OFFICE ORDER

The following norms related to acquisition / possession of land as well as processing of employment against land (circulated through letter ref no. ECL/CS/3(310-C)/05 dated 23rd Apr 2018 by the Company Secretary) have been approved by the Board of Directors of ECL in the 310th Meeting held on 10th April 2018 under Agenda no. 310.03(M).

Norms w.r.t System Improvement

a) All conditional employments will be treated as temporary till the concerned land is mutated in favor of the company.

b) Physical possession of the land is to be taken before providing the employment. Unit and Area Authority must issue a written certificate in this regard and the same should be attached to the employment proposal.

c) Agreements for providing approved R&R benefits/employments for taking physical possession of land from landowners are to be registered in the concerned State registration office. In cases where approval is needed under the provisions of CNT Act for registration of Sale Deed, a clause in the said registered agreement is to be inserted as under:-

"It would be the responsibility of the landowners to hand over the copy of the approval of State Authority in respect of transfer of land, which is involved in employment, to ECL within next two years. If ECL does not receive the said approval due to the fact that either the ownership of the landowner over the land is not authenticated by the State Authority or the Competent Authority of State Government denies to approve the application for transfer of the land in favor of ECL for any other reason whatsoever then, ECL may take any disciplinary action including termination of service of the nominee who has been employed against the concerned land."

The above norms shall be implemented with immediate effect.

Director (P) \(\sim\) For kind information
Director (T) \(\sim\)
CVO, ECL
TS To CMD
All Areas' General Managers
GM, P&P, Safety, Legal, Fin (I/C)
Office copy/ Reading file
CORRIGENDUM

In partial modification of the earlier officer order ref. no. इसीएल/दीनमडी/एनउसल/269 dated 28th Apr 2018 issued earlier, the following norms related to acquisition / possession of land as well as processing of employment against land (circulated through letter ref no. ECL/CS/3(310-C)/05 dated 23rd Apr 2018 by the Company Secretary) have been approved by the Board of Directors of ECL in the 310th Meeting held on 10th April 2018 under Agenda no. 310.03(M).

Norms w.r.t System Improvement

1. Ownership Certificate is mandatory for purchase of land. Land can be purchased through sale-deed by ECL from a landowner only if his name is recorded as owner against the concerned plot area of land in the records of Staff Revenue department.

2. Mutation of land in favor of ECL must be done before providing employment / compensation except in cases where land transfer is governed/ restricted by SPT/ CNT Act or where conditional employments have been approved by the Competent Authority against land which are disputed/ sub-judice and mutation of land in favor of the company isn’t possible before providing employment due to statutory / legal obligations, or the land has already been acquired through CBA(A&D) Act, 1957 and the mutation hasn’t been done in view of clarification of MOC, GOI through letter ref no. 43024/6/99-PR1W dated 2nd Nov 2007, and in those cases following conditions are to be strictly complied with:
   a) All conditional employments will be treated as temporary till the concerned land is mutated in favor of the company.
   b) Physical possession of the land is to be taken before providing the employment. Unit and Area Authority must issue a written certificate in this regard and the same should be attached to the employment proposal.
   c) Agreements for providing approved R&R benefits/employments for taking physical possession of land from landowners are to be registered in the concerned State registration office. In cases where approval is needed under the provisions of CNT Act for registration of Sale Deed, a clause in the said registered agreement is to be inserted as under:-

   "It would be the responsibility of the landowners to hand over the copy of the approval of State Authority in respect of transfer of land, which is involved in employment, to ECL within next two years. If ECL does not receive the said approval due to the fact that either the ownership of the landowner over the land is not authenticated by the State Authority or the Competent Authority of State Government denies to approve the application for transfer of the land in favor of ECL for any other reason whatsoever then, ECL may take any disciplinary action including termination of service of the nominee who has been employed against the concerned land."

The above norms shall be implemented with immediate effect.

Inconvenience caused is deeply regretted.

Pratibimb: Director (P); Director (T); CVO, ECL ~ For kind information
TS To CMD
All Areas’ General Managers; GM, P&P; GM, Safety; GM, Legal; GM, Fin (I/C)
Office copy; Reading file