	6	3	9	2	5	1	30
CT Scan	Nil	1	Nil	0	1	1	1	0	4
Spirometers	12	7	15	11	16	5	13	1	80
Audiometers	16	11	15	10	20	3	14	1	90
12 lead ECG machine	21	3	17	23	43	9	19	2	137
Haemodialysis	0	7	Yes	0	5	0	9	0	21
Temp. Pacing	Nil	0	Yes	0	0	0	1	0	1
Laparoscope	3	2	2	0	1	2	1	0	11
GI Endoscope	1	0	1	0	2	2	1	1	8
Colonoscope	1	0	1	0	0	1	1	0	4
IME done in 2021	1452	819	603	3323	873	997	2037	0	10104
IME done in 2022	1201	2986	1744	1786	1952	950	2321	82	13022
IME done in 23	951	496	2311	2454	759	889	3527	98	11485
IME done till 30.11.2024	778	135	889	1476	840	215	2951	Nil	7284

Subsidiary	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	Total
PME done in 2021	6573	10,466	6201	8773	5436	3937	3041	197	44624
PME done in 2022	11362	10,409	6473	10328	6299	5027	3682	157	53737
PME done in 23	10580	7396	6595	9853	6033	4956	2967	125	48505
PME done till 01.11.2024	9441	1655	4920	8796	5847	875	3482	14	35030

Status of IME & PME of Contractual Employees

Subsidiary	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	Total
IME done in 2021	297	1453	1653	6496	889	2764	3037	Nil	17155
IME done in 2022	887	1542	1304	6408	1546	3062	2187	82	17018
IME done in 2023	1256	734	1576	12071	2776	2132	4751	98	23043
IME done till 30.11.2024	2745	267	1589	8070	1137	696	3628	Nil	8481
PME done in 2021	339	NA	0	102	15769	1513	0	Nil	19763
PME done in 2022	861	Nil	0	95	2415	1280	81	84	4816
PME done in 2023	1301	154	0	120	4353	1338	510	26	8965
PME done till 01.11.2024	844	37	0	310	546	396	193	Nil	2052

Table- 5: Fly Ash dumping in OC mine

(Updated as on 31.05.2024)

COAL INDIA LIMITED				
Mine voids in which Fly Ash filling is ongoing/ completed – upto 31-05-2024				
S.N	Mine	Volume of void (Approx Lakh cum)	TPPS	Remarks
MCL				
1	South Balanda OC Q-2 & 3	147.3 (77.4 + 69.9)	TPPS (NTPC)	<ul style="list-style-type: none"> MoU on 15.07.2004 and 145.7 L.CuM has been filled. Filling Completed Oct'2020.
2	Jaganath OC, Quarry IV	170	Bhusan steel	<ul style="list-style-type: none"> 4.16 L CuM of fly ash filled. Filling discontinued since Feb, 2016 on account of permission for ash transportation. Remaining void Allotted to Talcher Fertilizer Limited on 14-04-2023.

