

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

Ref No. CIL/C-5A (vi)/50717 (Exe)/IDA /Oct 2025/B-925

Dated: 29.10.2025

**OFFICE MEMORANDUM**

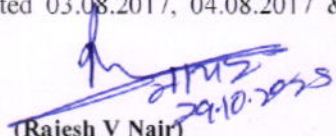
**Sub: Payment of IDA at revised rate @ 51.8% in respect of Board Level & Below Board Level Executives of Coal India Limited w.e.f. 01.10.2025.**

In terms of item No. V of O.M. No. CIL/C5A(PC)/Pay Revision 2017/2972 dated 08.08.2018 Dearness Allowance is payable from 1<sup>st</sup> January, 1<sup>st</sup> April, 1<sup>st</sup> July and 1<sup>st</sup> October in every year based on price increase above Quarterly Index Average 277.33 points as on 01.01.2017.

As per OM No. W-02/0037/2025-EWC)/(WC)/FTS-14505 dated 29.10.2025 issued by Deputy Secretary to the Government of India, Ministry of Finance, Department of Public Enterprises and in reference to para 7 and Annexure-III(B) of DPE's OM dated 03.08.2017 wherein the rates of IDA payable to the Board level and below Board level executives and non- unionized supervisors of CPSEs have been indicated, the rates of IDA payable to the executives and non- unionized supervisors of CPSEs following 2017 Pay Scales has been revised is as under:

***IDA rate has been revised to 51.8% payable w.e.f. 01.10.2025***

The above revised IDA rate @ 51.8% w.e.f. 01.10.2025 would be applicable in the case of IDA employees who have been allowed revised pay scales (2017) as per DPE O.Ms. dated 03.08.2017, 04.08.2017 & 07.09.2017.

  
(Rajesh V Nair)  
General Manager (HR/Exe.Estb.)

***Distribution:***

1. Chairman-cum-Managing Director, CIL, Kolkata
2. Director (HR)/ Director(BD)/ Director (Marketing)/Director(Finance)/Director (Technical), CIL, Kolkata
3. Chief Vigilance Officer, CIL, Kolkata
4. CMDs SECL/ECL/CCL/BCCL/WCL/MCL/CMPDIL/ NCL
5. Director (HR)/Director (Finance) of all subsidiaries.
6. Director (T/CRD), CMPDIL, Ranchi.
7. Director(PAW), SCCL, Singareni Colliery, P.O. Kothagudem, AP
8. ED (Co-ordination)/TS to CMD, CIL, Kolkata.
9. ED(HR), CIL, Kolkata
10. ED, IICM, Ranchi.
11. GM (IA), CIL, Kolkata.
12. GM, CIL, Delhi
13. GM, DCC, Dankuni. / GM, NEC, Margherita, Assam./GM, CIL, Delhi
14. GM (System), CIL, Kolkata with a request to upload the same in CIL Website.
15. RSM, RSO, Mumbai
16. General Manager(HR-PRB), CIL, Kolkata
17. Chief Manager (Finance/Estb), CIL, Kolkata
18. Manager (Secretarial) to Director (HR), CIL, Kolkata.
19. Dy.Manager(Fin/Estb.), CIL, Kolkata
20. Guard file.