



COAL INDIA LIMITED  
"COAL BHAWAN"  
10, NETAJI SUBHAS ROAD,  
KOLKATA-700 001

No: CIL/C-5B/JBCCI/HPC/174

Dated: 20.11.2015

**OFFICE ORDER**

To,

|                                     |         |           |
|-------------------------------------|---------|-----------|
| The Chairman-cum-Managing Director, | ECL,    | Sanctoria |
| The Chairman-cum-Managing Director, | BCCL,   | Dhanbad   |
| The Chairman-cum-Managing Director, | CCL,    | Ranchi    |
| The Chairman-cum-Managing Director, | WCL,    | Nagpur    |
| The Chairman-cum-Managing Director, | SECL,   | Bilaspur  |
| The Chairman-cum-Managing Director, | NCL,    | Singrauli |
| The Chairman-cum-Managing Director, | MCL,    | Sambalpur |
| The Chairman-cum-Managing Director, | CMPDIL, | Ranchi    |

**Sub: Revised Rate of DA for the Contractor's Workers engaged in Mining Activities**

The Ministry of Labour & Employment vide order No. 1/15(2)/2015-LS-II dated 30/09/2015 revised the rates of Variable Dearness Allowance on the basis of Average Consumer Price Index No. for the preceeding period of 06 months ending on 30.06.2015 reaching 256.00 from 202.83 (Nil) (Base 2001=100) and thereby resulting in an increase of 53.17 points for industrial workers. This order shall come in force w.e.f. 01.10.2015.

In terms of clause (b) of recommendation of High Power Committee, the rates of variable dearness allowance including rates of wages for contractor's workers engaged in mining activities as per the recommendation in which it is defined under section 2(h),(j) and (k) of Mines Act 1952 including washery, CHP and railway sidings. The rate of VDA payable per day w.e.f. 01.10.2015 will be as under:-

| Categories of employees             | Rounded off VDA to Next Rupee (Rs.) w.e.f. 01.10.2015 (Rs.) |
|-------------------------------------|---|
| Unskilled                           | 31.00   |
| Semi Skilled/ Unskilled Supervisory | 39.00   |
| Skilled                             | 47.00   |
| Highly SKilled                      | 55.00   |

Therefore, the minimum rates of wages showing the basic rates and variable dearness allowance payable w.e.f. 01.10.2015 will be as under:-

| Categories of employees             | Rates of Wages including VDA (in Rs.) Per day w.e.f. 01.10.2015 |
|-------------------------------------|---|
| Unskilled                           | $\frac{464.00+31.00}{495}$                                      |
| Semi Skilled/ Unskilled Supervisory | $\frac{494.00+39.00}{533}$                                      |
| Skilled                             | $\frac{524.00+47.00}{571}$                                      |
| Highly SKilled                      | $\frac{554.00+55.00}{609}$                                      |

Other terms and conditions mentioned in the recommendations of the High Power Committee shall remain the same.

It is requested to take necessary action to implement the same.

This issues with the approval of the Competent Authority.

(BHAGWAN PANDEY)  
General Manager (MP & IR)

Distribution:

1. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
2. Director (Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
3. Director (RD & T), CMPDIL, Ranchi
4. Director (Pers.)/Director (Finance)/Director (Tech.)/Director (Mktg.), CIL, Kolkata
5. Chief Vigilance Officer, CIL, Kolkata
6. CGM/TS to Chairman, CIL, Kolkata
7. General Manager, NEC, Guwahati, Assam
8. General Manager (Finance), CIL, Kolkata
9. General Manager (System), CIL with a request to kindly upload the office order on the website of CIL
10. Chief Manager (P/IR), CIL, Kolkata