COAL INDIA LIMITED

Mine voids in which Fly Ash filling is ongoing/ completed – upto 31-05-2024

S.N	Mine	Volume of void (Approx Lakh cum)	TPPS	Remarks
				<ul style="list-style-type: none"> 6.00 MCM, out of 16.584 MCM allotted to M/s TFL is proposed to be allotted to Jindal India Thermal Power Limited (JITPL)
3	Jaganath OC, Quarry IV & VII	64.3 & 39.6 =103.9	TPPS (NTPC)	<ul style="list-style-type: none"> MoU on 30.07.2020. 4.62 LCum filled till 31.03.2021, discontinued due to no generation of fly ash.
4	South Balanda OC Q-I	8.83	NBVL	<ul style="list-style-type: none"> 6.57 LCuM filled.(Continuing)
5	Jaganath OC, Quarry VIII	178	TSTPS (NTPC,Kaniha)	<ul style="list-style-type: none"> MoU on 18.09.2020. 23.0 L cum filled till 31.10.2023. (Continuing)
6	Bharatpur OC	139	NALCO	<ul style="list-style-type: none"> 41.4 L.Cu.M filled. (continuing)
SECL				
1	Manikpur, western quarry (Korba OC)	270	1.NTPC, CSPGCL 2. Balco 3. NTPC seepat 4. ACB India 5. Lanco 6. Maruti clean coal	<ul style="list-style-type: none"> MoU has been signed with NTPC, Korba for filling of fly ash 105 lakh cu.m. as per the agreement 5.70 lakh cu.m fly ash has been filled. MoU with CSPGCL for 105 L.CuM. 11.04 lakh CuM fly ash has been filled. MoU has been signed with BALCO for filling of fly ash 16.86 lakh Cu.M as per agreement, 1.43 L Cu.M fly ash has been filled. MoU has been signed with LANCO for filling of fly ash 5.81 lakh cu.m as per agreement, 0.07860 L cu.m. fly ash has been filled till date. MoU has been signed with NTPC Seepat for filling of fly ash 28.88 lakh cu.m as per agreement, 1.32 L cu.m. Fly ash has been filled till date. Further, MoU signed with additional 5 TPPs (NTPC Seepat, Balco, ACB India, Lanco & Maruti Clean (Coal) for fly ash dumping at Manikpur Western Quarry.
2	Surakachhar OC 3&4 pit (Korba CG)	1.50 & 1.80	NTPC, Korba	<ul style="list-style-type: none"> 1) MoU with NTPC on 13.10.16 for 1.50 lakh Cu.M and filling 1.50 cum has been completed. 2) Fresh MoU with NTPC on 31.08.2019 for 1.8036 L Cu.M. As on date 1.79 lakh Cu.M has been filled.
3	ShardaOC (OPQR patch)	10	Amarkantak TPS & MB Power	<ul style="list-style-type: none"> 1) MoU with MB Power (MP) Ltd., Murra, Anuppur for 9.19 lakh Cu.M. 5.53 LCum fly ash has been filled. 2) MoU with Amarkantak TPP, Chachai, Anuppur for 1.60 lakh Cu.M. 1.60 lakh Cum has been filled.
4	Jamuna OC (Anuppur MP)	10	MB Power	<ul style="list-style-type: none"> MoU with MB Power (MP) Ltd., Murra, Anuppur on 7.12.2022, for filling of fly ash 10 L.cu.m. 6.04 L .cu.m fly ash has been filled.
NCL				
1	Gorbi OC Pit-1	200	NTPC Vindhyachal & NTPC Singrauli	<ul style="list-style-type: none"> Allotted to NTPC Vindhyachal vide MoU dt. 03.01.2023 and allotted to NTPC Singrauli on 4th CLWG meeting held on 21.09.2023. Fly ash filling commenced from 20.06.2021 by NTPC VSTPS. 27.80 Lakh Tone fly ash filled. Till 31.10.2024.

COAL INDIA LIMITED

Mine voids in which Fly Ash filling is ongoing/ completed – upto 31-05-2024

S.N	Mine	Volume of void (Approx Lakh cum)	TPPS	Remarks
				<ul style="list-style-type: none"> For MoU with NTPC Singrauli is under process.
ECL				
1	Pusai OC	12	MPL, Maithon	<ul style="list-style-type: none"> MoU has been done for filling flyash on 16.04.2022 and 12 L Cum void has been completely filled as on date.

Mine voids where MoU is in process/signed upto 31.05.2024

S.N	Mine	Volume of void (Approx Lakh CuM)	TPPS	Remarks
NCL				
1	Gorbi OC Pit-2	80	NTPC Vindhyachal & NTPC Singrauli	<ul style="list-style-type: none"> Allotted to NTPC Vindhyachal on 3rd CLWG meeting on 04-05-2023 and also to NTPC singrauli on 4th CLWG meeting held on 21.09.2023 and Draft MoU send to NTPC- Vindhyachal on 16.08.2023, 14.09.2023 and 02.11.2023 for acceptance of term and conditions of MoU. Reply from NTPC-VSTPS is still awaited. For MoU with NTPC Singrauli is under process.
2	Gorbi OC Pit-3	130	UPRVUNL Anpara	<ul style="list-style-type: none"> Allotted in the 3rd CLWG meeting on 04-05-2023. MOU signed on 15.07.2023. Consent to Establish (CTE) received from MP Pollution Board on 09.10.2023 for fly ash filling in Pit-3 of Gorbi mine.
ECL				
1	Lachipur OC	3.50	DSTPS (DVC) Durgapur	MoU has been done for filing flyash on 17.06.2021 and dumping is yet to be started
2	Naba Kajora OC	4.0	DSTPS (DVC) Durgapur	MoU has been done for filing flyash on 17.06.2021 and dumping is yet to be started
WCL				
	NIL			
BCCL				
1	Murlidih (Cluster-XIII)	1.5	Chandrapura Thermal Power plant (CTPP),	<ul style="list-style-type: none"> MoU between BCCL & DVC signed on 14th September 2020. The MoU was valid for 03 years.

