



भारत सरकार/Government of India
श्रम एवं रोजगार मंत्रालय/Ministry of Labour & Employment
खान सुरक्षा महानिदेशालय/Directorate General of Mines Safety
धनबाद/Dhanbad



No. DGMS (Legislative) circular No. 01 of 2026, Dhanbad, dated: 25/08/2026

To

All Owners, Agent and Managers of coal, Metalliferous and oil mines

Subject: Guidelines for preparation of training scheme.

The Central Government, in exercise of the powers conferred by the sub-section (2) of section 1 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020), appointed the 21st day of November, 2025 as the date on which the provisions of the said Code, have come into force [S.O. 5321(E)] and subsequently Occupational Safety, Health and Working Conditions (Central) Rules, 2026 come into force with effect from 08.05.2026. As required under Rule 157(1) of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, the guidelines for preparation of training scheme by the employer of every mine for persons employed or to be employed in the mine is specified as follow:-

Scope:

This document specifies the guidelines for preparation of training scheme under Rule 157, for imparting training to the persons employed or to be employed in the mine under Rules 158, 159, 161, 162 and any other training under the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, at a training center established under Rule 163 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026.

The training scheme shall include, amongst others, the following essential elements -

1.0 GENERAL:

1.1 The training scheme prepared by the employer of a mine or an employer nominated under Rule 163(2) shall contain detailed framework and modality for imparting training as per the provisions laid down under Rule 157 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, including the training modules, the minimum numbers of theory sessions, practical/demonstrations and on-the-job training with their duration, assessment of training needs, post-training evaluation, certification, record-keeping and auditing of records.

1.2 The scheme shall be in consistence with the provisions of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026 and orders issued thereunder, including establishment of training centre, provision of staff, equipment and others facilities of training centre, and appointment of training officer, instructors and trainers.

1.3 Except where otherwise exempted under Rule 160 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, all training under the training scheme shall be during normal working hours on full day release system.

1.4 **Special Training**-The training scheme shall provide for Special Training required under Rule 161, of duration not less than three days.

1.5 **Training after long absence or accident or change of job**-The training scheme shall provide for training after long absence or accident or change of job required under Rule 162, of duration not less than three days.

1.6 **Other Training** -The training scheme may include for providing any need-based training in addition to that specified under para 2.1 to 2.3, as may be required or deemed necessary by the employer. The duration of such training shall be decided by the employer based on the objective and purpose of the training.

2.0 DURATION OF TRAINING:

2.1 Initial and Refresher Training

(i) The training scheme shall provide for Initial Training and Refresher Training, as required under Rule 158 and 159 respectively, of duration not less than the number of days as specified in the table below –

Category	Initial Training (in days)						Refresher Training (in days)	
	Theory			On the Job Training	Assessment	Total Days	Trainin g	Assessme nt
	Introduct ory	Gener al Safety	Trade specifi c					
Aboveground	2	2	2	5	1	12	2.5	0.5
Opencast Mines (Coal & Metal)	2	3	3	9	1	18	3.5	0.5
Underground Mines (Coal and Metal)	2	6	5	10	1	24	5.5	0.5
Underground Coal Mines (Gassy Degree-II & III)	2	9 (6+3)	6 (5+1)	12 (10+2)	1	30	5.5	0.5
Onshore Oil Mines	2	6	5	10	1	24	5.5	0.5
Off-Shore Oil Mines	2	9	6	12	1	30	5.5	0.5

(ii) For highly skilled categories, like drivers of dumper/tipper/vehicles and operators of other HEMM/machineries, operators/drivers of man-riders or passenger carriers, blasting crew, drill/workover

rig operator, etc., provision of adequate numbers of training days based on the nature of job/trade, in addition to that specified under clause (i), shall also be made for simulator and/or practical field training (on-the-job training) under supervision of skilled supervisor/trainer, which shall be subject to qualifying practical field test conducted at the end.

