



Rajasthan State Mines & Minerals Limited

(A Government of Rajasthan Enterprise)

Corporate Office : 4, Meera Marg, Udaipur - 313 001

Registered Office : C-89-90, Lal Kothi Scheme, Jaipur, CIN-U14109RJ1949SGC000505

Phone : 0294-2428763/64/65/66/67, Fax : 0294-2428770/2428739

e-mail : info.rsmml@rajasthan.gov.in, Website: www.rsmm.com

RSMML/CO/Pers/8(5)/2018-2026- 18

Date: 13.04.2026

OFFICE ORDER

The Board in its 421th Meeting held on 30.12.2025 has approved revision in RSMML Cash Award Scheme-2004.

Accordingly, the revised RSMML Cash Award Scheme-2004 for the employees of the Company with effect from 07.01.2026 is as under: -

Scheme- I

- a) Cash award of Rs.5000/- if an executive/workmen publishes an article in the journals published by professional bodies such as Institution of Engineers(I), Indian Institute of Chemical Engineers, Indian Institute of Metals, Indian Institute of Mineral Engineers, Fertilizer News, Process and Plant Engineering, national Institute of personnel management, Indian Society for Training & Development, Institute of Chartered Accountants of India, Institute of Company Secretaries of India, Institute of Cost and Works Accountants of India, Indian Institute of Quality Management, All Indian Management Association and other bodies of UGC and all India Council of Technical Education.
- b) Cash award of Rs.10000/- if an article is published in the journals of International Professional bodies or journals from foreign countries.
- c) On the basis of merit of the article, the Managing Director will have the discretion to suitably facilitate the author.

Scheme II

- a) Cash award of Rs.10000/- if an executive/workman is conferred a Ph.D. degree by any recognized University.
- b) Cash award of Rs.10000/- in case an executive is conferred an award by national Professional bodies or Government of India or State Governments or any other body/foundation of repute with cash award not less than Rs.10,000/-

Signature valid

Digitally signed by Kirti Rathore
Designation : Executive Director
Date: 2026.04.13 07:59:58 IST
Reason: Approved

RajKaj Ref No.:
21539677

M e-Sign





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- c) If an executive/workman acquires a qualification i.e. equivalent to degree in Engineering such as clearing the examination of the Institute of Engineers (India), Indian Institute of Metals, Indian Institute of Chemical Engineers may be given a cash award of Rs.10000/-
- d) If any executive/workmen clears all the examination conducted by The Institute of Cost and Works accountants, The Institute of Chartered Accountant, The Institute of Company Secretaries of India, a cash award of Rs. 10000/- may be given.

Scheme – III

- a) A cash award of Rs.5000/- an executive/workman suggests a detailed plan that may: -
1. Increase the profitability of RSMML
 2. Reduce the expenditure
 3. Improve quality consciousness
 4. Improve safety and health of employees

- b) Environment in an around the mines of RSMML

Such plan may be examined by a Unit head or an executive above the rank of General Manager and if satisfied the same shall be put up before the Management committee. If the management committee approves same the award may be given. However, the award will not be limited to Rs. 5000/- if the proposal in the eyes of Management are of immense importance

Scheme – IV

An executive/workmen of each unit may be given a citation in the shape of a medal or scroll every year on the recommendation of the unit head and duly considered by the management committee, in case the proposed awardee has any special achievement in performing his job or establishes an innovative approach.

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Scheme – V

A cash award of Rs.1,000/- may be given to an executive if he can successfully disseminates the knowledge he has acquired during a training imparted to him by professional bodies/Institutes such as Indian Institute of Quality Management, National Institute of Industrial Engineering, Institute of Applied Manpower Research, National Safety council, Indian Bureau of Minn, RIFA(Jaipur) etc. The dissemination of knowledge shall be assessed by the members of the management committee dating a seminar given by the proposed awardee.

Scheme - VI

- a) A cash award of Rs.21000/- shall be given to an executive who acquires competency certificate as Ist Class Mines Manager Certificate of competency from DGMS
- b) A cash award of Rs.11000/- shall be given to an executive/workmen (Non Graduate in Mining Profession) if he acquire a Second Class Mines Managers Certificate of Competency, and a cash award of Rs.5000/- will be given to a workmen if he acquires Mines Foreman Certificate of Competency from DGMS.
- c) A cash award of Rs.5000/- will be given to a workmen if he acquires mining mate certificate or blaster certificate of competency from DGMS
- d) A cash award of Rs.5000/- will be given to an employee/executive, who acquires registration from Indian Bureau of Mines as Recognized Qualified Person (RQP).
- e) If any executive/workmen acquires a professional certificate such as certified quality Engineers by Indian Institute of Quality Management or Energy Managers/Energy Auditors Certificate from Bureau of Energy Efficiency or any agency nominated by them, may be reimbursed all the expenditure in the process or acquiring the such certificate may be borne by the Company and the successful candidate may be given a cash award of Rs.5000/-.

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- f) If any executive/workmen acquires computer literacy by passing the "A" and "B" level examination from DOEACC, a cash award of Rs.5000/- and Rs.10000/- respectively may be given.

Scheme – VII

A cash award of Rs. 10000/- shall be given if any executive/workmen acquires qualifications equivalent to Master degree in Computer Application/MCA/M.Tech/M.Sc/MBA/IT/Management/ Engineering from UGC recognized universities.

(Kirti Rathore)^{RAS}
Executive Director (Admin)

Copy to:

1. PS to MD.
2. FA, CO.
3. All SBU Heads/All HoD, CO.
4. Company Secretary.
5. DGM (IT), CO- for Website.
6. MF/CF.
7. Notice Board.

Executive Director (Admin)

Signature valid

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