			DVC	<ul style="list-style-type: none"> • Safety Clearance from DGMS and Clearance from MoEFCC for dumping fly ash within 500 m range from Damodar river is yet to be obtained by DVC.
SECL				
1	Chachai OC Mine (Behind Rescue Colony)	1.5	Amarkantak TPS (MPPGCL)	<ul style="list-style-type: none"> • MOU signed on 18.01.24 between SECL and MPPGCL, Amarkantak TPP • Fly ash filling yet to be started.
2	Trench ABCD, Sharda OC SECL, Sohagpur area	8	Amarkantak TPS (MPPGCL)	Allotted in the 5th CLWG meeting held on 20-12-2023. MOU signed on 10.05.2024
3	Trench T-3 patch, Sharda OC, SECL, Sohagpur	11	Amarkantak TPS (MPPGCL)	Allotted in the 5th CLWG meeting held on 20-12-2023. MOU signed on 10.05.2024
4	Baiga OC, sohagpur area, Behind SECL coal weighbridge (Near Burhar siding) Amarkantak TPS (MPPGCL) 2 CIL – SE	5	Amarkantak TPS (MPPGCL)	Allotted in the 5 th CLWG meeting held on 20-12-2023. MOU signed on 10.05.2024

Mine voids identified for Fly ash filling upto 01.11.2024

S.N	Mine	Volume of void (Approx Lakh CuM)	TPPS	Remarks
SECL				
1	Dugga OC	170	Ms.NTPC ltd. & CSPGCL of Chhattisgarh	On date, identified void is filled with water

S.N	Mine	Volume of void (Approx Lakh CuM)	TPPS	Remarks
2	Bishrampur OC	17	Ms.NTPC ltd. & CSPGCL of Chhattisgarh	Bishrampur Quarry-1, partially backfilled. Part has been planted and the remaining part is filled with water. Prohibitory orders under Sec. 22A (2) have been imposed by DGMS in the mine and has not been revoked till date. Efforts are being made for vacation of Sec. 22A (2) from DGMS
3	Minni OC-Dry Patch and Mini OCM near SISF base camp of Govinda Mine-SECL.	25	MB Power	Allotted in 6 th CLGW meeting on 03.05.2024
WCL				
1	NIL	NIL	NIL	NIL
CCL				
1	Govindpur UG	0.85	DVC/STPS	Govindpur UG is also a running mine and is being explored for revenue-sharing mode.
2	Dakra-Bukbuka OC	40	Patratu/Hindal co Industries	Allotted to both parties with sharing. (20 L cum to Hindalco Industries and the balance void space to NTPC)
3	New Selected Dhori UG mine	0.83	DVC (CTPS)	After the end of the life of the mine. Allotted in the 4 th CLWG meeting held on 21-09-2023. Cancelled in the 6 th CLGW meeting held on 03.05.2024.
NCL				
1	Krishnashila OC	-	NTPC Singrauli	After end of the life of the mine (i.e. 2030). Allotted in the 4 th CLWG meeting held on 21-09-2023.
ECL				
1	Spot-1,2,3 Madhabpur OC	15	DVC-DSTPS	Allotted in 6 th CLGW meeting on 03.05.2024
2	Parbelia UG	3.5	DVC-RTPS	Allotted in 6 th CLGW meeting on 03.05.2024
3	Dubeswari UG	1.0	DVC-RTPS	Allotted in 6 th CLGW meeting on 03.05.2024
4	Nasramunda UG	1.09	DVC-RTPS	Allotted in 6 th CLGW meeting on 03.05.2024
5	Kunustoria UG	2	DVC-DSTPS	Allotted in 6 th CLGW meeting on 03.05.2024
6	Ningha UG	10	DVC-DSTPS	Allotted in 6 th CLGW meeting on

S.N	Mine	Volume of void (Approx Lakh CuM)	TPPS	Remarks
				03.05.2024
7	Pandebeshwar UG	2.5	DVC-DSTPS	Allotted in 6 th CLGW meeting on 03.05.2024
8	Satgram Incline Colliery	0.01	DVC-MTPS	Allotted in 6 th CLGW meeting on 03.05.2024

Table-6: On-going R&D Projects on mine safety (updated as on 20.06.2024)

