



RAJASTHAN STATE MINES AND MINERALS LTD.

(A Government of Rajasthan Enterprise)

4, Meera Marg, Udaipur - 313 001

FAX:(0294)5100305, 2428770 PH : 2428796, 2428763-67

Ref.No.RSMM/CO/Pers./8(50)/2003 - 937

Dated: 23/12/2016

OFFICE ORDER

The Board in its 401st Meeting held on 30.11.2016 has approved adoption of Government of Rajasthan's Notification regarding granting of Maternity/ Paternity Leave to Probationer Trainee(s) of the Company in line with the Government of Rajasthan Employees.

Accordingly the new provision regarding entitlement of Maternity, Paternity Leave(s) is/are hereby inserted in rule 40(a) and rule 40(b) in line with the Notification F.1(6)/FD/Rules/2011, dated 15.02.2012 issued by Government of Rajasthan for female, male probationer Trainee(s).

Further Board has also approved that "The future amendments, if any, effected by Government of Rajasthan in this regard shall apply mutatis mutandis to the rules adopted by Company."

(Bhupesh Mathur)

Executive Director(Admin.)

Copy to:

PS to MD

All SBU Heads/GGMS

GGM(RSPCL)

FA, C.O.

JLR.CO

Company Secretary

DGM(MIS),CO

Office Order File

Master File

Notice Board

Executive Director(Admin.)



RAJASTHAN STATE MINES AND MINERALS LTD.

(A Government of Rajasthan Enterprise)

F. Meera Marg, Udaipur - 313001

PH - 2428796, 2428763, 67

189

Ref: RSMM/CO/F&A/GEN/1743

Date: 17.03.2015

OFFICE ORDER

In continuation to the Long term Tripartite Settlement between RSMML Management and RSMM Workers Federation executed in presence of LEO(C), GOI, Udaipur on 10.08.2009 and subsequent Office Order No.RSMM/CO/F&A/GEN/650 dated 11/12.08.2009 and Office Order No.RSMM/CO/F&A/GEN/1673 dated 17.12.2013 the amount of fixed remuneration payable to the workmen as Probationer Trainee was revised.

The RSMML Board under its 396th meeting held on 19.02.2015 has approved the revision of consolidated wages (fixed remuneration payable during the two years probation period) to the workmen recruited against the vacant posts of workmen cadre on similar lines with the revision extended to confirmed workmen of RSMML as per the Government of Rajasthan notification No. F.14(1)FD/Rules/2014-Pt. dated 24.12.2014 as under:

Workman Category	Existing Pay Scales (Rs.) Pay scale	Grade Pay	Existing amount of fixed remuneration per month (Rs.)	Revised amount of fixed remuneration per month (Rs.) from w.e.f. 01.09.2014
I	5200 20200	1750	5500	6360
II	5200 20200	1900	6100	6720
IV	5200 20200	2400	7900	8100
VI	5200 20200	2800	8950	10740
VIII	9300 34800	4800	15000	15660

This bears approval of the Competent Authority.

Financial Advisor

Copy to:

PS to MD

ED (Admn.)CO

F.A., JKT/KB, Jaipur

All SBU Heads

GM (Cont. Deptt.)

Advisor (Projects)

DGM(F&A), CO/SM.(F&A)PGI

J.L.R., CO

Notice Board

Financial Advisor



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4, Meera Marg, Udaipur - 313 001

PH : 2428796, 2428763-67

98

Ref; RSMM/CO/F&A/GEN/ 1673

Date; 17.12.2013

OFFICE ORDER

In continuation to the Long term Tripartite Settlement between RSMML Management and RSMM Workers Federation executed in presence of LEO(C), GOI, Udaipur on 10.08.2009 and subsequent Office Order No.RSMM/CO/F&A/Gen./ 650 dated 11/12.08.2009 the amount of fixed remuneration payable to the workmen as Probationer Trainee was revised.

The RSMML Board under its 390th meeting held on 28.11.2013 has approved the revision of consolidated wages (fixed remuneration payable during the two years probation period) to the workmen recruited against the vacant posts of workmen cadre on similar lines as per the Government of Rajasthan notification No.F.14(1)FD(Rules)/2013-II dated 28.06.2013 as under:

Workman Category	Existing amount of fixed remuneration per month (Rs.)	Amount of fixed remuneration per month (Rs.) from w.e.f. 01.07.2013
I	5300	5500
II	5600	6100
IV	6400	7900
VI	8950	8950
VIII	13050	15000

This bears approval of the Competent Authority.