3.0 TRAINING MODULES:

The modules for imparting training to different categories and trades of employees shall be integral part of the training scheme. The modules shall contain the topics on general awareness as well as mine-specific and technology-specific aspects of safety and health. Broad topics which may be covered in the modules for different categories of mine and employees are given below:

3.1 CATEGORY I: ABOVEGROUND AND OPENCAST MINES (COAL & METALLIFEROUS)

3.1.1. Initial Training (12 Days for Aboveground/ 18 Days for Opencast)

I. Theory-Introductory

Two days of training (Day 1-2) consisting of minimum four modules or sessions of classroom training and two visits/demonstrations/practical/group activity, covering-

- a) Assessment of initial competency and prior learning to establish training needs.
- b) Introduction to common terminologies used in relation to opencast mine,
- c) Use of Personal Protective Equipment (PPE).
- d) Attendance, Leave, Weekly day of rest, Shift relay, working hours and category of general supervision.
- e) Duties of person employed in mines.
- f) Structure of Mine Management including reporting hierarchy.
- g) Occupational health, industrial hygiene and different occupational diseases.
- h) Basic concept of behavioral safety.
- i) Any other basic information about the mine.

II) Theory-General Safety

Three days of training (Day 3-5) consisting of minimum six modules or sessions of classroom training and three visits/demonstrations/practical/ group activity for employment in opencast mines; or two days of training (Day 3-4) consisting of minimum four modules or sessions of classroom training and two visits/demonstrations/practical/ group activity for employment aboveground of mines, covering-

- a) Introduction to general mine layout including mine boundary, bench, slope, haul roads, over burden dump, coal/ore stocks, parking yards, etc.
 - b) Different facilities like Attendance room First aid station, Ambulance room, canteen, creche, etc.
 - c) Different machineries in the mine, traffic/transport rules, and haul road safety.
 - d) Awareness and protection from common hazards like dust, vibration, noise, fire, heatwave, cold wave, lightening, water danger etc.
 - e) Identification of key hazards, like highwall stability, dump slides, blind spots, and heavy machinery movement.
 - f) Workshop, store, fueling/charging station etc.
 - g) General awareness about blasting related hazards and precautions.
 - h) First aid, firefighting and other emergency including mock rehearsals
 - i) Basic concept of hazard identification, risk assessment and safety management.
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- j) Introduction to relevant provisions of OHSWC Code, 2020 and Rules, Regulations and Orders made there under pretraining to mines.
- k) Practical demonstration and visits to training gallery, model room laboratory, etc.

III) Theory-Trade/Discipline/ Category specific

Three days of training (Day 6-8) consisting of minimum six modules or sessions of classroom training and three visits/demonstrations /practical/ group activity for employment in opencast mines; or two days of training (Day 5-6) consisting of minimum four modules or sessions of classroom training and two visits/demonstrations /practical/ group activity for employment aboveground of mines, covering-

a) For employees other than management and supervisory grade:

Trade Specific Modules based on relevant Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, on subject like-

- i. Operation and maintenance of HEMMs, such as Dumpers, Excavators, Dozers, Drills, Cranes, Loaders, Grader, Surface Miner, Bucket Wheel Excavator, Sprinklers, Utility Vehicles, Light Vehicles, Diesel Bowser, etc.
- ii. Pre-start check-lists, brake testing, steering, and emergency cutout mechanisms.
- iii. Operation and maintenance of CHP/Ore beneficiation plants.
- iv. Storage, transport, handling and use of explosives, fly rock hazards, danger zone, blast warning signals, etc.
- v. Loading and transport of coal/mineral and over burden.
- vi. Dewatering (in case of heavy inrush of water and monsoon preparation).
- vii. Trade Specific practical demonstration and visits to training gallery, model room laboratory, etc.
- viii. Simulator training wherever applicable.

b) For Supervisory and Managerial level employees, on subjects, like-

- i. Mine management, method of work and technology being used in the mine.
- ii. Discipline specific areas/subjects in the mine.
- iii. Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, etc. in practice in the mine.
- iv. Basic concept and importance of ergonomics in machinery and at workplaces
- v. Basic concept of hazard identification, risk assessment and safety management.
- vi. Concept of root cause analysis and causes of accidents/dangerous occurrences.
- vii. Any other relevant subject.

IV) On-the-Job Training

On the job training on actual operations, of minimum nine days (Day 9-17) for employment in opencast mines or five days (Day 7-11) for employment aboveground of mines, shall be provided under supervision of authorized trainer or experienced operator/supervisor/mechanic/engineer in areas/operations/subjects covered under para I, II and III.

V) Assessment- The training scheme shall provide for an evaluation of the learning outcomes of trainees upon completion of the initial training course, for which one day shall be reserved. Where a trainee secures less than 40% of the prescribed score in such evaluation, additional training of not less than two days shall be provided, followed by a re-evaluation of the trainee's learning outcomes.