Title of on-going R&D projects w.r.t. Mine Safety	Starting of R&D – Date/Year	Probable timeline for completion of R&D project	Remarks (Reasons for extra-ordinary delay)
Development and Field Trial of 500 T Capacity SAGES-III for Use with Continuous Miners (Phase-III)	01.05.2019	31.12.2024	Field trial of 2 nos. of SAGES have been started at Churcha UG mine, SECL in November'23 and is still continuing.
Forensic investigation related to Geo-technical aspects in order to stabilize the foundation soil of expansive nature and implement suitable ground improvement technology to sustain and enhance the optimum overburden dump height	10.02.2021	31.07.2024	Construction of stabilization structure has been completed up to 10m height from the base of the retention wall, which needs to be heightened up to 15m. Thereafter, guidelines will be developed to enhance the height of dump at Makardhokra (MKD-III), Umrer area and other similar mine sites.
Use of Microseismicity as a tool for underground mines hazard monitoring with the motive to enhance safety and production	29.12.2022	28.12.2024	Site visit has been completed and selection of the area of operating mines & placement of geophones has been completed in the R7b seam of Kumardih-B UG mine along with development of GUI
Development of Synthetic Lightweight Aggregates as Backfilling Material using Hydraulic Stowing Method	01.09.2023	31.08.2025	Fly ash samples are collected from three thermal plants and Godavari river, and numerical modelling is ongoing.
Design and development of an AI-enabled Dust Suppression System for Opencast Mines	08.01.2024	07.01.2026	Design of Intelligent Water Sprinkler System: 3-D CAD model is prepared as per dimension after field visit. Also, preliminary, design and 3-D CAD model of Pole mounted solar systems.
Prevention of premature failures and enhancing life of bottom rollers used in bucket wheel excavators	15.10.2022	14.10.2024	Prototype modeling for prediction and Product development & manufacturing is in progress.

Title of on-going R&D projects w.r.t. Mine Safety	Starting of R&D – Date/Year	Probable timeline for completion of R&D project	Remarks (Reasons for extra-ordinary delay)
Real-time energy efficient cyber-physical intelligent system for mine slope health monitoring	01.02.2022	31.07.2024	Procurement of equipment and data collection has been completed and installed. Project is expected to complete within the revised schedule.
Development of tandem approach for Paste Fill Technology and extraction methodology by continuous miner (CM) deployment for Shyampur B Colliery of Mugma Area, ECL	15.09.2022	14.09.2024	Tendering by ECL for installation of the proposed plant is in progress. Due to poor response from vendors, retendering will be done soon. As such, progress is not as per schedule
Highwall Mining Feasibility Assessment and Layout Design.	11.07.2022	10.07.2024	Two mines of CCL have been identified for detailed design for Highwall mining. Geological data for these mines are being generated through geotechnical testing of core samples collected in the field. Project is likely to be delayed due to delay in geotechnical characterization.

Table-6A –R&D Projects on Mine Safety – Already completed (since 2016)

Title of completed R&D projects on Mine Safety	Starting Year	Year of completion	Whether outcomes beings used in mines
On-line coal dust suppression system for opencast mines	2016	2021	Under operation at RCM siding of Ashok OCP, CCL
Investigation pertaining to geotechnical & hydrogeological aspects to stabilize the non-cohesive granular soil/sand in the opencast mines adjacent to the major perennial river.	2016	2020	10 m high green facia reinforced earth wall constructed at Bhanegaon OCP, WCL adjacent to PENCH & Kanhan river
Techno-economic evaluation and performance behaviour of Self Advancing (mobile) Goaf Edge Supports (SAGES) (Phase - II)	2015	2019	SAGES developed for safe, economic and efficient extraction of locked coal in pillars in U/G coal mines and its field trial were successfully undertaken at RK-7 mine of SCCL. Based on the success of the project, further study undertaken to develop 500 Te SAGES for CM panel under

