

Marathon Training & Capacity Building on “Finance”
at MTC, HRD Department, CCL between 25.07.2024 and 27.07.2024

During the Quarterly Review Meeting held on August 30, 2023, the Secretary (Coal) convened a significant session with the Chief Vigilance Officers (CVOs) of Coal India Limited (CIL) and its subsidiaries. This meeting, an integral component of the sector's oversight and compliance strategy, focused on enhancing the operational efficiency and regulatory adherence across the organization. At this meeting, a directive was issued with a crucial mandate: to organize comprehensive workshops and training programs. The primary objective of these initiatives is to ensure that personnel at the Project, Unit, and Area levels are fully updated with the latest rules, guidelines, manuals, and Standard Operating Procedures (SOPs). This proactive approach aims to equip all stakeholders with the necessary knowledge to minimize errors and improve overall operational efficacy.

The importance of these training programs cannot be overstated. In a complex and highly regulated industry such as coal mining, the clarity and understanding of updated rules and procedures are vital. The initiatives are designed to address the need for continuous learning and adaptation in response to evolving regulatory landscapes and operational challenges. By ensuring that employees are well-informed and adept in applying the most current guidelines, the organization aims to enhance its compliance and operational performance, thus mitigating the risks associated with non-compliance and procedural errors.

In response to this directive, Coal India Limited has embarked on implementing a Marathon Training and Capacity Building program. This program is strategically integrated into CIL's monthly schedule and is being rolled out in Central Coalfields Limited (CCL). The Marathon Training and Capacity Building initiative is structured to cater to different levels within the organization, ensuring that the training is relevant and impactful at every tier of operation.

To further this objective, CIL has mandated that training sessions be conducted at multiple organizational levels. Specifically, the program includes a three-day training session at the subsidiary level aimed at Area-level executives, and a one-day workshop at the Area intended for Unit-level executives and other employees involved in day-to-day operational execution. This tiered approach allows for the customization of content and focus areas to meet the distinct needs of each group, thereby maximizing the effectiveness of the training.

In alignment with this strategic approach, the Vigilance Department of CCL, in collaboration with the Human Resource Development (HRD) Department of CCL, organized an extensive three-day training program centered on '**FINANCE**'. This training was held at the Management Training Centre (MTC) in Ranchi from July 25, 2024, to July 27, 2024. The program was meticulously designed to cover a wide range of financial topics pertinent to the mining sector, reflecting the complexity and scope of financial management within the industry.

The financial training program covered a broad spectrum of essential topics, reflecting the complexities and requirements of financial management in the coal mining sector. Key topics included:

1. **Financial Concurrence:** Addressing the need for financial approval before proceeding with contracts.
2. **Finance Manual:** Detailed guidelines for financial procedures and practices.
3. **SOP/Guidelines of Bills Processing:** Procedures for managing and processing financial transactions efficiently.

4. **GeM Procurement and Payment:** Insights into the Government e-Marketplace system for procurement and payment processes.
5. **Budgeting in SAP:** Techniques for financial planning and control using SAP software.
6. **Indian Contract Act and Its Liability in Tenders:** Understanding legal responsibilities and implications of the Indian Contract Act in the context of tenders.
7. **Tax Issues in Contracts:** Addressing taxation aspects related to contractual agreements.
8. **Common Errors in Tenders/Contracts/CVC Guidelines:** Identifying and avoiding frequent mistakes and ensuring compliance with guidelines.

The training was structured into twelve detailed sessions, each conducted by nine highly experienced industry professionals. These experts brought a wealth of knowledge and practical insights to the program, enriching the learning experience for all participants. Their expertise ensured that the discussions were not only theoretical but also grounded in real-world applications and case studies.

During the inaugural session of the training program, the CVO of CCL underscored the critical role of finance executives in the organization's operational success. The emphasis on the importance of finance executives highlighted the integral part they play in maintaining financial integrity and efficiency within the organization.

A total of 33 executives from 13 different areas, along with representatives from the CCL Headquarter, actively participated in the training. The engagement of these executives in the program underscored the commitment of CCL to enhance the financial acumen of its workforce. The discussions during the sessions were thorough, addressing the multifaceted challenges and nuances of financial management in the mining sector. Participants had the opportunity to engage in meaningful dialogue, share experiences, and explore solutions to common financial issues faced in their roles.

The impact of this training extends beyond the immediate benefits of improved financial knowledge. By equipping executives with a deeper understanding of financial principles and practices, the program contributes to the broader goal of enhancing organizational efficiency and compliance. The emphasis on up-to-date information and practical application ensures that participants are better prepared to handle the complexities of their roles, ultimately supporting the overarching objectives of Coal India Limited and its subsidiaries.

In conclusion, the directive issued during the Quarterly Review Meeting has led to a significant and structured approach to training and capacity building within Coal India Limited. The Marathon Training and Capacity Building program represents a strategic investment in the development of the workforce, ensuring that personnel at all levels are well-versed in the latest regulations, guidelines, and procedures. The successful execution of the recent finance-focused training program in Central Coalfields Limited exemplifies the effectiveness of this approach and sets a precedent for future training initiatives. Through continued commitment to professional development and adherence to best practices, Coal India Limited is poised to enhance its operational excellence and regulatory compliance in the evolving landscape of the coal industry.

CCL
CENTRAL COALFIELDS LIMITED
CAPACITY BUILDING PROGRAM
On : **Finance**
Date : 07th to 09th Aug 2024
Under the aegis of : Vigilance Department, CCL
Organized by : HRD Department, CCL









CCL
CENTRAL COALFIELDS LIMITED
CAPACITY BUILDING PROGRAM
On : **Finance**
Date : 27 Jun 2019 to 27 Jun 2019
Under the aegis of : Vigilance Department, CCL
Organized by : HRD Department, CCL