3.1.2. Refresher Training (3 Days for Aboveground/ 4 Days for Opencast)

(1) Four days of refresher training (Day 1-4) consisting of minimum eight (8) modules or sessions of classroom training and four (4) visits/demonstrations /practical/ group activity for employment in opencast mines; or three days of refresher training (Day 1-3) consisting of minimum six (6) modules or sessions of classroom training and three (3) visits/demonstrations /practical/ group activity for employment aboveground of mines, covering –

- i. Assessment of initial competency and prior learning to establish training needs.
- ii. Subjects under General Safety and Trade/Discipline/ Category specific topics as mentioned in Part II & III of Initial training
- iii. Learnings from past accidents, near-miss incidents and dangerous occurrences.
- iv. Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, etc.
- v. Any new method or technology adopted in the mine.
- vi. First aid, firefighting and other emergency including mock rehearsals.
- vii. Basic concept of hazard identification, risk assessment and safety management.
- viii. Any other relevant subject.

(2) **Assessment**-The training scheme shall provide for an evaluation of the learning outcomes of trainees upon completion of the refresher training course. Where a trainee secures less than 40% of the prescribed score in such evaluation, additional training of one days shall be provided, followed by a re-evaluation of the trainee's learning outcomes.

3.2 CATEGORY II: UNDER GROUND MINES (COAL & METALLIFEROUS)

3.2.1 Initial Training (24 Days)

I. Introductory

Two days of training (Day 1-2) consisting of minimum four modules or sessions of classroom training and two visits/demonstrations /practical/group activity, covering-

- i. Assessment of initial competency and prior learning to establish training needs.
- ii. Introduction to common terminologies used in relation to underground mine,
- iii. Use of Personal Protective Equipment (PPE).
- iv. Attendance, Leave, Weekly day of rest, Shift relay, working hours and category of general supervision.
- v. Duties of person employed in mines.
- vi. Structure of Mine Management including reporting hierarchy.
- vii. Occupational health, industrial hygiene and different occupational diseases.
- viii. Basic concept of behavioral safety.
- ix. Any other basic information about the mine.

II) Theory-General safety

Six days of training (Day 3-8) consisting of minimum twelve modules or sessions of classroom training and six visits/demonstrations /practical/ group activity, covering-

- i. Introduction to mine, entries, outlets, escape routes, etc.
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- ii. Different facilities like Attendance room, Lamp room, First aid station, Ambulance room, canteen, creche, rest room, etc.
- iii. Introduction about mine management including owner, agent, manager, officials and other competent persons.
- iv. Haulage and travelling roadways, underground transport system, winding / hoisting system etc.
- v. Awareness and protection from common hazards like dust, vibration, noise, fire, heatwave, lightening, water danger etc.
- vi. Method of working, mine plan & sections.
- vii. Mine ventilation system, mine gases – detection and precautions, mine illumination.
- viii. Underground support system, strata control and monitoring.
- ix. Underground machinery.
- x. Workshop, store, fueling/charging station etc.
- xi. General awareness about explosives, underground blasting related hazards and precautions.
- xii. First aid, firefighting and other emergency including mock rehearsals
- xiii. Basic concept of hazard identification, risk assessment and safety management.
- xiv. Introduction to relevant provisions of OSHWC Code, 2020 and Rules, Regulations and Orders made there under pertaining to mines.
- xv. Practical demonstration and visits to training gallery, model room laboratory, etc.

III) Theory-Trade/Discipline/ Category specific

Five days of training (Day 9-13) consisting of minimum ten modules or sessions of classroom training and five visits/demonstrations /practical/ group activity, covering-

a. For employees other than management and supervisory grade:

Trade Specific Modules based on relevant Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, on subject like-

- i. Operation and maintenance of machinery such as continuous miner, longwall equipment, road headers, SDL, LHD, drill , Mine-truck/LPDT, scalers, UDM, Roof bolter, Utility Vehicles, explosive carriers, passenger carrier, man-riding system, pumps etc.
- ii. Pre-start check-lists, brake testing, steering, and emergency cutout mechanisms.
- iii. Operation and maintenance of CHP/Ore beneficiation plants.
- iv. Storage, transport, handling and use of explosives, associated hazards, blast warning signals, etc.
- v. Trade Specific practical demonstration and visits to training gallery, model room laboratory, etc.
- vi. Simulator training wherever applicable.

b. For Supervisory and Managerial level employees, on subjects like-

- i. Mine management, method of work and technology being used in the mine.
- ii. Discipline specific areas/subjects in the mine.
- iii. Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, etc. in practice in the mine.
- iv. Basic concept and importance of ergonomics in machinery and at workplaces.
- v. Basic concept of hazard identification, risk assessment and safety management.
- vi. Concept of root cause analysis and causes of accidents/dangerous occurrences.
- vii. Any other relevant subject.