Title of completed R&D projects on Mine Safety	Starting Year	Year of completion	Whether outcomes beings used in mines
			another ongoing S&T project. Product developed. 500 Te SAGES will be under field trial very soon at Churcha UG mine, SECL.
Assessment of horizontal stress fields in deeper horizons and development of roof hazards maps of coal resources in SCCL	2015	2019	Project executed at Mandamari Shaft block and RKNT dip side block, SCCL. The developed technique was replicated for Geo-technical mapping in SK mine, KK 1 Inc and RKNT mines of SCCL to derive stress orientation. The same has been recommended for stress measurement in GDK-11 Inc and PVK-5 Inc mines of SCCL.
Development of guidelines to predict distance between toe of the Shovel-Dumper dump and that of Dragline dump with consideration of safety and economical design of both Shovel-Dumper dump and Dragline dump.	2013	2016	Recommendation are being followed in open cast mines having Dragline and shovel dumper operation.
To find a methodology of safe liquidation in thick seams of Raniganj Coalfields: Design & Development & show-casing demonstrative trials at Khottadih colliery, ECL.	2014	2016	Developed methodologies are being practiced in Khottadih UG Mines, ECL
Optical fiber based solar illumination of pit bottom and underground mine roadways and working face.	2017	2021	Under this project, an optical fiber based hybrid illumination system for mines that will function during sunny / cloudy days and nights was designed and installed in Jhanjra UG project, ECL. The developed solar power driven, optical fiber based illumination system provides > 50 lux of illumination at pit-bottom, which is as per the specified limits of DGMS.
Requirement of air in mine for Mass Production Technology	2016	2021	DGMS has been approached for consideration. After getting DGMS permission, recommendation may be applied in different mines having Mass production technology.
Development of guidelines for design of all tiers of shovel-dumper dump above	2018	2022	After getting DGMS permission, recommendation may be applied in different open cast mines having

Title of completed R&D projects on Mine Safety	Starting Year	Year of completion	Whether outcomes beings used in mines
dragline dump, with delineation of phreatic surface, within dragline dump, throughout the year and validation study on two dragline mines of CIL.			Dragline, shovel–dumpers in operation.
Development of Guidelines for Increasing the Height of Overburden Dumps at Opencast Coal Mines in India.	2017	2022	Developed Direct Shear test facility for testing of representative field samples under true field conditions. Strength parameters are increased by at least 30% testing in LDSM. As strength parameters increase the final capacity can be increased considering the foundation condition.
Development of a methodology for regional air quality monitoring in coalfield area using satellite data and ground observations.	2017	2023	Methodology developed for surface level estimation of particulate matter in the Singrauli coalfield and validated the developed system in Talcher coalfield.
To develop an Artificial Intelligence (AI) based machine learning solutions to enable prediction of occurrence of fire in Open cast mines extracting locked coal pillars with safety.	2021	2023	Based on the analyzed data of 10 mines, a neuro-gadget for detecting and preventing the fire problem by safe operating the mining parameters has been developed to scientifically deal with the fire problem in opencast mines and opencast mines under developed coal pillars.
Development of an indigenous optical fiber based instrument for measuring in-the-hole Velocity of Detonation [VOD] and analyze the performance of explosive in field condition	2021	2023	Under this project, a VOD measurement system was developed which can measure velocity of detonation of in-the-hole explosive as well as cartridges, booster and other accessories on the surface. The system uses fiber optic cables for high accuracy measurement. The instrument cannot be initiated without the authorization of the user, hence authenticity of the measurement and security of the tested explosives and accessories are guaranteed. The device is developed indigenously keeping the spirit of “Atmanirbhar Bharat Abhiyan” or

Title of completed R&D projects on Mine Safety	Starting Year	Year of completion	Whether outcomes beings used in mines
			<p>“Make in India” concept. The major benefit is that the hardware and software are developed indigenously and any modification/customization can be done without depending on the foreign company or agency. This will save tremendous amount of time and money to the users of this device.</p> <p>The device is developed based on the state-of-the art technology. It uses fiber optics based measurement device with high end processor to process the signal form blasting of explosive in production blast hole with authenticity of the user and data security. This device may also attract users in abroad and hence it fits in “Make Local and Think Global” vision of the Government.</p>
Development and adoption of Real-Time Prognosis System (RTPS) for cost-effective safe operation of mobile machinery: show-cased demonstration of dumper fleet	2019	2023	Under this project, the real-time monitoring of Dumpers using the vibration of different components by mounting accelerometers on them has been achieved. A prototype of the system is developed including software development, hardware design, and online data analysis.
Effect of Blasting on Opencast Mine Dump and Development of Relationship between Blast Induced Vibration and Dump Design.	2021	2023	<p>Under this project, the probable failure states of the OB dump slopes considering blast loading with different explosive densities and distances of the blasting point from the slope were recommended and the importance of consideration of heterogeneity of OB dump materials was indicated bt the laboratory investigations.</p> <p>Through the rigorous probabilistic investigation, the prediction model of FOS for stability of the OB dump slope was recommended considering</p>