Sr. Financial Advisor

Copy to:

- PS to MD
- ED (Admn.)CO
- Sr.F.A.,CO/JKT/KB, Jaipur
- All SBU Heads
- GGM (Cont./RSPCL) /Advisor (Projects)
- GM (F&A), CO/DGM(F&A)/Dy.M.(F&A)PGI
- J.L.R., CO/Company Secretary,CO
- Notice Board-All Offices/Mines



Sr. Financial Advisor

ok



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4, Meera Marg, Udaipur - 313 001

FAX:(0294)5100305, 2428770 PH : 2428796, 2428763-67

E-mail : personnel@rsmm.com

Ref.No.RSMM/CO/Pers./6PC/2013/1257

Dated: 27-09-2013

OFFICE ORDER

The Board in its 389th Meeting held on 23.08.2013 has resolved (Vide resolution in respect of item No.5) as under:-

“Resolved that approval of the Board be and is hereby accorded for revision of the pay scale of executives of company on lines of Government notifications dated 06.04.2013 in respect of applicability of the revised pay scales w.e.f. 01.01.2006 instead of 01.09.2006.”

Resolved further that amendments, if any, in the rules issued by the Government of Rajasthan shall apply mutatis mutandis to the rules adopted by company.”

The aforesaid resolution is in continuation to earlier office order No. RSMM/CO/Pers./6PC/6()/08/1709 dated 16.12.2008 as per Board's resolution passed in its 371st meeting held on 24th Oct.,2008.

Fresh options are required to be submitted by the executives of RSMML as per enclosed Annexure in this regard.

This bears approval of competent authority.


27/9
Executive Director(Admn.)

Copy to: PS to MD
Sr.FA,CO/JKT/K.B.,Jaipur.
All GGM's/HOD's
Notice Board
Comp.Secy.(SM-F&A)CO


27/9
Executive Director(Admn.)

(28)
18

Ref - RSMM/CO-Pers/18(60)/2003 / 228

Dated: 30.04.2013

OFFICE ORDER

The Board in its 388th meeting held on 21.03.2013 has approved amendment in the RSMML Service Rules, 1975 for adoption of the Rajasthan Civil Service (Classification, Control and Appeal) Rules, 1958 vide its resolution no.5 as hereunder :-

RESOLVED that the existing provisions of rules 50 to 56 of the RSMML Service Rules 1975 (Officers) be substituted by the following with immediate effect:

The provisions contained in 'The Rajasthan Civil Services (Classification, Control and Appeal) Rules, 1958' and notification issued, orders/ rules made there-under and as may be amended from time to time, shall be applicable on the Executives of the Company mutatis – mutandis, subject to the condition that the authority competent to take action shall be as per Schedule- I as given below:

Schedule- I

Schedule of Appointing Authority & Disciplinary Authority

S. No.	Category of Employees	Appointing Authority	Minor Penalty		Major Penalty		Remarks if any
			Disciplinary Authority	Appellate Authority	Disciplinary Authority	Review/ Appellate Authority	
1	Executives drawing grade pay of Rs 8700/- & above	Board of Directors	Managing Director	Board of Directors	Managing Director	Board of Directors	Provisions for review/ revision shall be as per provision in the GoR Rajasthan Civil Services (CCA) Rules
2	Executives drawing grade pay of Rs 6800/- & about but below Rs 8700 -	Board of Directors/ (for 7600- SM) Managing Director	Managing Director	Board of Directors	Managing Director	Board of Directors	
3	Executives drawing grade pay of Rs 5400/- & about but below Rs 6800 -	Managing Director	Managing Director	Board of Directors	Managing Director	Board of Directors	

Note: In case of Serial no. 1 & 2- the posts for which the Board of Director is the appointing authority, penalty imposed by the Managing Director will be subject to confirmation by the Board of Directors.

Resolved further that any action already initiated against any Executive before 21.03.2013 shall continue to be dealt under the existing provisions under Rule 50 to 56 of the RSMML Service Rules, 1975 (Officers)."

This is for information of all executives

Executive Director (Admn.)

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Ref - RSMMAO/Pers/18(60)/2003 / 2223

Dated 20.04.2013

OFFICE ORDER

The Board in its 388th Meeting held on 21.03.2013 has accorded approval for adoption of "The Rajasthan Civil Services (Conduct) Rules, 1971", mutatis mutandis with immediate effect for governing the conduct of the executives of the company.

This is for information of all executives.

Executive Director (Admn.)

Copy to: -

PS to MD



Rajasthan State Mines & Minerals Ltd.

