कोल इंडिया लिमिटेड
(महारत्न कंपनी)
भारत सरकार का उपक्रम
"कोल भवन"
प्रेमाइज़ न. 04, एमएआर प्लॉट न. ए एफ़-III
एक्शन एरिया 1ए-, न्यू टाउन, राजारहट
कोलकाता-700163 (पश्चिम बंगाल)
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दूरभाष सं :033 7110 4224
ईमेल आईडी: gmmpnir.cil@coalindia.in
वैबसाइट :www.coalindia.in

Coal India Limited
(A MAHARATNA COMPANY)
A Govt. of India Enterprise
"Coal Bhawan"
Premises No. 04, MAR Plot No. AF-III
Action Area-1A, New Town, Rajarhat
Kolkata-700163 (West Bengal)
CIN: L23109WB1973GOI028844
Phone: 033 7110 4224
Email id: gmmpnir.cil@coalindia.in
Website- www.coalindia.in

(An ISO 9001:2015, ISO 14001:2015 and ISO 50001:2011 Certified Company)

क्रमांक: CIL/C-5B/JBCCI/JC Wages/101 दिनांक : 16.10.2023

## कार्यालय आदेश

Chairman-cum-Managing Director, ECL
Chairman-cum-Managing Director, BCCL
Chairman-cum-Managing Director, CCL
Chairman-cum-Managing Director, WCL
Chairman-cum-Managing Director, NCL
Chairman-cum-Managing Director, MCL
Chairman-cum-Managing Director, SECL
Chairman-cum-Managing Director, CMPDIL

**विषय: Approval of recommendations of the Joint Committee with regard to revision of wages for contractors' workers engaged in mining activities**

The Board of Directors of CIL in its 458th meeting held on 25.09.2023 approved the recommendations dated 09.08.2023 of the Joint Committee constituted, as per Clause 13.7.0 of NCWA-XI, for revision of wages and social security for contractors' workers engaged in mining activities.

Accordingly, the following rates of wages for contractors' workers engaged in mining activities have been approved w.e.f. 09.08.2023: -

| Categories of employees | Basic Rate of Wages (in Rs.) Per Day w.e.f. 09.08.2023 |
|---|---|
| Unskilled | 1176.00 |
| Semi-Skilled/Unskilled Supervisory | 1206.00 |
| Skilled | 1236.00 |
| Highly Skilled | 1266.00 |

The Board further resolved that other terms and conditions including Under Ground Allowances, as mentioned in the recommendations of High-Power Committee circulated vide Office Order Reference No.: CIL/C-58/JBCCVHPC/566 dated 18th February 2013, shall remain unaltered.

Approved Modalities for implementation alongwith recommendations dated 09.08.2023 of the Joint Committee are enclosed herewith.

All concerned are advised to take needful action for implementation of the same.

This is being issued with approval of the competent authority.

संलग्नक: यथोपरित

गौतम 16/10/23
(गौतम बनर्जी)
महाप्रबंधक (श्र.श. एवं औ.सं.)

सूचनार्थ

1. Members Joint Committee
2. Director (P & IR)/Director (Technical)/Director (Finance/BD)/Director (Marketing), CIL
3. Dir. (P)/Dir. (Fin.)/Dir. (Tech.)- ECL/BCCL/CCL/WCL/NCL/MCL/SECL
4. Director (T/CRD)-CMPDIL
5. ED (Coordination)/ED (Finance)/ED (ICT), CIL
6. GM (CMC), CIL/GM, NEC/GM (Company Secy), CIL w.r.t. MoM under Item 458:4(E)
7. TS to Director (P & IR), CIL

## Approved Modalities for Implementation of Revised Joint Committee (JC) Wages

1. The revised rates of JC/HPC wages are to be implemented w.e.f 09.08.2023 in respect of categories of contractors' workers engaged in mining activities {as defined under section 2 (h), (j) & (k) of the Mines Act, 1952 including Washery, CHP & Railway Siding} who are being paid JC/HPC wages.
2. The payment of difference of wages due to hike in JC/HPC wages w.e.f. 09.08.2023 shall be admissible to the contractors' workmen, who have been deployed in mining activities. The difference of wages to be reimbursed shall be the wages payable as per the revised JC/HPC wages minus the wages payable as per NIT i.e. over the wages payable as per NIT.
3. The difference of wages, as stated above shall be paid by the contractors to the workers engaged in mining activities. The same shall be reimbursed by the subsidiary companies to the concerned contractors on the production of admissible documentary evidences.
4. Since, the revised wages are payable with effect from 09.08.2023, the concerned contractors will have to pay arrears of wages, if applicable, in the revised rates to their eligible workmen. After making the payments of arrears, reimbursement to the contractor shall be made on submission of admissible documentary evidences of payment to the eligible workmen engaged by them during the relevant period.
5. The contractors shall pay their workmen as per the revised JC/HPC wages and shall submit a claim for reimbursement of the difference amount as mentioned above. The contractors shall submit admissible documentary evidence of payment to eligible workmen, as below:-
    a. The names of the contractor workmen as mentioned in Form-A register specified in the schedule to the "Ease of compliance to maintain Registers under various Labour Laws Rules, 2017".
    b. Certificate of actual attendance marked in the register Form-D register specified in the schedule to the "Ease of compliance to maintain Registers under various Labour Laws Rules, 2017", as applicable, duly signed by Mine Manager or his authorized representative.
    c. Proof of deposition of CMPF/EPF/CMPS-1998 contribution of the contractors' workers for the relevant period in appropriate register.
    d. Labour Payment Certificates (LPC) of the relevant period.
    e. The contractor shall submit a copy of Bank statement and payment slip as a proof of payment made in the favour of contractor worker.
    f. Any additional document if necessary
6. The bills for differential wages, so submitted by the contractors, shall be checked and certified for payment by the Sub-Area/Unit Level Committee consisting of Mine Manager and executives from Personnel & Finance discipline taking into consideration skill of the workman, attendance record, PF & Pension contributions, etc. Further, the bills for differential wages checked, certified and forwarded by Sub-Area/Unit Level Committee shall be checked and processed for payment of differential wages through Area Level Committee consisting of Area Personnel Manager, Area Finance Manager and Staff Officer (Mining), for due approval of delegated authority.

7. While ascertaining the difference of wages, proper checks and balances by way of bank accounts and PF accounts in the name of the concerned contractors' workmen should be considered, and ensuring that the benefits have been actually received by the concerned workmen.

8. In case, the contractor is unable to pay the revised rate of wages, due to financial problems, an one-time interim payment against the wage bill raised can be paid to the contractor on his request for the purpose of payment of differential wages only, after an assessment made regarding number of workers engaged in different skills since 09.08.2023 by the APM & AFM duly approved by the Area General Managers.

   Such one-time interim payment shall be adjusted subsequently in the next bill by concerned Area.

9. Any additional other statutory payments including additional contribution towards CMPF/CMPS or GST payable due to above wage hike shall also be reimbursed to the concerned contractor.

10. Payment of difference of wages shall be made in the respective Bank Account of the Contractor's Worker by the contractor as being done for regular payment of wages.

11. Committee of Functional Directors of Subsidiaries are authorized to take decision & approve other suitable modalities, as and when required, for proper implementation towards payment of JC/HPC wages.

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