Title of completed R&D projects on Mine Safety	Starting Year	Year of completion	Whether outcomes beings used in mines
			various uncertain material parameters. The study was found to be beneficial in selecting the optimum distance of blasting that leads to the allowable performance of the OB dump slope.
Design of Protective Barrier Pillar against Large Water Head in Underground Coal Mines	2021	2023	Under this project, a steady-state hydro-mechanically coupled numerical modelling approach has been developed to assess the performance of Protective Water Barrier Pillars (PWBP) in underground coal mines. Design criteria were developed for determining the rational size of PWBP and evaluating the adequacy of existing barrier pillars utilizing the outcome of this study and the Seepage Severity Classification based on the prevailing drainage practice in mines.
Study of hazards due to mining-induced sub-surface cavities and waterlogged areas in inaccessible old workings in underground coal mines using geophysical technique	2021	2023	Under this project, integrated geophysical approach comprising Electrical resistivity tomography (ERT), Multi-channel analysis of surface wave (MASW), Ground penetrating radar (GPR), Micro-magnetic, and Micro-gravity have been successfully utilized for mapping/ delineation and characterization of unstable areas of abandoned underground mines, in parts of Shampur-A Colliery, Ratibati Colliery, ECL and Thaparnagar, Mugma area, ECL for a maximum depth up to 160m.
Indigenous development of early warning radar system for predicting failures/slope instabilities in open cast mines.	2018	2023	Under this project, SAR hardware was successfully developed, integrated, calibrated, and installed in the Dudhichua OCP of NCL. Such a system was designed, developed,

Title of completed R&D projects on Mine Safety	Starting Year	Year of completion	Whether outcomes beings used in mines
			<p>and operated for the first time in India. Ground-based interferometric synthetic aperture radar (GB-InSAR) is comparable to various other commercially available GB-SAR in the market. The indigenously developed GB-InSAR system has the capability to monitor deformation from a remote location. It provides utility for generating alarms/alerts for early warning of slope failures in mobile through SMS. This prototype system developed is being deployed and verified in an actual operational environment and hence achieved the TRL 7 level.</p>
<p>Indigenous Development of IoT Enabled Technology for Monitoring, Analysis and Interpretation of Longwall Shield Pressures for Improving Safety and Productivity</p>	<p>2020</p>	<p>2023</p>	<p>Under this project, indigenously development of an intrinsically safe data acquisition system (both hardware and software) was undertaken for collecting longwall pressure data and shearer position data from Jhanjra longwall panel and transfer them to a surface computer. The pressure data were analyzed using an indigenously developed software named “Longwall Strata Control System (LSCS)” for identifying mining cycle parameters and subsequently plot heat-maps of pressures with time and distance of the face advancement. Using this software, periodic roof weighting phenomena can be detected apart from identifying maintenance issues of shield legs such as leakage, low setting pressure, faulty sensors, etc. Further, instrumented rock bolts were also developed and installed in a nearby mine for understanding the</p>

Title of completed R&D projects on Mine Safety	Starting Year	Year of completion	Whether outcomes beings used in mines
			coal mine roof behavior in the bolted zone.
Design and Stability of Pillars/Arrays of Pillars for Different Mining Methods in Coal Mine Workings	2018	2023	Project completed and final report is under preparation.
Development of guideline for prevention & mitigation of explosion hazard by risk assessment and determination of explosibility of Indian coal incorporating risk based mine emergency evacuation and re-entry protocol.	2016	2024	A protocol for the safe withdrawal of persons in the event of a fire in underground coal mines and for re-entry into an underground mine after a fire or explosion event has been prepared based on the best practices and using the tool of Cognitive work analysis.
Development of Virtual Reality Mine Simulator (VRMS) for improving safety and productivity in coal mines	2017	2024	An indigenous world-class VR facility has been developed by IIT(ISM) Dhanbad for demonstration and training of the mining working professionals. Nigahi Opencast Project of NCL and Jhanjra Underground Project of ECL has been mainly covered to showcase the best mining practices in VR environment. Mines Rescue Station, Dhansar was covered to showcase the best safety practices.
Design and development of knee and spinal smart protective devices for improving the health and safety of miners.	2021	2024	The smart protective devices have been made to support knee joint portion and vertebrae of human spine during the working condition in underground mines and open cast mines. This knee and spinal smart protective devices is made by glass fiber material, which is very useful to give a high amount of control regarding the knee injuries and back pain in spine section, intervertebral disk problem, herniated disk problem (slipped disk or rupture disk, and this problem generally happened in any section of the spine.