(A Government of Rajasthan Enterprise)

CORPORATE OFFICE

4, Meera Marg, Udaipur - 313 004

FAX : 029412428739, 2428770. PHONE : 2428796, 2428763-7 (PBX)

No.RSMM/CO/Pers/26521/2012


Dated 03/04/2012

OFFICE ORDER

The Board in its 384th meeting held on 28/03/2012 has resolved (vide resolution in respect of item No.14) as under :-


“RESOLVED that consequent upon amendment vide Government Notification dated 26/04/2011, the period spent on probation/ as probationer trainees be counted for the purpose of promotions with immediate effect and without altering the existing seniority. Other terms and conditions of appointment shall remain unaltered.”

Accordingly the provision in the relevant Recruitment & Promotion rules for executives and workmen stand amended as above with immediate effect.


CHIEF (PERS. & ADMN.)

Copy to -
PS to MD
F.A.C.O./K.B.
All SBU Heads
DGM(Co. Secretary)
Notice Board

→ TSP file.


CHIEF (PERS. & ADMN.)



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792

Ref No: RSMM/CO/PersL/8(50/2003 - 2004)

Dated: 03.08.2011

OFFICE ORDER

The Board in its 382nd meeting held on 21.07.2011 has enhanced the Maternity leave and has also approved adoption of provision of Paternity Leave for the executives of RSMML in line with the employees of Government of Rajasthan.

Accordingly, the following amendments in Rule 40(a) of RSMML Service Rules, 1975 (Officers) is made:

- (i) The Words and figures "120 days" and "60 days" be substituted by " 180 days" and "90 days" in rule 40(a) of the RSMML Service Rules, 1975 (Officers):

The following new provision about Paternity Leave is also inserted as rule 40(b) after rule 40(a) as under:

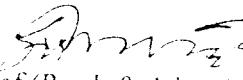
40(b) "A male executive with less than two surviving children may be granted paternity leave (maximum two times) for a period of 15 days during confinement of his wife i.e. 15 days before to three months after childbirth and if such leave is not availed of within this period it shall be treated as lapsed.

During the period of such leave, the executive shall be paid leave salary equal to the pay drawn immediately before proceeding on leave. Paternity Leave shall not be debited against the leave account but such entry should be made in the service book separately and may be combined with any other kind of leave (as in the case of Maternity Leave).

Such leave shall not be allowed in case of miscarriage including abortion of the executive's wife."


Chief (Persl. & Admn.)

- CC to: 1. PS to MD
2. All SBU Heads / GGMs
3. GGM(RSPCL)
4. FA, CO
5. JLR, CO
6. Company Secretary.
7. Office Order File
8. Master File
9. Notice Board
10. DGM(MIS), CO


Chief (Persl. & Admn.)





Annexure

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157**Rajasthan State Mines & Minerals Ltd.**

A Government of Rajasthan Enterprise

CORPORATE OFFICE

4, Bhaikrupa, Udaipur - 313001

FAX: (0294) 2428739, 2428770, PHONE: 2428796, 2428763 / (PBX)

No. RSMML/CO/Pers/6pc/60 - 08/1709

Dated 16 Dec 2008

OFFICE ORDER

Pursuant to the decision taken by the Board in its 371st meeting held on 24th Oct, 2008 and as per the approval of State Enterprise Deptt. Vide letter dtd 01/10/2008 the existing pay scales of the executives of RSMML are revised as under w.e.f. 1.9.2006

Grat	Existing Pay Scale	Revised running pay band and grade pay		Fixation table
		Pay Band	Grade pay	
E-7	Rs.16400-450-20000	(PB-4) 37400-67000	8900	33
E-6	Rs.14300-400-18300	(PB-4) 37400-67000	8700	32
E-5	Rs.13500-400-17500	(PB-3) 15600-39100	8200	31
E-4	Rs.12000-375-16500	(PB-3) 15600-39100	7600	30
E-3	Rs.10650-325-15850	(PB-3) 15600-39100	6800	28
E-2	Rs.10000-325-15200	(PB-3) 15600-39100	6600	27
E-1	Rs.8000-275-13500	(PB-3) 15600-39100	5400	24

2. The rules and procedure prescribed under Rajasthan Civil Services (Revised Pay) Rules, 2008 will be followed for fixation of pay, option to elect the existing pay scale or the revised pay scale, date and amount/rate of increment, fixation of pay on promotions, removal of anomalies and pay of executives appointed on or after 1.9.2006 etc