IV) On-the-Job Training

On the job training on actual operations of minimum ten days (Day 14-23) shall be provided under supervision of authorized trainer or experienced operator/supervisor/mechanic/engineer in areas/operations/subjects covered under para I, II and III.

V) Assessment

The training scheme shall provide for an evaluation of the learning outcomes of trainees upon completion of the initial training course, for which one day shall be reserved. Where a trainee secures less than 40% of the prescribed score in such evaluation, additional training of not less than two days shall be provided, followed by a re-evaluation of the trainee's learning outcomes.

3.2.2 Refresher Training (6 Days)

(1) Six days of refresher training consisting of minimum twelve (12) modules or sessions of classroom training and six (6) visits/demonstrations /practical/ group activity, covering –

- i. Assessment of initial competency and prior learning to establish training needs.
- ii. Subjects under General Safety and Trade/Discipline/ Category specific topics as mentioned in Part II & III of Initial training
- iii. Learnings from past accidents, near-miss incidents and dangerous occurrences.
- iv. Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, etc.
- v. Underground support system, strata control and monitoring.
- vi. Any new method or technology adopted in the mine.
- vii. First aid and firefighting.
- viii. Basic concept of hazard identification, risk assessment and safety management.
- ix. Emergency preparedness including mock rehearsals.
- x. Any other relevant subject.

(2) Assessment

The training scheme shall provide for an evaluation of the learning outcomes of trainees upon completion of the refresher training course. Where a trainee secures less than 40% of the prescribed score in such evaluation, additional training of one days shall be provided, followed by a re-evaluation of the trainee's learning outcomes.

3.3 CATEGORY III: UNDER GROUND COAL MINES OF GASSY DEGREE II OR III

3.3.1 Initial Training (30 Days)-

In case of underground coal mine of gassy degree II or III, a course of training of four days theory, consisting of minimum eight modules or sessions of classroom training and four visits/demonstrations /practical/group activity, and two days on-the-job training, on the following topics about inflammable gases in addition to the topics covered under Category II (para 3.2) shall be provided-

- a) Types of inflammable gases and associated dangers
 - b) effect of inflammable gases at different percentage
 - c) difference between ignition, combustion and explosion
 - d) methods for detection, monitoring and dealing with inflammable gases
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- e) different types of equipment / appliances and instrumentations for detection and monitoring of inflammable gases, including flame safety lamp, methanometer, multi gas detector and continuous gas monitoring system.
- f) principle of construction and functioning of flame safety lamp and other equipment / appliances.
- g) flameproof and intrinsically safe apparatus.
- h) Contrabands
- i) Duties and responsibilities of officials, competent persons and workers with respect to special precautions to be observed in case of gassy coal mines of degree II or III.
- j) Precautions with regard to coal dust and preventive measures
- k) Special precautions with respect to ventilation and blasting in case of gassy coal mines of degree II or III.
- l) Any other relevant matter relating to inflammable gases or gassy mine.

3.3.2 Refresher Training (6 Days)-

The scheme shall provide for minimum six days of refresher training consisting of minimum twelve (12) modules or sessions of classroom training and six (6) visits/demonstrations /practical/ group activity, covering the topics listed under para 3.2.2 and 3.3.1. It shall also provide for an evaluation of the learning outcomes of trainees upon completion of the refresher training course, and where a trainee secures less than 40% of the prescribed score in such evaluation, there shall be provision for an additional training of one days, followed by a re-evaluation of the trainee's learning outcomes.

3.4 CATEGORY IV: ONSHORE OIL MINES

3.4.1 Initial Training (24 Days)

I. Introductory

Two days of training (Day 1-2) consisting of minimum four modules or sessions of classroom training and two visits/demonstrations /practical/group activity, covering-

- i. Assessment of initial competency and prior learning to establish training needs.
- ii. Introduction to common terminologies used in relation to onshore oil mine,
- iii. Use of Personal Protective Equipment (PPE).
- iv. Attendance, Leave, Weekly day of rest, Shift relay, working hours and category of general supervision.
- v. Duties of person employed in mines.
- vi. Structure of Mine Management including reporting hierarchy.
- vii. Occupational health, industrial hygiene and different occupational diseases.
- viii. Basic concept of behavioral safety.
- ix. Any other basic information about the mine.

