



Vigilance



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1. Function

Vigilance Division in the Ministry of Coal oversees the vigilance administration of the Ministry in addition to vigilance issues relating to the organizations working under Ministry of Coal i.e. Coal India Limited (CIL) and its 8 subsidiaries; NLC India Ltd. (NLCIL); Coal Mines Provident Fund Organization (CMPFO) and Coal Controller Organization (CCO). The CVO of the Ministry coordinates vigilance issues with the Central Vigilance Commission (CVC), Central Bureau of Investigation (CBI), DoP&T and other related organizations.

Complaints received in organization are dealt in accordance with the 'Complaint Handling Policy' of the CVC and are processed using the Complaint Tracking System (CTS) from receipt up to disposal in proactive, preventive and punitive manners, such as surprise checks, regular checks, quality checks, follow-up checks and CTE type examinations to sensitize the employees of the company.

The complaints are generally received from MPs/MLAs/Employees and General Public. The nature of complaints largely is in respect of appointment/ promotion of employees, irregularities in tenders, corruption regarding compensation, etc. against officers/officials of Ministry of Coal, CIL and its subsidiaries, NLCIL, CMPFO and CCO.

2. Organization Structure

Vigilance Division in the Ministry is headed by Joint Secretary as Chief Vigilance Officer (CVO). Vigilance wings of CIL and its subsidiaries; NLCIL; Coal Mines Provident Fund Organization and Coal Controller

Organization are headed by CVOs appointed on deputation basis. Vigilance issues in respect of below Board-level Officers of the above-mentioned organizations are investigated by the CVO of the company concerned and in respect of Board-level officers, the CVOs of the company furnish factual report to the Ministry for taking appropriate action in consultation with the CVC.

3. Observation of Vigilance Awareness

Vigilance awareness week focusing on the theme "सत्यानिष्ठा की संस्कृति से राष्ट्र की समृद्धि/Culture of Integrity for Nation's Prosperity" was observed from 28.10.2024 to 03.11.2024. During this week Integrity pledge, Essay writing competition, Slogan writing competition, quiz etc. were organized in the Ministry. Similar activities were also undertaken in all the companies to create awareness on vigilance issues.

4. Review/Monitoring Mechanism

Regular review meetings are being held with the CVOs to review the pending issues relating to vigilance cases. Two meetings chaired by Secretary (Coal) was held on 09.04.2024 and 05.10.2024 during the period 01.01.2024 to 09.12.2024.

5. System Improvement Measures issued during 2023 -24

All organizations are active participants in online submission of Immovable Property Return (IPR), rotational transfer of the officers from sensitive to non-sensitive posts, etc. In addition, following key System improvement were suggestions during 2024-25: -



Systemic Improvement Measures of CIL

A. Alert Generation in SAP /ERP for Sensitive Posting periods:

Rotational transfer of officials holding sensitive posts is one of the tools for effective implementation of Preventive Vigilance Mechanism. As per CVC guidelines and provisions of HR Manual of CIL, all officials posted in sensitive position should be rotated/ transferred after completion of the stipulated tenure. Existing practice involves the identification and tracking of tenure completion for officials posted at sensitive positions at CIL and subsidiary companies manually. This manual process increases the likelihood of human error and makes it difficult to streamline records. Since CIL & subsidiary companies have already migrated to ERP, it was suggested by Vigilance Division to implement an automated alert generation system regarding sensitive posting periods through the SAP/ ERP (HR) module across CIL and its subsidiaries. For better use of IT and to enhance transparency, System Improvement Measures (SIM) were suggested for uniform implementation across CIL and its subsidiaries which included:

- Mapping of all sensitive posts of executives and non- executives in the ERP by all units/ areas/subsidiaries by designated officers in line with relevant circular of CIL and any other circulars issued by CIL from time to time in respect of sensitive posting.
- Regular updating of records and information regarding the transfer, posting, and joining of officials in the ERP system shall be carried out.
- Generation of alerts for tenure completion in sensitive posts on periodic basis and

placement before Competent Authority for decision.

- Job rotation of officials has to be done in a periodic manner based on alerts generated. It is pertinent to mention that BCCL has already implemented the alert generation system in the SAP/ERP (HR) module, and WCL is also in the process of implementing it.

B. Inventory Management of Spares / Parts of P&M including Pumps

Various Systemic Improvement Measures for Inventory Management of Spares / Parts of P&M including Pumps were suggested by Vigilance division which were duly complied by the Management for implementation across CIL subsidiaries. It was suggested:

- The pertinent details of all Plant & Machinery (P&M) items including Pumps used for de-watering in the mines, should be entered in the Asset Register duly maintained for that purpose in physical/digital form, Proper inventory management by way of record keeping of the spares procured and consumed to be ensured, Log books should be maintained at unit level for all P&M items including pumps.
- Details of all repairs including day to day consumption of spares/consumables should be entered in the log books with proper authentication by concerned officials.
- Further, Periodic audit of consumption of spares against each P&M item should be ensured at appropriate level to assess the cost of maintaining the assets vis-à-vis cost of replacement.
- Focused planning and review should be ensured for Asset Life Cycle Management of all P&M items. It was also suggested to formulate an appropriate SOPs to ensure the same.



6. Details of Complaints, Disciplinary Proceedings and Prosecution Sanction from 01.01.2024 to 31.03.2025

Details of Complaints & Cases received, disposed and Pending (Normal/VIP/PIDPI/CVC)

Source	Opening Balance	Received during the year	Total	Disposed	Balance	Age wise pendency (Months)			
						<1	1-3	3-6	>6
Normal	47	464	511	439	72	12	59	1	0
VIP	1	0	1	1	0	0	0	0	0
PIDPI	3	11	14	10	4	0	2	2	0
CVC (FR and I&R)	4	2	6	4	2	0	0	2	0

Details of Disciplinary actions - Major

Source	Opening Balance	Inquiries assigned to IO during the period	Total	Reports received from IOs	Inquiries Pending with IOs	Age wise pendency (Months)			
						<6	6-12	12-18	>18
Major Penalty cases	3	1	4	3	1	0	0	0	1

Details of Disciplinary actions - Minor

Source	Opening Balance	Minor penalty charge sheet by DA's during the period	Total	Cases in which Final Orders by DA issued	Balance pending	Age wise pendency (Months)			
						<6	6-12	12-18	>18
Minor penalty cases	0	0	0	0	0	0	0	0	0

Details of Prosecution Sanction

Opening Balance	Received during the period	Total	Sanction granted	Sanction refused	Balance Pending
1	0	1	1	0	0

