

वेस्टर्न कोलफील्ड्स लिमिटेड

(भारत सरकार का मिनीरत्न श्रेणी -1 उपक्रम)

Western Coalfields Limited

(A Miniratna Cat-1 Government of India undertaking)



5 DECADES OF UNEARTHING ENERGY

औद्योगिक संबंध विभाग

INDUSTRIAL RELATIONS DEPTT.

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पंजीकृत कार्यालय: कोल ईस्टेट, सिविल लाइन्स, नागपुर - ४४०००१

Regd. Office.: Coal Estate, Civil Lines, Nagpur - 440001

CIN: U10100MH1975GOI018626

Website: westerncoal.nic.in

WCL/IR/MP/SELECTION/2025-26/ 554

Date: 31.01.2026

INTERNAL NOTIFICATION (ONLY FOR EMPLOYEES OF WCL)

Applications through proper channel are invited from departmental candidates of Western Coalfields Limited against the vacancies for selection to the following post as per the pay scale of NCWA - XI, who fulfil the following eligibility criteria according to the Cadre Scheme: -

S. No.	Post	Vacancy	Minimum Qualification & Eligibility	Mode
1	Mining Sirdar in T&S Grade 'C'	181	a) Valid Sirdar competency certificate issued by DGMS b) Valid Gas Testing Certificate c) Valid First-Aid Certificate d) 03 years of experience of working in Underground Mines OR a) Diploma in Mining Engineering from any institute recognized by the Government b) Valid Overman competency certificate issued by DGMS c) Valid Gas Testing Certificate d) Valid First Aid Certificate	Selection

The following norms shall be adopted for empanelment of candidates who have eligibility as above:-

1. Candidates possessing other equivalent qualifications approved in that behalf by the Central Government or higher qualification in the respective discipline/higher statutory competency certificate are also eligible for the notified post.
2. As the abovementioned vacancies are for both UG and OC mines, candidates having restricted competency certificates will not be eligible for the notified post.
3. Those candidates who are newly appointed as dependent/PAP and who have not completed their 06 months training period as on the cut-off date for determining the eligibility of the candidates as per cadre scheme, will not be considered for empanelment.
4. Monthly rated employees already working in a grade having higher initial basic pay or a statutory post will not be considered for selection.
5. Empanelment shall be done in the order of passing of Statutory Certificate, i.e. Mining Sirdar /Overman certificate/higher statutory certificate. In case, date of passing of Statutory Certificate is same, then date of appointment and if both are same then date of birth shall be taken into consideration for empanelment. In cases, where date of passing of the Statutory Certificate, i.e. Mining Sirdar/Overman certificate/higher statutory certificate of candidates is before their appointment in the company, then their date of appointment in the company shall be considered for empanelment.
6. Reservation norms for SC/ST shall be followed in the Selection process.

Instructions for filling up the online application

1. The candidates are advised to go through the complete notification carefully for assessing & ensuring eligibility in accordance with the qualifications and other norms before submitting the application.
2. Eligible candidates shall apply only through the “**Samvardhan Path**” - **Online Portal for Departmental Selection** developed by WCL. The portal link will be available on the WCL website www.westerncoal.in under the tab **Careers** → **Departmental Selection**.
3. The candidates have to first register on the online application portal using their NEIS No. and other required credentials as prompted on the portal. Detailed instructions for registration of user/candidate are available on the login page of the portal under “**Instructions**”.
4. After completing the online registration process, the candidates shall login using their NEIS No, the password set during registration, selecting the post for which they are applying and further entering the OTP received on mobile number .
5. After Login, candidates’ personal and service credentials will be auto-fetched and other remaining information including educational and technical qualification shall be filled by the candidates along with any other data as sought in the portal.
6. Candidates shall upload their recent passport size photograph, signature and self attested, clear and legible scanned copies of relevant documents such as education certificates, caste certificate, disability certificate etc.
7. In case of any difficulty in filling the online application form, the candidates may contact respective Unit HR Managers.
8. After submission of the online application by the candidates, it will be forwarded to the concerned Unit In-Charge or Staff Establishment (SE) section (in case of WCL HQ).
9. The respective Unit In-charge or SE section (in case of WCL HQ) shall ensure correctness of the details mentioned in the submitted application by logging into the portal through Unit Login credentials. If the details entered by the candidate are incorrect, the Unit In-charge/SE Section will have the option of reverting the application with reasons, after which the candidate has to correct the same and re-submit the application. In case, the candidate is found ineligible for the post applied as per notification norms, then the Unit In-charge/SE Section will have to reject the application with reasons.
10. If the application is found to be correct, then the Unit In-charge or SE section (in case of WCL HQ) will fill the **Annual Performance Ratings** and **Departmental Clearance Certificate** in the online application portal and further forward it to concerned AGM or HOD (in case of WCL HQ) through the online portal itself.
11. The AGM shall forward or reject the applications received by the Area from the Unit by logging into the portal through Area Login credentials. The AHRM should ensure complete application of only those candidates who have secured minimum ‘**Good**’ rating in APR are forwarded by the AGM of the Area to IR Department, WCL HQ through the online portal. In case of candidates posted at WCL HQ, the concerned HOD shall forward or reject the applications received from the SE section by logging into the portal through their Login credentials.
12. If a candidate is found ineligible for the post applied as per notification norms, then the concerned **AGM or HOD** (in case of WCL HQ) will have to reject that application with reasons.

13. Applications submitted in any format other than through the “**Samvardhan Path**” - **Online Portal for Departmental Selection** will not be accepted. Applications received directly from any candidate shall not be entertained.
14. After forwarding of online application to IR Department, WCL HQ, the applications will be scrutinized as per the eligibility norms set in the internal notification. Applications of ineligible candidates will be rejected and applications of eligible candidates will be provisionally accepted for which they will be notified through SMS.

Important Note

1. Only those candidates who are willing to work in any Area/Establishment of WCL on selection may apply against this notification.
2. The selected candidates shall be posted in the Areas/Establishments of WCL as per the requirement.

Important Dates

S. No.	Activity	Date
1	Opening date for filling the online application by the candidate	31/01/2026
2	Last date for filling and submitting the online application by the candidate	10/02/2026
3	Cut-off date for the Minimum Qualification and Eligibility	10/02/2026
4	Last date for forwarding the online application by Unit-In-Charge / SE section to concerned AGM or HOD (in case of WCL HQ)	15/02/2026
5	Last date for forwarding the online application by AGM/HOD to IR Department WCL HQ	18/02/2026

All concerned are requested to please arrange to give wide publicity amongst the employees and also display a copy of this Notification on Notice Boards.


General Manager (HR/IR)


Copy to:

- GM – S&R/Prod., WCL HQ
- TS to D (HR), WCL
- All HODs/GMs, WCL, HQ
- All Area General Managers WCL Areas & CWS Tadali
- All Area HR Managers WCL Areas & CWS Tadali and Sr. Manager (SE), WCL HQ
 - a) To ensure submission of applications of eligible candidates within the specified date
 - b) Forward the applications of those candidates only whose APR is GOOD & above.
 - c) Vigilance Clearance of eligible candidates should be sent separately.
- All Notice Boards, WCL HQ