



Rajasthan State Mines & Minerals Limited

(A Government of Rajasthan Enterprise)

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NOTICE

RSMML Board in its 404th meeting accorded direction to undertake an exercise for detailed cadre review for executive. In compliance of above directions, a detailed exercise is going on considering all aspect of existing rules and future scenario with an objective to extend fair, equal and justified promotional opportunity to the executives in all cadres.

Accordingly management is considering following amendments in ongoing cadre review exercise;-

1. To enhance the promotion quota at DGM (E-5) & GM (E-6) level from 75% to 100% w.e.f. 01.04.2018.
2. To provide Time Scale Promotion from SM (E-4) to DGM (E-5) to the executives of Group-I, who have completed their respective eligibility period i.e. 05 years.
3. To re-define the cadres/grades of executives by dissolving residuary cadre and creating Survey & Legal as separate cadres.
4. Re-structuring of sanctioned posts by permanently shifting of posts of SM (E-4) level so as to keep parity.

This is to inform all executives of RSMML that, if any executive wishes to contribute in above proposals, they may send their written submission to the office of undersigned within seven days from issuance of this notice.

This bears approval of competent authority.

Encl.; Draft Cadre Review Proposal


(Balmukund Asawa)
Executive Director (Admn.)

Copy to:

1. PS to MD, for kind information.
2. F.A., CO.
3. All GGMs/SBU Heads.
4. All Notice Boards of Company.
5. SM(MIS) for RSMML, website
6. Concern file/Master file.


Executive Director (Admn.)

RSMML Cadre Review Proposal

RSMML Board in its 404th meeting accorded direction to undertake an exercise for detailed cadre review so that a justified pyramidal cadre in various discipline up to E-5 level may be developed and directed to put up proposal before the Board.

In compliance of above directions, a detailed exercise was undertaken considering all aspect of existing rules and future scenario with an objective to extend fair, equal and justified promotional opportunity to the executives in all cadres. Accordingly following amendments are hereby proposed;-

Proposed Amendments in RSMML (Recruitment & Promotion of Executives) Rules, 1991

Amendment No.01 (Enhancement of Promotion Quota)

Rule 7 (Percentage for Direct Recruitment and Promotion) Quotas for direct recruitment promotion for each category of posts in a cadre shall be as under;-

Existing

Designation	AM	DM	MGR	SM	DGM	GM	GGM
Category	E-1	E-2	E-3	E-4	E-5	E-6	E-7
Mode							
Promotion	33%	100%	100%	100%	75%	75%	*
Direct Recruitment	67%	--	--	--	25%	25%	*

* By selection among the E-6 executive

Proposed

Designation	AM	DM	MGR	SM	DGM	GM	GGM
Category	E-1	E-2	E-3	E-4	E-5	E-6	E-7
Mode							
Promotion	33%	100%	100%	100%	100%	100%	*
Direct Recruitment	67%	--	--	--	--	--	*

* By selection among the E-6 executive

Justification

The last recruitment on the direct recruitment post at the level of GM(E-6) & DGM(E-5) was held in the year 2008, during this recruitment drive these posts were filled up by the Executives of RSMML. In this drive the response from the open market was not encouraging. because of low pay structured as compared to the open market scenario. Since then no further recruitment was held and these posts are lying vacant. However, executives possessing requisite qualification in feeder cadre are deprived from promotion due to lack of vacant post in promotion quota.

Therefore, looking to the above circumstances, it is proposed to amend the existing rule 7 of (Recruitment & Promotion of Executives) Rules, 1991 to enhance the promotion quota at E-5 & E-6 level from 75% to 100% w.e.f. 01.04.2018. This amendment will have not financial implication.

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Amendment No.02 (Time Scale Promotion from SM to DGM)

Rule 18 & 21 (Time Scale Promotion) it is proposed to amend in rule 18 & 21 of (Recruitment & Promotion of Executives) Rules, 1991 to provide for Time Scale Promotion from E-4(SM) to E-5(DGM) to the executives of Group-I who have completed their respective eligibility period i.e. 5 years.