Table- 7: Status of Statutory Manpower of CIL

(Updated as on 01.11.2024)

Category / Subsidiary	Overman			Mining Sirdar			Electrical Supervisor			Surveyor (Non-exe)		
	On Roll	Sanctioned	Shortage / Surplus	On Roll	Sanctioned	Shortage / Surplus	On Roll	Sanctioned	Shortage / Surplus	On Roll	Sanctioned	Shortage / Surplus
ECL	845	1132	-287	1060	1372	-312	165	636	-471	151	192	-41
BCCL	578	818	-240	391	713	-322	575	725	-150	52	87	-35
CCL	705	754	-49	711	830	-119	501	597	-96	150	178	-28
WCL	919	1036	-117	1147	1373	-226	287	535	-248	172	169	3
SECL	1038	1325	-287	987	1460	-473	753	985	-232	155	204	-49
NCL	510	806	-296	479	297	182	403	403	0	83	89	-6
MCL	670	912	-242	374	738	-364	488	720	-232	108	131	-23
CMPDIL	0	0	0	0	0	0	3	8	-5	42	63	-21
NEC	14	30	-16	29	55	-26	10	9	1	4	4	0

Note: Executives having competency certificates in mine surveying are included

Table -8: Status of fill up of shortages in statutory manpower

Category	Subs.	No. of posts filled through Dept. candidates in FY 2023- 24	No. of posts filled through Direct Recruitment in FY 2023-24	Total post filled in FY 2023-24	No. of posts Advertised for Direct Rectt.(2024-25)	Remarks
Mining Sirdar	ECL	30	0	30	0	In the year 22-23, ECL had filled 280 posts through direct recruitment
	BCCL	12	0	12	0	
	CCL	52	73	125	0	
	WCL	112	0	112	0	<ul style="list-style-type: none"> FY 2021-22 - 197 (166 Direct Recruitment + 31 Departmental) FY 2022-23 - 195 (116 Direct Recruitment + 79 Departmental) FY 2023-24 - 112 (Departmental) FY 2024-25 - 45 (Departmental)

Category	Subs.	No. of posts filled through Dept. candidates in in FY 2023- 24	No. of posts filled through Direct Recruitment in FY 2023-24	Total post filled in FY 2023-24	No. of posts Advertised for Direct Rectt.(2024-25)	Remarks
	SECL	0	0	0	0	Direct recruitment of 350 posts of Mining Sirdar is still under process
	MCL	0	95	95	0	Employment Notice will be issued based on the new MPB *54 posts (Overman-05 & Mining Sirdar-49) could not be filled due to orders issued by Hon`ble High Court of Odisha in W.P.(C) No.4690 of 2023 and WP(C) No. 24192 of 2023.
	NCL	0	368	368	0	
	CMPDIL	0	0	0	0	
	TOTAL	206	536	742	0	
Overman	ECL	0	0	0	0	
	BCCL	15	0	15	0	Recruitment of 77 nos. of Jr. Overman through Open recruitment is in the final stage of document verification of qualified candidate based on result of written exam held on 15.09.2024.
	CCL	88	0	88	0	
	WCL	130	0	130	0	In WCL Overman vacancy is filled through promotion from the post of Mining Sirdar. <ul style="list-style-type: none"> FY 2021-22 - 131 Nos. FY 2022-23 - 81 Nos. FY 2023-24- 130 Nos.
	SECL	0	0	0	0	In SECL Overman vacancy is filled through promotion from the post of Mining Sirdar
	MCL		74*	74	0	**54 posts (Overman-05 & Mining Sirdar-49) could not be filled due to orders issued by Hon`ble High Court of Odisha in W.P.(C) No.4690 of 2023 and WP(C) No. 24192 of 2023.
	NCL	20	0	20	0	362 posts were filled in the year 2022-23