II) Theory-General safety

Six days of training (Day 3-8) consisting of minimum twelve modules or sessions of classroom training and six visits/demonstrations /practical/ group activity, covering-

- i. Introduction to Oil & Gas Operations
 - ii. Regulatory & Safety Framework
 - iii. Oil & Gas Process Fundamentals
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- iv. Statutory posts and duties
- v. Hazard Identification, Risk Assessment & Safety Management
- vi. Fire, Explosion & Emergency Management
- vii. Drilling & Well Control Safety
- viii. Blown out prevention
- ix. Electrical, Instrumentation & Hazardous Areas.
- x. Mechanical Integrity & Major Equipment Safety.
- xi. Occupational Health & Industrial Hygiene.
- xii. Special Operations, well injection, cementation etc.
- xiii. Emergency Preparedness, Incident Investigation.
- xiv. Gas monitoring.
- xv. Rig-up & Rig down precaution.
- xvi. Hot work permit.
- xvii. Flaring Provisions.

III) Theory-Trade/Discipline/ Category specific

Five days of training (Day 9-13) consisting of minimum ten modules or sessions of classroom training and five visits/demonstrations /practical/ group activity, covering-

1. For employees other than management and supervisory grade:

Trade Specific Modules based on relevant Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, on subject like-

- i. Operation and maintenance of machinery such as drill rig, workover rig, utility vehicles, explosive carriers, pumps etc.
- ii. Pre-start check-lists, brake testing, steering, and emergency cutout mechanisms.
- iii. Operation and maintenance of group gathering station, fire hydrant system, mud tank, flaring system, etc.
- iv. Storage and transport of crude oil and gas condensate.
- v. Trade Specific practical demonstration and visits to model room laboratory, etc.
- vi. Simulator training wherever applicable.

2. For Supervisory and Managerial level employees, on subjects like-

- i. Mine management, method of drilling and workover technology being used in the mine.
- ii. Discipline specific areas/subjects in the mine.
- iii. Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, etc. in practice in the mine.
- iv. Basic concept and importance of ergonomics in machinery and at workplaces.
- v. Basic concept of hazard identification, risk assessment and safety management.
- vi. Concept of root cause analysis and causes of accidents/dangerous occurrences.
- vii. Any other relevant subject.

IV) On-the-Job Training

On the job training on actual operations of minimum ten days (Day 14-23) shall be provided under supervision of authorized trainers or experienced operator/supervisor/mechanic/engineer in areas/operations/subjects covered under para I, II and III.

V) Assessment

The training scheme shall provide for an evaluation of the learning outcomes of trainees upon completion of the initial training course. Where a trainee secures less than 40% of the prescribed score in such evaluation, additional training of not less than two days shall be provided, followed by a re-evaluation of the trainee's learning outcomes.

3.4.2 Refresher Training (6 Days)

(1) Six days of refresher training consisting of minimum twelve (12) modules or sessions of classroom training and six (6) visits/demonstrations /practical/ group activity, covering –

- i. Review of Regulatory & Safety Framework,
- ii. Oil & Gas Process Fundamentals and Statutory posts and duties.
- iii. Fire, Explosion & Emergency Management and
- iv. Drilling & well Control Safety.
- v. Emergency Preparedness and emergency mock drills.
- vi. Accident investigation, root cause analysis and causes of accidents/dangerous occurrences.

(2) Assessment

The training scheme shall provide for an evaluation of the learning outcomes of trainees upon completion of the refresher training course. Where a trainee secures less than 40% of the prescribed score in such evaluation, additional training of one days shall be provided, followed by a re-evaluation of the trainee's learning outcomes.

3.5 CATEGORY V: OFFSHORE OIL MINES

3.5.1 Initial Training (24 Days)

I. Introductory

Two days of training (Day 1-2) consisting of minimum four modules or sessions of classroom training and two visits/demonstrations /practical/group activity, covering-

- i. Assessment of initial competency and prior learning to establish training needs.
- ii. Introduction to common terminologies used in relation to offshore oil mine,
- iii. Use of Personal Protective Equipment (PPE).
- iv. Attendance, Leave, Weekly day of rest, Shift relay, working hours and category of general supervision.
- v. Duties of person employed in mines.
- vi. Structure of Mine Management including reporting hierarchy.
- vii. Occupational health, industrial hygiene and different occupational diseases.
- viii. Basic concept of behavioral safety.
- ix. Any other basic information about the mine.

