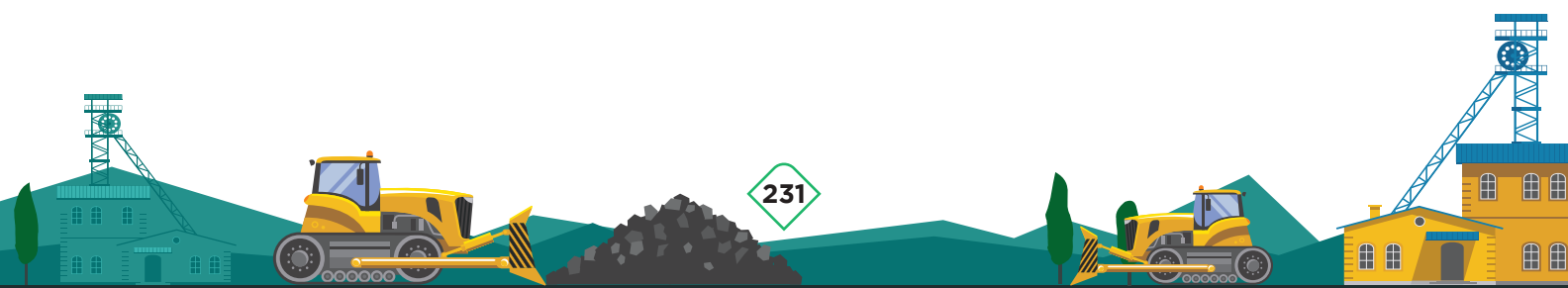


VIGILANCE

18

CHAPTER



Vigilance

1. Function

Vigilance Division in the Ministry of Coal oversees the vigilance administration of the Ministry in addition to vigilance issues relating to the Organisations working under Ministry of Coal i.e. Coal India Limited (CIL) and its 8 subsidiaries, NLC India Ltd. (NLCIL), Coal Mines Provident Fund Organisation (CMPFO) and Coal Controller Organisation (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 Organisations.

Complaints received in Organisation 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. Organisation 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 Organisation and Coal Controller Organisation are headed by CVOs appointed on deputation basis. Vigilance issues in respect of below Board-level Officers of the above-mentioned Organisations 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 “सतर्कता: हमारी साझा जिम्मेदारी” “Vigilance: Our Shared Responsibility” was observed from 27.10.2025 to 02.11.2025. 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 such review meetings chaired by Secretary (Coal) were held on 4.3.2025 & 12.11.2025 during the period 01.01.2025 to 31.12.2025.**

5. System Improvement Measures issued during 2025-26.

All Organisations 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 2025-26: -

Systemic Improvement Measures of CIL

A. Regarding Transfer and Posting of Executives of CIL and Subsidiaries:

Coal India Limited (CIL), under the banner of Mission_Brand_CIL@50 Initiated by Vigilance Division (HQ), has undertaken a series of innovative and impactful vigilance initiatives across all its subsidiaries. The initiatives of vigilance division CIL focuses on transparency and accountability in the work environment. In order to enhance transparency, efficiency and uniformity in the transfer and posting processes of executives across Coal India Limited (CIL) and its Subsidiaries, the following systemic improvements measures were proposed to the CIL Management:

1. Introduction of a Unified Web-Based Transfer Management Portal: A dedicated, centralized Transfer Management Portal should be developed for handling all categories of executive

transfer requests.

2. Standard Operating Procedure (SOP) with Defined Timelines: A detailed SOP for Transfer and Posting must be issued and uploaded onto the portal.

3. Digital Processing of Mutual & Request Transfers: Mutual transfers and normal request transfers should be fully processed through the portal in a paperless mode, with features such as Online application submission, Auto- matching of mutual transfer requests, Real-time vacancy mapping. Status tracking linked with SAP, Auto-generated approval/rejection orders.

4. Medical Ground Transfers: Given the sensitivity and urgency involved in medical cases, a dedicated Medical Ground Transfer Portal may be created with: Upload facility for medical documents, prescriptions, medical board reports, etc. Provision for validation by empanelled medical authorities, Fast-track processing with priority routing in the workflow and a policy therewith, a defined timeline for disposal on urgent basis, considering the criticality of such cases.

5. Monitoring, Audit and MIS: Both portals should have: MIS dashboards for management to monitor pendency, disposal rate and compliance with timelines. Digital Audit trails for all user actions to maintain transparency. Analytics for manpower planning and policy decisions. Implementing these systemic reforms will significantly improve the overall transfer and posting mechanism by ensuring enhanced transparency and fairness, reducing manual intervention and enabling faster processing that directly contributes to improved employee satisfaction. With streamlined workflows and real-time data integration, the system will support better manpower planning across CIL and its subsidiaries while ensuring uniform policy implementation at all Organisational levels. Overall, these measures



will eliminate delays, bring greater uniformity, and establish a fully transparent and accountable transfer framework.