Category	Subs.	No. of posts filled through Dept. candidates in in FY 2023- 24	No. of posts filled through Direct Recruitment in FY 2023-24	Total post filled in FY 2023-24	No. of posts Advertised for Direct Rectt.(2024-25)	Remarks
	CMPDIL	0	0	0	0	
	TOTAL	253	74	327	0	
Electrical Supervisor	ECL	6	0	6	0	In 2024-25 , 4 nos under process.
	BCCL	0	0	0	0	
	CCL	66	46	112	0	
	WCL	18	0	18	0	Deptt Selection <ul style="list-style-type: none"> • FY 2021-22 - 09 Nos. • FY 2022-23 - 27 Nos. • FY 2023-24 - 18 Nos. • FY 2024-25 - 06 Nos.
	SECL	0	0	0	0	
	MCL (AFM-Elec.)	94	0	94	0	
	NCL	0	0	0	0	
	CMPDIL	0	0	0	0	
	TOTAL	184	46	230	0	
Surveyor (M)	ECL	6	0	6	0	
	BCCL	0	0	0	0	
	CCL	0	2	2	0	
	WCL	0	0	0	0	<ul style="list-style-type: none"> • FY 2021-22 - 52 (44 Direct Recruitment + 8 Departmental) • FY 2022-23 - 32 (28 Direct Recruitment + 4 Departmental)
	SECL	6	49	55	0	
	MCL	0	58	58	0	Employment Notice will be issued based on the new MPB
	NCL	0	26	26	0	
	CMPDIL	0	0	0	0	
	TOTAL	12	135	147	0	
Grand Total		657	791	1447	0	

Table – 9: Status of Dust Suppression System
(Updated as on 01.04.2024)

No. of mobile water sprinkler tanker	No. of fixed mist type sprinkler system	No. of fog cannon	No. of road mech. sweeping m/c	Vertical greenery / Wind barrier (in meter)	Nos. of Wheel washing system	No. of rain harvesting project	No. of CAAQMS
910	7828	279	49	<27000	50	526	80

Table: 10 – List of operating Digital Dispensaries in CIL’s Subsidiaries

CCL	MCL	ECL	SECL	WCL
Giridih Digital Dispensary	Lakhanpur Dispensary	Shyamsundarpur Colliery Dispensary	Vikas Nagar Dispensary	Bhallar Dispensary
Kalyani Digital Dispensary	Rampur Dispensary	Jhanjra Area Dispensary		
AAK OCP/ KMP Digital Dispensary	Anand Vihar Dispensary	RN Colony Dispensary		
Swang Digital Dispensary	Kaniha Dispensary	Pandaveswar Colliery Dispensary		
S C Tapin Digital Dispensary	Basundhara Dispensary	Badjna Colliery Dispensary		
Urimari Digital Dispensary	Balaram Dispensary	Urjanagar Dispensary		
Magadh Digital Dispensary		SP Mines Dispensary		
Amrapali Digital Dispensary				
Bachra Digital Dispensary				
Tetariakhar Digital Dispensary				
Rrohini Digital Dispensary				

As of 30.11.2024 the number of patients examined in digital dispensaries are as such:

CCL	MCL	ECL	SECL	WCL
388	6393	642	111	994

Occupational Health and Safety Policy of CIL

We, at Coal India Limited, are committed to ensure the health and safety of our employees. CIL believes that accidents are preventable and industrial health hazards are controllable with foresight, relevant training, purposeful attitude and appropriate equipment.

CIL is committed to:

- A. Carry out all mining and associated activities in such a manner as to avoid harm to employees, neighboring communities & environment.
- B. Comply all relevant statutes for occupational health and safety.
- C. Continuously promote and improve safe practices in all its operations in a planned manner along with its monitoring and feedback.
- D. Develop a culture of progressive improvement in practices and systems related to Occupational Health and Safety (OHS) at work places.

CIL will achieve these objectives by:

- 1. Planning and designing of mine with adequate provision for Occupational Health and Safety.
- 2. Hazard Identification and Risk Assessment based Safety Management System in mines.
- 3. Adoption of suitable technology for improvement in Occupational Health and Safety (OHS) system in work places.
- 4. Provision of adequate resources for effective execution of Occupational Health and Safety (OHS) system in work places.
- 5. Engage the safety personnel exclusively for improving safety standards and safety cultures of mines.
- 6. Organize appropriate forums with employees' representatives for joint consultations on occupational health and safety matters to promote motivation and commitment of employees in occupational health and safety system;
- 7. Multi-level monitoring of the implementation of the Occupational Health and Safety (OHS) system in mines through Internal Safety Organization (ISO) at the company headquarters and Area Safety Officers at area level;
- 8. Periodically auditing of the procedures and practices related to Occupational Health and Safety (OHS) System;
- 9. Institute continuous education, training and retraining all employees with the accent placed on development of safety oriented skills;
- 10. Continuous efforts to improve the occupational health standards, and workplace ambience.