Existing

Desig.	AM	DM	MGR	SM	DGM	GM	GGM
Cat.	E-1	E-2	E-3	E-4	E-5	E-6	E-7
Mode	Subject to Vacancy	Time Scale	Time Scale	Subject to Vacancy	Subject to Vacancy	Subject to Vacancy	Subject to Vacancy
Required experience for promotion in years							
Grp-I	4	7	5	5	5	3	-
Grp-II	6	8	7	NA	NA	-	-

Proposed

Desig.	AM	DM	MGR	SM	DGM	GM	GGM
Cat.	E-1	E-2	E-3	E-4	E-5	E-6	E-7
Mode	Subject to Vacancy	Time Scale	Time Scale	Subject to Vacancy	Time Scale	Subject to Vacancy	Subject to Vacancy
No change in required experience for promotion							

Justification

In some disciplines promotions are comparatively faster whereas in others, they are slower due to disparity in number of posts available in respective discipline as a result of this, in most of the disciplines executives are stagnated at present level of E-4 due to non-availability of posts in respective discipline. Few executives have already been completed more than 6 years of services in category-E-4 and will remain there till retirement as there is no post available. While in few discipline executives have been promoted even to E-5 level, on completion of bare minimum requisite service of five years due to availability of post in that discipline. The Civil discipline is block at the level of E-4(SM) category, no further elevation is possible in E-5 (DGM) category due to non-availability of post at E-5 category. At present around 14 executives in different discipline were stagnated in E-4 category. The conversion of E-5 (DGM) category for time scale promotion will not just open channel for stagnated executives, having subject to vacancy provisions at E-4 (SM) category will maintained pyramid hierarchy structure.

Therefore, looking to the above circumstances, it is proposed to amend the existing rule 18 & 21 of (Recruitment & Promotion of Executives) Rules, 1991 to provide for Time Scale Promotion from E-4(SM) to E-5(DGM) to the executives of Group-I who have completed their respective eligibility period i.e. 5 years. This amendment will have not financial implication.

Amendment No.03 (Re-Structuring of Cadre)

Rule 03 (Grade) it is proposed to amend rule 03 (Recruitment & Promotion of Executives) Rules, 1991 to re-define the cadres of executives by dissolving residuary cadre as under ;

Existing	Proposed
I. Mining Engineering II. Mechanical Engineering III. Electrical Engineering IV. Civil Engineering V. Finance & Accounts VI. Personnel & Administration VII. Materials Management VIII. Marketing IX. Geology X. Ore Dressing XI. Medical & Occupational Health XII. Laboratory Services XIII. Information Technology XIV. Residuary – comprising of; (a) Company Secretary (b) Survey (c) Electronics & Instrumentation (d) Library (e) Legal	I. Mining Engineering II. Mechanical Engineering III. Electrical & Instrumentation Engineering IV. Civil Engineering V. Finance & Accounts & Company Secretary VI. Personnel & Administration & Library VII. Materials Management VIII. Marketing IX. Geology X. Ore Dressing XI. Medical & Occupational Health XII. Laboratory Services XIII. Information Technology XIV. Survey XV. Legal

Justification

In the existing structure of discipline wise grades Residuary is the only cadre which comprising of five different disciplines, residuary cadre is block at the level of E-4 (SM) category no further promotional avenues are available for executives in this cadre.

Looking the present scenario of the company all these disciplines are somehow to be considered as main stream disciplines and increase number of mining and exploration activities and having more than 800 pending court cases, realizes a strong requirement of having separate disciplines like Survey and Legal. Recently competent approval has been accorded for creation of separate IT cadre.

Therefore, looking to the above circumstances, it is proposed to amend the existing rule 03 (Recruitment & Promotion of Executives) Rules, 1991 by dissolving residuary cadre and creating Survey & Legal as separate cadres. Further, disciplines with less number of executives such as Instrumentation, Library & Company Secretary will be merged with existing cadres of Electrical, P&A & F&A respectively along with existing posts in E1/E3. This amendment will have not financial implication. Discipline wise change in sanctioned post in E-1/E-3 is shown in chart placed at Annexure-I.