II) Theory-General safety

Nine days of training (Day 3-11) consisting of minimum eighteen modules or sessions of classroom training and nine visits/demonstrations /practical/ group activity, covering-

- i. Offshore Oil & Gas Installation Types
- ii. Offshore Legal, Regulatory & Safety Framework
- iii. Statutory posts and duties
- iv. Offshore Installation Design & Structural Safety.
- v. Process Safety Management & Major Accident Hazards.
- vi. Well Control & Offshore Drilling Safety
- vii. Fire, Explosion & Hydrocarbon Release
- viii. Offshore Evacuation, Escape & Rescue.
- ix. Helicopter & Aviation Safety
- x. Electrical, Instrumentation & Hazardous Area Safety.
- xi. Offshore Occupational Health.
- xii. Emergency Management, Incident Investigation.
- xiii. Gas Monitoring & Zone integrity.
- xiv. Hot work permit
- xv. Flaring provision.
- xvi. Climate and weather behavior, and precautions during rough weather in offshore area
- xvii. Basic principles and protocols for survival in sea

III) Theory-Trade/Discipline/ Category specific

Six days of training (Day 12-17) consisting of minimum twelve modules or sessions of classroom training and six visits/demonstrations /practical/ group activity, covering-

1. For employees other than management and supervisory grade:

Trade Specific Modules based on relevant Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, on subject like-

- i. Operation and maintenance of machinery such as drill rig, workover rig, utility vehicles, explosive carriers, pumps etc.
- ii. Pre-start check-lists, brake testing, steering, and emergency cutout mechanisms.
- iii. Operation and maintenance of group gathering station, fire hydrant system, mud tank, flaring system, etc.
- iv. Storage and transport of crude oil and gas condensate etc.
- v. Trade Specific practical demonstration and visits to model room laboratory, etc.
- vi. Simulator training wherever applicable.

2. For Supervisory and Managerial level employees, on subjects, like-

- i. Installation & maintenance of platform
- ii. Mine management, method of drilling and workover technology being used in the mine.
- iii. Discipline specific areas/subjects in the mine.
- iv. Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, etc. in practice in the mine.
- v. Basic concept and importance of ergonomics in machinery and at workplaces
- vi. Basic concept of hazard identification, risk assessment and safety management.
- vii. Concept of root cause analysis and causes of accidents/dangerous occurrences.
- viii. Any other relevant subject.

IV) On-the-Job Training

On the job training on actual operations of minimum twelve days (Day 18-29) shall be provided under supervision of authorized trainer or experienced operator/supervisor/mechanic/engineer in areas/operations/subjects covered under para I, II and III.

V) Assessment

The training scheme shall provide for an evaluation of the learning outcomes of trainees upon completion of the initial training course. Where a trainee secures less than 40% of the prescribed score in such evaluation, additional training of not less than two days shall be provided, followed by a re-evaluation of the trainee's learning outcomes.

3.5.2 Refresher Training (6 Days)

(1) Six days of refresher training consisting of minimum twelve (12) modules or sessions of classroom training and six (6) visits/demonstrations /practical/ group activity, covering –

- i. Review of Offshore Legal,
- ii. Regulatory & Safety Framework and Statutory posts and duties.
- iii. Well Control & Offshore Drilling Safety
- iv. Fire, Explosion & Hydrocarbon Release
- v. Emergency preparedness and emergency mock drills.
- vi. Accident investigation, root cause analysis and causes of accidents/dangerous occurrences.
- vii. Climate and weather behavior, and precautions during rough weather in offshore area.
- viii. Basic principles and protocols for survival in sea.

(2) Assessment

The training scheme shall provide for an evaluation of the learning outcomes of trainees upon completion of the refresher training course. Where a trainee secures less than 40% of the prescribed score in such evaluation, additional training of one days shall be provided, followed by a re-evaluation of the trainee's learning outcomes.

3.6 CATEGORY VI-

3.6.1 Special Training (under rule 161)

Prior to the introduction of any New Technology, Equipment and system of work, all concerned persons for operation maintenance and supervision shall be imparted special training of not less than 03 days consisting of theory classes, practical demonstrations and field visits as may be required. Technical representatives of equipment manufacturers, suppliers and other domain experts shall also be engaged in imparting such trainings.