3. When the normal date of increment in the existing pay scale falls on 1st Sept, 2006, the pay in the revised pay scale shall be fixed on the basis of pay admissible in the existing pay scale on 1.9.2006 after increment and for other executives they will have an option to choose between the revised & existing pay scale as per rule 10 of RCS (Revised Pay) Rules, 2008 annexed for ready reference. The option under Rule 10 shall be exercised in writing in the Form appended to these rules so as to reach the Head of SBU-PC/HOD, C.O. in three months period from the date of issue of this order. However, to facilitate the executives to work out their options a Circular No.1642 dtd. 25.11.2008 was also issued. The payment of salary would be made as per the options given by the executives in the month, their option is received in writing. When no option is received within the prescribed period from any executive, then it will be assumed that he/she has opted the revised pay scale applicable to him/her as on 1.9.2006

4. The aforesaid revision of pay scales would be applicable from 1.9.2006. Notional fixation would be made from 1.9.2006 to 31.12.2006. However, arrears as a result of pay fixation would be paid w.e.f. 01.01.2007 to 30.09.2008 in cash in two instalments as per

Govt. of Rajasthan direction in this regard subject to their distribution. It is also required.

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5. Dearness allowance :

The dearness allowance would be payable as per Govt. of Rajasthan Order No F-6(F)ED/Rules/2008 dated 12.09.2008 as under

Effective date	Amount
01.01.2007	6%
01.07.2007	9%
01.01.2008	12%
01.07.2008	16%

The payment of DA as shown above shall be made after adjusting the amount of dearness allowance already paid from time to time under existing orders.

6. Pay :

The term "Pay" for the purpose of calculation of dearness allowance shall be the total of pay in running pay band and grade pay drawn and shall not include any other type (s) of pay like special pay or personal pay etc.

7. House Rent Allowance .

The house rent allowance to those executives opting for revised pay would be payable as under w.e.f. 1.9.2008 :

Places	Revised rate of HRA
For the employees posted at Jaipur, Jodhpur & Bikaner, Kota	20% of the pay
For the employees posted at Delhi & Kolkatta Offices	As applicable to the Government of Rajasthan employees posted at Delhi & Kolkatta
For employees posted at other places i.e. "C" class & unclassified cities/towns	10% of the pay

8. City Compensatory Allowance .

The revised city compensatory allowance would be payable as under w.e.f. 1.9.2008 :

Basic Pay / Cat	Jaipur (UA)	Bikaner & Jodhpur	Delhi & Kolkatta
Executives	480/-	240/-	As applicable to GOR employees posted at Delhi & Kolkatta

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Fixed remuneration to Probationer Trainees

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The rate of fixed remuneration payable to the Probationer Trainees is under

Pay scale	Fixed Remuneration (PM)		
	Existing	Revised	
		1.9.06 to	w.e.f. 1.9.08
		31.08.08	
Rs 8000-275-13500 (E-1)	Rs 7950/-	Rs 11150/-	Rs 16800/-
Rs 12000-375-16500 (E-4)	Rs 11950/-	Rs 16750/-	Rs 23950/-
Rs 13500-400-17500 (E-5)	Rs 13450/-	Rs 18850/-	Rs 26650/-
Rs 14300-400-18300 (E-6)	Rs 14250/-	Rs 19950/-	Rs 36900/-

The detailed terms and conditions for these Probationer Trainee officers would be as per Schedule - IV of Govt. of Rajasthan Order No F.10(4)ED (Rules)76 dated 12/09/2008 as enumerated in their appointment letter.

10. **Entry pay on satisfactory completion of Probationer Trainee (Direct Recruits) :**

The Entry pay on satisfactory completion of two years Probation period would be as under as per Schedule-V of Govt. of Rajasthan Order No F.10(4)ED (Rules)76 dated 12/09/2008 as under -

Existing Pay scale (In RSMML)	Revised Grade pay & Running Pay Band as per GOR		
	Grade Pay	Pay in running pay band	Basic Pay for Direct Recruits
	2	3	4 (2 + 3).
Rs 8000-275-13500 (E-1)	5400	15600 (PB-3)	21000
Rs 12000-375-16500 (E-4)	7600	22320 (PB-3)	29920
Rs 13500-400-17500 (E-5)	8200	25110 (PB-3)	33310
Rs 14300-400-18300 (E-6)	8700	37400 (PB-4)	46100

11. **Annual increment :**

The rate of increment in the running pay band would be 3% of the "pay" which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the running pay band.

Further, there will be a uniform date of annual increment, i.e. 1st July of every year. The first increment after fixation of pay on 01.09.2006 or thereafter as per action in the running pay band will be granted to the executives who have completed 6 months and above as on 01.07.2007.