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Amendment No.04 (Re-Structuring of Sanctioned Posts)

In the exercise for detailed cadre review for a justified pyramidal cadre, it has been observed that considering total cadre strength upto E-5(DGM) level in following cadres/disciplines percentage at apex pyramid level of E-5(DGM) is much higher than other disciplines, which means these disciplines will have more chances of elevation as compared to others. Therefore, it is proposed to shift following posts of E-4(SM) level to other cadres/ disciplines so as to keep parity in percentage in all disciplines at E-5(DGM). Discipline wise sanctioned posts chart is placed as Annexure-I for kind perusal and approval;

Discipline	Existing Sanctioned (E-5/E-4)	Proposed Sanctioned (E-5/E-4)	Difference
Mechanical	12	08	-04
Electrical & Instrumentation	06	03	-03
Ore Dressing	06	04	-02
Medical	02	01	-01
Residuary	03	Nil	-03
Mining	29	30	+01
Civil	01	02	+01
P&A	08	09	+01
Geology	06	07	+01
F&A	07	11	+04
IT	02	03	+01
Survey	Nil	03	+03
Legal	Nil	01	+01

Discipline	Existing Sanctioned (E-5/E-4)	Proposed Sanctioned (E-5/E-4)
Material Management	04	No Change
Marketing	05	No Change
Laboratory	03	No Change
	12	12

Justification

In present scenario most of the mechanical & electrical activities are being outsourced or contractually operated. Further looking to the production outcome of IBP plant and considering the requirement of executives at DGM/SM level in Medical, it is proposed to utilize few posts from these disciplines by shifting them to other discipline. Disparity in promotional avenues at apex pyramid level of E-5 (DGM) level among cadres will have inequality in cadres and create heart burning in executives.

Therefore, looking to the above circumstances, it is proposed to shift aforementioned mentioned posts under E-5(DGM)/E-4(SM) level from one cadre to other as per above proposal so as to keep parity & equal promotion opportunities among all cadres.

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Sactioned Posts at E-7 & E-6 (Existing)

Cat.	Com.	%	Remark
E-7	6	1.7	No Change
E-6	9	2.6	No Change

Discipline wise Sactioned Posts & Percentage Details (Existing)

Cat.	Min.	Mech.	Elect.	Civil	OD	F&A	P&A	MM	Mktg.	Geo.	Medi.	Lab.	IT	Resid.	T
E-5	9	4	2	0	2	2	2	1	2	2	1	1	2	0	30
E-4	20	8	4	1	4	5	6	3	3	4	1	2	1	2	64
E-1/E-3	62	18	7	6	11	33	23	10	16	22	4	9	8	22	251
Total	91	30	13	7	17	40	31	14	21	28	6	12	11	24	345

Discipline wise Sactioned Posts & Percentage Details (Existing)

Cat.	Min.	%	Mech.	%	Elect.	%	Civil	%	OD	%	F&A	%	P&A	%	MM	%	Mkt	%	Geo.	%	Medi.	%	Lab.	%	IT	%	Resid.	%	T	%
E-5/E-4	29	31.9	12	40.0	6	46.2	1	14.3	6	35.3	7	17.5	8	25.8	4	28.6	5	23.8	6	21.4	2	33.3	3	25.0	3	27.3	2	8.3	94	27.2
E-1/E-3	62	68.1	18	60.0	7	53.8	6	85.7	11	64.7	33	82.5	23	74.2	10	71.4	16	76.2	22	78.6	4	66.7	9	75.0	8	72.7	22	91.7	251	72.8
Total	91		30		13		7		17		40		31		14		21		28		6		12		11		24		345	

02 Posts of Electrical discipline in E-4 category temp. utilized in Survey & System discipline
 02 Posts of Mat. Mgt. discipline in E-4 category temp. utilized in Survey discipline
 01 Post of Residuary discipline in E-4 category temp. utilized in System discipline

Discipline wise Sactioned Posts & Percentage Details (Proposed)

Cat.	Min.	%	Mech.	%	E&I	%	Civil	%	OD	%	F&A	%	P&A	%	MM	%	Mkt	%	Geo.	%	Medi.	%	Lab.	%	IT	%	Survey	%	Legal	%	T	%
E-5/E-4	30	32.6	8	30.8	3	25	2	25.0	4	26.7	11	24.4	9	27.3	4	28.6	5	23.8	7	24.1	1	20.0	3	25.0	3	27.3	3	18.8	1	16.7	94	27.2
E-1/E-3	62	67.4	18	69.2	9	75	6	75.0	11	73.3	34	75.6	24	72.7	10	71.4	16	76.2	22	75.9	4	80.0	9	75.0	8	72.7	13	81.3	5	83.3	251	72.8
Total	92		26		12		8		15		45		33		14		21		29		5		12		11		16		6		345	

Library is merged with P&A discipline
 Company Secretary is merged with F&A discipline
 Instrumentation is merged with Electrical discipline
 Laboratory, Survey, Legal & IT individual cadres created