3.6.2 Training after long absence or after an accident or change of job (Rule 162)

(i) Training after long absence

Whenever a person returns to employment in a mine after an absence from work for a period exceeding one year, before re-employment he shall be imparted training of not less than 03 days consisting of minimum six (6) modules or sessions of classroom training and three(3) visits/demonstrations /practical , covering –

- i. Subjects under General Safety and Trade/Discipline/ Category specific topics as mentioned in Part II & III of Initial training
- ii. Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, etc. relevant to his/her nature of job.
- iii. First aid, firefighting and other emergency including mock rehearsals.

(ii) Training after an accident

Whenever a person returns to work after being involved in a serious accident or in a dangerous occurrence which could have resulted in threat to life and safety in a mine, before re-employment he/she shall be imparted training of not less than 03 days consisting of minimum six (6) modules or sessions of classroom training and three (3) visits/demonstrations /practical, covering –

- i. Subjects under General Safety and Trade/Discipline/ Category specific topics as mentioned in Part II & III of Initial training
- ii. Learnings from the accident or dangerous occurrence and other similar accidents, dangerous occurrences and near-misses.
- iii. Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, etc. relevant to his/her nature of job.
- iv. First aid, firefighting and other emergency including mock rehearsals.

(iii) Training after change of job

Whenever a person is employed on a job which is different from what such person had been performing earlier before such reemployment he/she shall be imparted training of not less than 03 days consisting of minimum six (6) modules or sessions of classroom training and three (3) visits/demonstrations /practical, covering –

- i. Subjects under General Safety and Trade/Discipline/ Category specific topics as mentioned in Part II & III of Initial training
- ii. Specific details of new work, new job-related code of practices, and other applicable safety aspects.
- iii. Standard Operating Procedures (SOPs), Code of Practices (COPs), Standing Orders, Standards, Protocols, etc. relevant to his/her nature of job.
- iv. First aid, firefighting and other emergency including mock rehearsals.

3.6.3 Other Training

The contents of modules of any need-based training other than that specified in para 3.1 to 3.5, 3.6.1 and 3.6.2 shall be decided by the employer based on objective and purpose of the training.

4.0 ASSESSMENT:

The training scheme shall provide for:

- i. Assessment of the existing competency, experience and prior learning of persons employed or proposed to be employed in the mine for determining their individual training needs, as required under Rule 157(3)(iv).
- ii. Identification and periodic assessment of the training needs of persons employed in the mine having regard to the requirements for safe performance of mining operations and prevention of accidents and occupational risks, as required under Rule 157(3) (v).

5.0 MAINTENANCE, RETENTION AND AUDITING OF RECORDS:

The training scheme shall provide for:

- i. Maintenance of digital and physical records of all assessments, attendance registers, training logs, evaluation scores, training certificates issued, appointments of training officer, instructors and trainers and any other record at the Vocational Training Centre and at the Mine Manager's office.
- ii. Retention of the records for the entire duration of the employee's service and for a minimum of five (5) years thereafter.
- iii. A system of periodic auditing of records related to training and assessment at a training center.

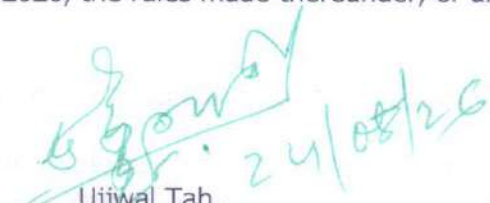
6.0 REVIEW OF THE SCHEME

The Scheme of Training shall be reviewed at least once every **five years**, or earlier whenever considered necessary, having regard to changes in technology, mining methods, accident experience, emerging risks, statutory requirements and directions issued by the Chief Inspector-cum-Facilitator.

7.0 COMPLIANCE

The employer and training officer shall ensure effective implementation of the Training Scheme, training records, competency assessment records and audit reports for inspection by the Inspector-cum-Facilitator or any other competent authority whenever required.

8.0 Nothing contained in these guidelines shall be construed as relieving the employer, manager or any other person of any obligation imposed under the Occupational Safety, Health and Working Conditions Code, 2020, the rules made thereunder, or any other applicable law for the time being in force.


Ujjwal Tah,
Director General of Mines Safety &
Chief Inspector-cum-Facilitator of Mines