कोल इण्डिया लिमिटेड
(एक महारत्न कंपनी)
श्र .श .एवं औ .सं .विभाग
कोल भवन, प्रीमाईस-4,एम.ए.आर.प्लाट सं :ए.एफ.III
ए.ए-1:.A,न्यूटाउन, राजरहाट,कोलकाता-700156
सी.आइ.एन :L23109WB1973GOI028844
फोन4112 2324 033 :, फैक्स – 033 2324 6527
ई-मेल - gmmpnir.cil@coalindia.in
वेबसाइट: www.coalindia.in

COAL INDIA LIMITED
(A Maharatna Company)
MP&IR DIVISION
Coal Bhawan Premise No.4, MAR Plot No AF-III
AA-1A, New Town, Rajarhat, Kolkata 700156
CIN:L23109WB1973GOI028844
Phone: 033 2324 4112, Fax – 033 2224 6527
E-Mail: gmmpnir.cil@coalindia.in
Website - www.coalindia.in

5 DECADES OF UNEARTHING ENERGY

(एक आई एस ओ: 9001:2015, आई एस ओ 14001:2015:एवं आई एस ओ 9001:2015:प्रमाणित कंपनी)

Ref. No. CIL/C-5B/JBCCI-XI/HRA/E-2452776/48 **Dated : 22.10.2026**

OFFICE MEMORANDUM

The Variable Dearness Allowance (VDA) for Wage Board/Non-Executive cadre employees of CIL and its subsidiaries has been revised to 26.8% with effect from 01.09.2026, as notified vide Office Memorandum No. 42 dated 03.09.2026, thereby exceeding the prescribed threshold of 25%.

Consequently, in terms of Clause 8.1.3 of NCWA-XI, read with Implementation Instruction No. 08 dated 08.12.2023, the Competent Authority has accorded approval for enhancement of House Rent Allowance rates for eligible Wage Board/Non-Executive cadre employees of CIL and its subsidiaries in urban areas, as detailed below:

Classification of Cities	Existing HRA Rate	Revised HRA Rate
X Class	24% of Basic Pay	27% of Basic Pay
Y Class	16% of Basic Pay	18% of Basic Pay
Z Class	8% of Basic Pay	9% of Basic Pay

The revised rates of HRA shall be effective from **01.09.2026**.

All other terms and conditions governing the admissibility and payment of HRA under the existing provisions shall remain unchanged.

This is being issued with approval of the Competent Authority.

(D. P. Samal)
General Manager (HR)/(MP&IR)

Distribution:

1. Chairman Cum Managing Director- ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL.
2. Director (HR)/ Director (Fin.) - ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL.
3. Director(T)/ CRD, CMPDIL
4. ED(Finance), CIL (HQ), Kolkata
5. TS to Chairman, CIL (HQ), Kolkata
6. GM- System/ERP, CIL (HQ), Kolkata
7. HOD, IICM, Ranchi
8. GM, NEC, Assam
9. HoD-New Delhi Office/ RSO, Mumbai
10. TS to D(HR)/D(BD)/D(M&S)/D(Fin.)/D(Tech.), CIL (HQ), Kolkata