12. **Recovery of Rent of residential accommodation :**

The revised rate of house rent recovery w.e.f. 1.9.2008 towards residential accommodation would be 2% of pay of all those executives residing in the accommodation provided by the Company.

16e

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13. Pay and perks for the employees who are governed as per pay set-up of CRSMDC

Pay fixation of these employees will be done as per Govt. of Rajasthan Order and corresponding pay scales and grade pay would be applicable to them. The same shall be carried out in accordance with the orders issued by the Company in past from time to time.

14. The executives shall continue to draw the following allowances and avail themselves of facilities etc. as per the existing order on the basis of the pre-revised scale till further orders

- i) Travelling allowance
- ii) Medical facilities
- iii) House building advance
- iv) Conveyance advance.
- v) Any other allowance except Dearness Allowance payable on the basis of pay.

15. The Managing Director, RSMML, would be the competent authority to issue necessary directives to resolve any anomalies arising out of adoption/implementation of the Revised Pay Scales as above as per the Govt. Of Rajasthan directives issued vide Notification No. No F 10(4)FD (Rules)76 dated 12/09/2008 and the RSMML Service Rules 1975 (Officers)

This bears approval of the competent authority

CHIEF (PERS. & Admn.)

- Copy to :-
- PS to MD
- F.A.C.O., K.B.
- All SBU Heads/HODs
- All Offices

CHIEF (PERS. & Admn.)

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RAJASTHAN STATE MINES AND MINERALS LTD.

(A Government of Rajasthan Enterprise)

4, Meera Marg, Udaipur - 313 001

FAX : (0294) 521727, 523170 PH : 2527110, 2528681-85

NO. RSMML/CO/Pers./9(31)/07-1279

Date: 31.01.2007

1-2-

OFFICE ORDER

Board vide its 361 meeting held on 30.12.06 at Jaipur has amended in RSMML (Recruitment & Promotion of Executives) Rules, 1991 as under:

Amendment in RSMML (Recruitment & Promotion of Executives) Rules, 1991 – Time Scale Promotion upto E-3 Category.

“RESOLVED that approval of the Board be and is hereby accorded for amendment in clause 18 of RSMML (Recruitment & Promotion of Executives) Rules, 1991 to provide for Time Scale promotion from E/2 to E/3 to the executives who have completed their respective eligibility period i.e. 7 years (Gr.I) and 8 years (Gr. II) respectively.

Change in percentage Quota for Direct Recruitment in Cat. E/4 under RSMML (Recruitment & Promotion of Executives) Rules, 1991.

“Resolved that approval of the Board be and is hereby accorded for amendment in clause 7 of RSMML (Recruitment & Promotion of Executives) Rules, 1991 to enhance the promotion quota at E/4 level from 75% to 100% w.e.f. the date of amalgamation of RSMDC with RSMML i.e. 20.2.2003”


Chief (Pers & Admn.)

Copy to:

1. PS to MD
2. All Unit Heads
3. Company Secretary
4. File No. 2(52)
5. File No. 10(1)


Chief (Pers & Admn.)



RAJASTHAN STATE MINES & MINERALS LTD

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CORPORATE OFFICE

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FAX: (0294)2521727, 2523170; PHONE: 2527110, 2528681-85

No. RSMM/CO/Pers/9(03)/06- 799

Dated: 25.9.06

6.X.

OFFICE ORDER

Board vide its 358th meeting held on 16.06.06 at Jaipur has amended/substituted the rule 12 & 22 of RSMML Service Rules, 1975 (Officers) as under:

Amendment in Rule 12:

The period of probation in case of first appointment shall be two years instead of one year (other terms & conditions to remain unchanged).

Substituted the rule 22:

The remuneration of an employee on first appointment to a post in service of the company at lowest induction level i.e. Assistant Manager (E/1) level shall be fixed by the company from time to time, in accordance with the guidelines issued by Government of Rajasthan in this regard and such employee will continue to draw the same fixed monthly remuneration during the probation period. After successful completion of the probation period, the pay of such employee shall be fixed at the minimum of the pay scale applicable to the post or where the post is on the fixed pay, such fixed pay.

Further, whenever recruitment is required to be made at a level higher than the lowest induction level, the company may extend such terms and conditions to the inductee as decided from time to time in consultation with the State Government.


CHIEF (PERS & ADMN)

cc: PS to MD
: FA, CO
: Company Secretary
- P: File No.2(52)
: File No.10(1)


CHIEF (PERS & ADMN)