B. Passing of Bills:

In order to improve efficiency and bring greater transparency in the disposal of delayed payments following the submission of final bills, the following System Improvement Measures were proposed:

1. Record keeping for internal (table-to-table) movement of bills within the department needs to be put in place in the form of Standard Operating Procedure (SOP).
2. All bills should be processed under a uniform criterion such as the First In-First-Out (FIFO) method. Any deviation from this process may be allowed only with approval from the competent authority. To allow such exceptions, clear-cut guidelines should be issued to ensure consistent decision-making.
3. a) Proper maintenance of records at various stages of Bill processing should be ensured. b) The implementation of bill tracking system through ERP should be followed. Further, for handling the receipt and processing of bills and enabling paperless payments to vendors and employees, the implementation of ERP modules like Vendor Invoice Management (VIM) was suggested to the Management. CIL Management issued an SOP for digitization through SAP for processing bills and various claims, with effect from 01.01.2025.

Systemic Improvement Measures of NLCIL

A. Nomination work abandoned by contractor: A nomination contract was awarded to address urgent requirements for the 'Mills and PF Ducts Overhaul Work in two Mills of TPS-II Boilers' at TPS-II. However, the contractor abandoned the work midway, and it was observed that the contract had been awarded without adequate verification

of the contractor's credentials. In the instant matter, vigilance Department, NLCIL suggested to ensure the credentials of the contractor before awarding works on a nomination basis. A circular was also issued to ensure contractor credentials in Nomination proposals. A warning letter was also issued to the firm.

B. Deviation between tender conditions and note approval for works.

Administrative approval was obtained for pre-stripping soil up to 3 meters over 40.0 hectares—comprising 4 LCM of topsoil (1 m depth) and 8 LCM of subsoil (2 m depth). However, the tender documents did not explicitly specify the excavation depths for either layer. During execution, 1.43 LCM of topsoil and 10.11 LCM of subsoil were removed, against the approved quantity of 2.86 LCM of subsoil. This resulted in an excess removal of 7.25 LCM of subsoil—amounting to 253% over the administratively approved volume. In the instant matter, vigilance Department, NLCIL suggested to ensure transparency and accountability precise tender scope as per the administrative approval should be made.

C. Discrepancy between NeAT and GeM portals in elimination of vendors for Reverse Auction (RA). Vigilance Dept, NLCIL suggested to adopt GeM RA policy in NeAT to increase competition. This will be incorporated in the ongoing Contract and Purchase Manual of NLCIL.

D. Tender conditions indicating Brand Name and "Reputed Make".

Vigilance Dept, NLCIL recommended/suggested to avoid subjective or non-standard terminology such as "reputed make" in future tenders.

E. Maintenance jobs defined as labor supply as with Operation jobs.

The maintenance works of the contract was prepared as a labor supply contract, along with



the operation portion. It posed difficulties in measuring the maintenance work done and raise bills accordingly. Vigilance Dept, NLCIL recommended that the maintenance tenders should be floated as item rate contracts defining the Job codes, Quantity, unit rate, and amount, rather than being structured as a labor supply contract.

F. Load and Stability Check of EOT cranes.

The tender documents did not specify the applicable IS standards or SOPs for load testing and stability checks, resulting in inconsistent execution and interpretation of requirements. Consequently, load testing for both cranes was conducted below

the mandated 125% overload capacity prescribed in IS 3177, and the test methodology deviated from standard procedures, thereby undermining the reliability of the stability assessment. Vigilance Dept, NLCIL recommended/suggested to define acceptable procedures and limits (SWL, dynamic/static loads) aligned with IS standards. Future contracts shall incorporate the recommendations.

G. Theft of red soil from ash pond.

Fresh red soil excavation from the base of the ash ponds observed. The inner bund soil of the ponds also found excavated. On the recommendation of Vigilance Dept, NLCIL, CISF deployed in the ash pond to curb illegal activities.



6. Details of Complaints, Disciplinary Proceedings and Prosecution Sanction from 01.01.2025 to 31.12.2025.

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 (in months)			
						<1	1-3	3-6	>6
Normal	47	436	483	458	25	10	7	7	1
VIP	1	10	11	8	3	2	1	0	0
PIDPI	3	12	15	8	7	0	3	3	1
CVC (I&R and FR)	4	9	13	7	6	2	4	0	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	1	0	1	1	0	0	0	0	0

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
0	3	3	3	0	0

